

Impact Of Transformational Leadership On Sports Practice Strategies Of Female Rugby Players

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Abstract: In a nation that was once divided by governmental policies, sport plays a crucial role in society and has the ability to unite individuals and promote communal stability. A trained relationship between transformational leadership and a variety of aspects of one's life as a female rugby player has been found to be beneficial, including enhanced happiness in achieving goals, position with skills and morals and principles, overcoming obstacles, and smoothly transitioning the group. For this purpose, female players ($n = 90$) University level and clubs' rugby female players completed the questionnaire transformational leadership and sports practice strategies were used. The overall reliability of both the scales were 0.923, which is in excellent range. The value of Shapiro-Walk test for transformational leadership is 0.079 and sports practice strategies scale value is 0.074 which is greater than 0.05 which shows that the data is normal. Correlation between transformational leadership style and sports practice strategies is 0.499 which is moderate positively correlated having the significant value ($p < 0.001$). Transformational Leadership Style having 24.9% impact on Sports Practice Strategies. Transformational leadership in the sports practice context has a number of specificities because of uniqueness and impactful with positive correlation.

Keywords: Impact, Transformational leadership style, Practice strategies, Female rugby players.

INTRODUCTION

This research examines how transformational leadership promotes team cohesiveness and the nature of that connection influenced by past teamwork and agreement among the leadership. Leaders are viewed as harsh and motivated by a need for personal affirmation through team accomplishments. Transformational leaders encourage their female players to execute at a high level, one must create a captivating and captivating vision, develop demanding yet attainable goals, possess confidence and intelligence, and place a strong emphasis on teamwork and shared values. Transformational leadership is a professional activity that attempts to assist individuals in flourishing in life by allowing them to live according to their abilities, achieve their objectives, and gain well-being in all areas of their lives.

Female players also face discrimination on playgrounds in matters such as prize money, sponsorship, facilities, and equipment. Worryingly, sports organizations do not seem ready to change these discriminatory traditions (Flanagan E, 2019).

Leadership is a serious elegant to improve and sustain optimal sports practice and players, fulfillment. In sports context, the dynamics of the leader which is the coach and the lead play a key position in shaping the fate of the team (Samson, A., & Bakinde, S., 2021).

Sports and bodily practice are not significant for elite female but it is uniformly necessary for the female with physical disabilities. Impact sports participation is important benefit like enhance happiness achievement of goals, principle overcoming challenges and executing organizational transformations successfully (Ahmed, A et al., 2020).

From 1992 onwards, Teams from these cities have played one another frequently in matches. In addition to the team made up of expats, an Islamabad club named the Islamabad Rugby Football Club had been founded by the middle of the 1990s. The latter had periods of inactivity depending on postings and the availability of players. The Lahore When Rugby Football Club was established at the same time, it became their major rival. An annual Pakistan 7 Championship was started on a rotating basis by the third biggest clubs in Pakistan, Lahore, Islamabad, and Karachi. In 2000, Pakistan Rugby Union was officially recognized and gained association with the Asian Rugby Football Union in that year. In November 2003, Pakistan Rugby Union thereafter became a member of the IRB (International Rugby Board). (Holt RJ, 2020).

Transformational leadership makes the most beneficial for any player's degree of professional effort. In addition to providing articles on transformational leadership and training practice, studies have found that the practice of training in Rugby in various forms is quite important (Xu X et al., 2021).

Transformational leadership is increased team cohesion and the practice of the team with a far agreement is trained upon the transformational uniqueness of leaders should be aware of the significance of consensus on their leadership responsibilities, and this shared insight among team members will assist a transformational leader in growing more effective. Cohesion and female Rugby player's practice. Transformational leadership power on purpose Rugby effectiveness on a team in composite situations (like elite professional Rugby the channeling of energy (in contests) via team cohesiveness and condition a few of the moderators that we looked at during our research. In actuality, every kind of leadership's efficiency is always well-established in the background and is trained upon several groups of Rugby teams and female. Team members are more likely to consider that they can achieve their goals jointly when transformational leaders are present, increasing the level of team practice. On the other hand, team efficacy, can be detrimental to team practice if it is excessive. In this way overconfidence may promote complacency teams to be less demanding of their own abilities and far a smaller amount willing in the direction of modify their planning and leading events to decrease in a group (Park, J. et al., 2019).

