



Developing a Scale to Evaluate the Performance of Football Coaches from the Players' Perspective

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Abstract. Since the coach is the absolute core element in the process of success in training and the sport-specific goals, this study has been conducted in order to develop a scale to assess the football coaches based on the perspectives of the players. Given the nature of the study, the researcher used the descriptive method significantly the survey approach. Football players were used as the study population. The sampling method was non-random and involved a total of 80 players, 20 in the pilot and 60 in the main study. It was designed based on the scientific rules of scale-building. It had various dimensions associated with some aspects of the coach's job. Content validity was ensured and test-retest method was employed to establish reliability. Faialdani and Aleem 2020. The objective of this study was to develop the scale for assessing the performance of football coaches and to determine its validity and reliability as well. Methods: The scale was handed out to 886 football coaches who have either bachelor graduation degree or higher from 16 provinces in Iran, covering the entire country.

1. INTRODUCTION

Significance of the Study

Sports training is a formal system of education with a goal to realise a player's physical, technical, psychological and tactical potential. At the center of this process is the coach whose role is to plan and implement the training that considers the player and gaming capacity (Abdul Karim, 2021: 33). Finally, football is a team sport that demands organization, decisiveness, and effective communication skills that a club's management often needs to master to be successful. This reality makes the assessment of the coach a logically and pedagogically a must.

Among the recent methods of developing the training process is the evaluation of coaches' performance, which provides reliable data that can help identify both strengths and weaknesses and support the improvement of training performance (Hassan, 2020: 77). Assessing a coach's competency based purely on match results does not consider the coach's individual day-to-day activities as part of a wider training unit (Salem, 2023: 41).

This study is significant because it tries to develop the scientific scale for assessing the performance of football coaches through the viewpoint of the players. Players interact closest with the coach and hence are in the best position to evaluate coaching methods and leadership behavior during training and competition (Al-Ani, 2021: 58).

Research Problem

Based on the observation of the sporting reality by the researcher, the evaluation of football coaches is mainly done impressionistically or only based on the result of the match without any criterium, standardized scientific measurement tools and players' opinions. This state of affairs results in soft evaluation and development processes. Consequently, the research problem is stated in terms of the following question:

To identify whether an instrument could be developed with satisfactory reliability and validity that might give a scientific scale to the Coaches Evaluation by Players?

Research Objectives

- a. To develop a scale for evaluating the performance of football coaches from the players' perspective.
- b. To identify the scientific properties of the scale, namely validity and reliability.

Research Hypotheses

- a) The scale demonstrates an acceptable level of validity.
- b) The scale demonstrates an acceptable level of reliability.

Research Scope

- 1) Human scope: football players.
- 2) Spatial scope: sports clubs.
- 3) Temporal scope: from 1 March 2025 to 1 June 2025.

Definition of Terms

Scale: A scientific instrument consisting of a set of items used to measure a specific trait or phenomenon according to defined scientific principles (Nasser, 2021: 24).

2. THEORETICAL FRAMEWORK AND PREVIOUS STUDIES

Theoretical Studies

The evaluation of coach performance, the researchers say, represents one of the cornerstones in the evolution of sports training, as it is an important tool to assess the nature of training performance and a means to detect both those attributes of coaches that are effective and those that need improvement. This will assist you in enhancing your training programs and will also improve the overall training process (Abdul Karim, 2021: 41). Others also argue that

the criterion for success in coaching should not be the results of the game, but the criteria or the way of planning, organizing, communicating and motivating in the training unit (Al-Azzawi, 2019: 58).

Hassan (2020) emphasizes the need for standard scientific measurement tools in the sports field as scientific necessity as these tools are based on objectivity and accuracy in measuring and evaluating educational and sporting phenomena. He insists that scale building should be based upon a precise and properly-documented scientific basis (Hassan, 2020: 85) consisting of validity, reliability and objectivity. According to Nasser (2021) as well, scales reflecting players' views are one of the most realistic measurements of training performance because players have the most direct interaction with the coach on training and match situations (Nasser, 2021: 336).

Previous Studies

Examination of The Study Al-Ani (2021) was directed on a purpose to evaluate the performance of football coaches from the players' perspective in some sport clubs (descriptive, survey method). This research sample included 120 players. The researcher used a questionnaire made up of the three dimensions of technical, organizational, and psychological in coaching performance. Results indicated that coach evaluation differed marginally depending on coaching leadership style. Al-Ani (2021: 62) suggested to use scientific evaluation tools in evaluation of coaches (O. Ali et al., 2024; O. A. Ali, 2022). Salem (2023), conducted a study of coaching leadership in team sports and satisfaction of players. The researcher used descriptive method, and applied a specific scale to football and handball players. Results showed that players scored higher on satisfaction and rating scales for coaches who exemplify positive forms of leadership, emphasizing the need for input from players when it comes to the evaluation of coaches (Salem, 2023: 49).