LITERATURE REVIEW

A Great leader is identical to effectiveness and effective leadership is one of the most preferred capacities in a high- practice strategy. In the sports context, the leader is regarded as the “definer,

provider, and deliverer of sports experiences for the female players and the quality of a player's experiences can never surpass the quality of the leadership providing it". In his examination of leadership behaviors that make easy effective leadership. Effective leaders are "skilled at choosing the best leadership style for their sports and their individual players". Such leader generally demonstrates high- practice ethical standards and views their players as equal contributors to the team. These leaders highly value playing a part in developing players 'leadership and life skills and emphasize qualities including fair play, total group effort, and sincerity. The female players who train with such leaders begin to identify with them and develop a deep level of trust, which leads them to replace their behaviors and philosophies. Concurrently, this also leads to development in the big business of rugby. In recent years, there has been a lot of research and documentation on the relationship between leaders and female Rugby players' practice. Additionally, it has altered the imperative importance and requirements placed on their team captains to assist successful on-field performances (Milligan M, 2021).

The goal of this cross-sectional study is to look at the function of interchange justice as a mediating factor in the link between transformational leadership and team cohesiveness in Rugby. Leadership styles have gained remarkable recognition in the leadership literature during the last few centuries. In fact, transformational leaders have the ability to inspire subordinates to go above and beyond their initial expectations, putting the group's goal ahead of their own. Having an understanding of the mechanics favorable impact of transformational leadership on group consequences is thus an essential undertaking for the Rugby team. The aim of this research is to enlarge current knowledge by exporting a connection between transformational leadership and the practice of Rugby female players (Bosselute al., 2020).

According to the research, Sports practice has good positive relationships with transformational leaders. However, transformational leaders have an oblique and insignificant link with job burnout and social loafing. In addition to provided literature. The level of professional practice in sports is often maximized by transformative leadership. On the other hand, the link between transformational leadership and female players' practice gains a positive impression. Transformational leaders enable their team members to reach their goals by fostering a sense of common purpose and making it feasible for them to do so. Another thing player fatigue may be reduced with this specific kind of management and transformational leadership does have a huge influence on this (Khan & Rehmat, 2020).

A study about sports three main sizes of metamorphic leadership have been elaborated by environments: initiating and associating visualization hold-up, and providing intellectual inspiration. Too much change is the key attribute of today's corporations. To be able to stay alive, Organization Organizations must adapt to the environment's fast changes. The demand of organizations to complete goal-oriented dynamic sports performance of female players' environmental aspects has required leadership. Transformational leadership was developed by the structure of sports strategies for the practice of females. Transformational leadership motivates female players to doubt their morals, way of life, and supposition and get better analytical capability through academic inspiration; individual consideration focuses on a player's enhancement (SAGNAK et al., 2015).

On the other hand, even as uphold that sport encourages as positive female player progress is powerfully backed up, the writing in the conflicting regarding the methods used to study this phenomenon. Unfortunately, despite rising recognition as the necessity of specific life ability education into sporting events, leaders continue to face substantial obstacles in making this a priority. According to a recent study, some leaders with a sporting performance of female player-centered perspective believe that including a life skills transfer is beneficial, but because of the significant time commitment and education required this strategy is considered difficult (Jacobs& Wright, 2018).

Through a number of influencing variables, transformational leadership directly affects the overall practice. It is the essential motivation that will result in improved practice of female players in sports (Rugby). Motivation has been found to be weak in analyst practice. In transformational leadership to get there at an envoy perspective of performance, we used two performance indicators; firstly, practice relative to other fellow female players, and secondly, each individual's improvement over the session of a player (Charbonneau et al., 2001).

The cohesion idea includes the public and mission scope including individual and group actions that may have an impact on external outcomes like as team practice. Earlier study usually requires confirmation that cohesiveness together within group positively and considerably associated to team practice in rugby. A lesson on best female rugby sports practical that produce good practice is greater than before social cohesion in the middle of team members in the beginning of the season, but this cohesion enlarged enhancement in practice at a stage. Experiencing coherence enables a cognitive set, aligning participants with the objective of success in extremely challenge situations, including such elite team activities (Mach., et al 2021).

Firstly; encouraging enthusiasm or the leader's aptitude to given confidence and teamwork provides direction through the important duties. Secondly; when the leaders influence their players through their remarkable practice, the players see the leader as their role models and they keep highly ethical slandered while sharing their experiences during training helps to improve their practice. The third one is individual considerations; leader's ability to communicate with individual player for their practice enhancement while considering their personal needs and their specific goals to achieve for developments in their personality and career. Fourth; intellectual stimulation is the ability of leaders to help promoting player's skills and devising making ability during sports practice (Newland et al., 2015).

On the other hand, researchers' have not looked into the capacity for integration of lengths of leadership because it's a wider field in the sports of the world. Transformation leadership allows the exploration of fresh moment, formation of a new hallucination, and inspiration and direction of players to achieve a goal. Like, "allow players to express creativity. It's crucial to give the players cerebral stimulation. Set an example, passion is crucial, good communication and interaction abilities, develop a positive outlook, and encourage team members to supply". The purpose of this study is to explore the accuracy and transformational leadership hypotheses from the viewpoint of a person and the sports team of female rugby players (Kassim & Hassan, 2020). Some latest studies in the field of physical educations have been reported in (Aamina et al., 2020; Aqsa et al., 2021; Farwa et al., 2021; Hira et

al., 2021; Iqbal et al., 2019; Rabia et al., 2021; Saadia et al., 2021; Salma et al., 2020; Sana et al., 2021; Threem et al., 2020)

MATERIAL AND METHODS

Participants: In The physical location in which data collection take place in this study and the date was collected from different universities and clubs of Lahore, Punjab, Pakistan. Ninety (n = 90) female Rugby players as a sample size were approached through a simple random sampling method.

Instrument: In this research data was collected by survey method and the research instrument was 5-point Likert-scale (strongly disagree to strongly agree) questionnaire of transformational leadership style and sports practice strategies have been used.

Procedure: Data were collected from respondents on a questionnaire through personal visits by the researcher. Each item of the instrument was assigned numbers from 1 to 5 corresponding to strongly disagree to strongly agree.

Data Analysis: Descriptive statistics, Pearson product-moment correlation analysis, and simple regression analysis were carried out to analyze the data. The level of significance was accepted at $p \leq 0.05$.

RESULTS

Data analysis and the interpretation of results based on the study objectives have been described. This study is consisting of two scales one is transformational leadership scale and other is sports practice strategies. The participants of Rugby female players participated with the information of age, education, universities or clubs which were collected from the sampled players. The main purpose of the study aimed to find out the relationship and impact of transformational leadership and sports practice strategies. The data accordingly collected from the female Rugby players of different universities and clubs of Lahore.

Table 1 Reliability of scales (n=90)

Scale	No. of Items	Cranach's Alpha
Leadership Style Survey	45	0.896
Practice Strategy	32	0.922

Table 1 shows that the reliability of the transformational leadership scales has the Cranach's alpha value 0.896 and sports practice strategies has the Cranach's alpha value 0.922, which is in good range.

Table 2 Normality of transformational leadership and sports practice Strategies (n=90)

Scales	Shapiro-Walk		
	Statistic	df	Sig.
Transformational Leadership Scale	0.970	90	0.080
Sports Practice Strategies Scale	0.976	90	0.082

The table 2 shows that the Normality test values which was used for analyzing the normality of transformational leadership scale and sports practice strategies scales. Significant value of transformational leadership is 0.080 and sports practice strategies scale value is 0.082 which is greater than 0.05 which shows that the data is normal.