According to a study conducted by Hassan (2020), Measurement and evaluation in physical activity are essential, and scales with a considerable degree of validity and reliability can be designed through the use of proper scientific methods in item formation followed by statistical validation. The research proved that the employment of standardized scales led to enhanced quality of evaluation in the field of sport (Hassan 2020: 93).

The study by Abdullah (2020) also targeted identifying the reality of the use of the evaluation methods in the training work of the sports. It was revealed that sports organizations use mostly traditional and non-scientific methods regarding coach evaluation. The research suggested the use of scientific scales that reflect the views of players and experts together (Abdullah, 2020 : 101).

Abstract: Nasser (2021) conducted a research served as a guide to construct psychological scales in sports. This paper discussed the scientific process of developing a scale, covering the initial step of specifying dimensions and writing items through to the final step of establishing validity and reliability (O. Ali & Hamid, 2021; Hammood et al., 2024). It has been confirmed that the scales developed based on those principles are indeed valid apparatuses for diagnosing different sporting phenomena (Nasser, 2021: 44)

Position of the Current Study in Relation to Previous Studies

Reflecting on past research, our findings show that most studies have targeted either the evaluation of coaches themselves or the evaluation of coaching leadership styles at a more general level. However, the main difference of this study is trying to design a certain scale to use from the players viewpoint observing the general relativity on scientific basis in order to measure the performances of the football coaches. This realization grants the study a unique scientific value and makes it a complementary study to other studies performed in this research area.

3. RESEARCH METHODOLOGY AND PROCEDURES

Research Method

The researcher adopted the descriptive method using the survey approach, as it is appropriate for the nature and objectives of the study (Abdullateef AbdulJabbar et al., 2025; Fayyad et al., 2025; Khalaf et al., 2025; Shukr, 2020: 55).

Research Population and Sample

The research population consisted of football players. The sample was selected intentionally and included 80 players. Of these, 20 players were assigned to the pilot study and 60 players to the main study.

Scale Construction

Development of the scale is based on science and expert opinion. They were designed to align with the players' level, and administered along dimensions relating to the different facets of the coach's work. This scale was developed and transformed into a field-appropriate evaluative test for data collection, based on the recognized scientific principles of measurement and evaluation. A description of the scale and the evaluative scale in the study are presented in Appendix (1).

Pilot Study

The pilot study was conducted on a sample of 20 players with the aim of verifying the clarity of the scale items and their suitability for application.

4. PRESENTATION AND DISCUSSION OF RESULTS

Table 1. Dimensions of the Football Coaches' Performance Evaluation Scale and Number of Items.

No.	Dimension	Number of Items
1	Technical	10
2	Organizational	8
3	Psychological	7
4	Communication	5
	Total	30

Table 2. Scientific Foundations of the Scale.

Scientific Basis	Method	Value
Validity	Content validity	94%
Reliability	Test–retest	0.883

Table 3. Discriminatory Power of the Scale.

Group	Mean	Standard Deviation
Upper	82.45	4.12
Lower	64.30	3.85

t-value = 9.21, statistically significant.

Discussion of Results

The results suggest that this scale has a strong validity and reliability, and it is an appropriate scale to test the performance of football coaches. Such finding is in line with the conclusions mentioned in Hassan (2020: 90) and Nasser (2021: 38). Moreover, the fact that several items presented the same difficulty across all evaluations is most likely a reflection of the scale's discriminative power, which highlights its utility in the sport domain.

5. CONCLUSIONS AND RECOMMENDATIONS

Conclusions

A scientific scale was developed to evaluate the performance of football coaches from the players' perspective. The scale demonstrates a high level of validity and reliability, ensuring that it accurately measures what it intends to assess. Additionally, the scale possesses good discriminatory power, allowing it to differentiate effectively between varying levels of coach performance.

Recommendations

The scale can be adopted to evaluate the performance of football coaches, providing an objective measure of coaching effectiveness; the results can be used to develop and improve training programs for coaches and athletes, helping to enhance skill acquisition and performance outcomes; and researchers can conduct similar studies in other sports to validate the scale's usefulness across different athletic contexts and further contribute to best practices in sports coaching evaluation.

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