Table 3 Correlation between transformational leadership style and sports practice strategies (n=90)

		MeanLLS	MeanSPS
MeanLLS	Pearson Correlation	1	0.499**
	Sig. (2-tailed)		0.000

**Correlation is significant at the 0.01 level (2-tailed).

Table 3 shows that the relationship between transformational leadership style and sports practice strategies. Transformational leadership style moderate positively correlated (r=0.499) with sports practice strategies and having the significant value (p<0.001).

Table 4 Correlation of transformational leadership style and Sports Practice Strategies (n=90)

Sub-Constructs	1	2	3	4	5	6	7	8	9
1 Transformational Leadership Style	1	0.400** 0.000	0.110** 0.300	0.267** 0.011	0.331** 0.001	-0.426** 0.00	0.357** 0.001	0.381** 0.000	0.416** 0.000
2 Self-talk		1	0.233 0.027	-0.346 0.001	-0.241 0.022	0.554 0.000	0.413 0.000	0.557 0.000	0.670 0.000
3 Emotional control			1	0.276* 0.008	0.337 0.001	-0.195 0.066	0.406 0.000	0.496 0.000	0.217 0.002
4 Automaticity				1	0.245** 0.020	0.171* 0.107	0.236** 0.025	0.258** 0.014	0.292** 0.005
5 Goal-setting					1	0.349** 0.001	0.350** 0.001	0.288** 0.006	0.304** 0.000
6 Imagery						1	0.443** 0.000	0.434** 0.000	0.619** 0.000
7 Activation							1	0.663** 0.000	0.432** 0.000

8	Negative thinking	1	0.564** 0.000
9	Relaxation		1

** Correlation is significant at the 0.01 level (2-tailed).

The Correlation coefficient of these study variables Transformational Leadership Style and Self-talk are listed in above table, which shows that the Transformational Leadership Style is positively moderate correlation ($r=0.400$) with Self-talk with significant value ($p=0.000$).

The Correlation coefficient of these study variables Transformational Leadership Style and Emotional control are listed in above table, which shows that the Transformational Leadership Style is positively negligible correlated ($r=0.110$) with Emotional control with non-significant value ($p=0.300$).

The Correlation coefficient of these study variables Transformational Leadership Style and Automaticity are listed in above table, which shows that the Transformational Leadership Style is positively negligible correlated ($r=0.267$) with Automaticity with significant value ($p=0.011$).

The Correlation coefficient of these study variables Transformational Leadership Style and Preventive Goal-setting are listed in above table, which shows that the Transformational Leadership Style is positively moderate correlated ($r=0.331$) with Goal-setting with significant value ($p=0.001$).

The Correlation coefficient of these study variables Transformational Leadership Style and Preventive Imagery are listed in above table, which shows that the Transformational Leadership Style is positively moderate correlated ($r=0.426$) with Imagery with significant value ($p=0.000$).

The Correlation coefficient of these study variables Transformational Leadership Style and Activation are listed in above table, which shows that the Transformational Leadership Style is positively moderate correlated ($r=0.357$) with Activation with significant value ($p=0.001$).

The Correlation coefficient of these study variables Transformational Leadership Style and Negative thinking are listed in above table, which shows that the Transformational Leadership Style is positively moderate correlated ($r=0.381$) with Negative thinking with significant value ($p=0.000$).

The Correlation coefficient of these study variables Transformational Leadership Style and Relaxation are listed in above table, which shows that the Transformational Leadership Style is positively moderate correlated ($r=0.416$) with Relaxation with non-significant value ($p=0.000$).

Table 5 Analysis of Variance Transformational Leadership Style and Sports Practice Strategies (n=90)

	Model	Sum of Squares	df	Mean Square	F	Sig.
	Regression	9.425	1	9.425	28.877	.000 ^b
1	Residual	28.722	88	.326		
	Total	38.147	89			

a. Predictors: (Constant), Mean LLS, b. Dependent Variable: Mean SPS

The change statistics are provided only if requested and these tell us whether the change in R^2 is significant. The significance of R^2 can actually be tested using a ratio. The change in the amount of variance that can be explained gives rise to a ratio of 28.877. The change statistics therefore tell us about the difference made by adding new predictors to the model. The next part of the output, which contains an ANOVA that test whether the model is significantly better at predicting the outcome than using the mean ‘best guesses. Specifically, the F-ratio represents the ratio of the improvement in prediction that results from fitting the model, relative to the inaccuracy that still exists in the model. The average sum of squares is then calculated for each term by dividing the square sum by the df and F-ratio is 28.877. We can interpret these results as meaning that the model predicts the outcome variable.

Table 6 Model Summary Transformational Leadership Style and Sports Practice Strategies (n=90)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.499 ^a	.249	.240	.56823	1.789

a. Predictors: (Constant), Mean LLS, b. Dependent Variable: Mean SPS

The next section of output describes the overall model (so it tells us whether the model is successful in predicting Simple Sports Scores). This option is selected by default in SPSS because it provides us with some very important information about the model: the values of R, R^2 and the adjusted R^2 . In the column labeled are the values of the multiple correlation coefficients between the predictors and the outcome which is 0.499. The next column gives us a value of R^2 , which are measures of how much of the variability in the outcome is accounted for by the predictors. For the model its value is 0.249, which means that Transformational Leadership Style scale accounts for 24.9% of the variation in simple sports scores. The adjusted R^2 gives us some idea of how well our model generalizes and ideally, we would like its value to be the same, or very close to, the value of R^2 . In this example the difference for the final model is small. Finally, the Durbin–Watson statistics it will be found in the last column of the table. This statistic informs us about whether the assumption of independent errors is acceptable. As a conservation rule, suggested that values less than 1.5 or greater than 2.5 should definitely raise alarm bells. The data value is 1.789, which is in the range reported in table 6.

Table 7 Analysis of Variance Transformational Leadership Style and Sports Practice Strategies (n=90)

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	9.399	1	9.399	29.109	.000 ^b
1 Residual	28.413	88	.323		
Total	38.812	89			

a. Predictors: (Constant), Mean LLS, b. Dependent Variable: Mean SPS

The change statistics are provided only if requested and these tell us whether the change in R² is significant. The significance of R² can actually be tested using a ratio. The change in the amount of variance that can be explained gives rise to a ratio of 28.413. The change statistics therefore tell us about the difference made by adding new predictors to the model. The next part of the output, which contains an ANOVA that test whether the model is significantly better at predicting the outcome than using the mean ‘best guesses. Specifically, the F-ratio represents the ratio of the improvement in prediction that results from fitting the model reported in table 7, relative to the inaccuracy that still exists in the model. The average sum of squares is then calculated for each term by dividing the square sum by the df and F-ratio is 29.109. We can interpret these results as meaning that the model predicts the outcome variable.

Table 8 Regression Coefficients of Transformational Leadership Style and Sports Practice Strategies (n=90)

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.216	.484		2.514	.014
1 MeanLLS	.687	.127	.499	5.395	.000

a. Dependent Variable: MeanSPS

The regression coefficient (β), Standard error of the estimate (SE), t statistics value and significant value for model1 is listed in table 8. The β (slope) coefficient for model has ($\beta= 0.499$) value, which indicates that sports Practice Strategies have positive impact on players performance. On the basis of above results listed in the table 6-8 the fitted regression models can be expressed as given below
 Model equation

$$\text{Transformational Leadership Style} = f(\text{Sports Practice Strategies}) + \text{RandomTerm}$$

$$\text{TLS} = 1.216 + 0.687(\text{SCS})$$

Figure 1 Histogram and normal probability plot of Model with regression standardized residual

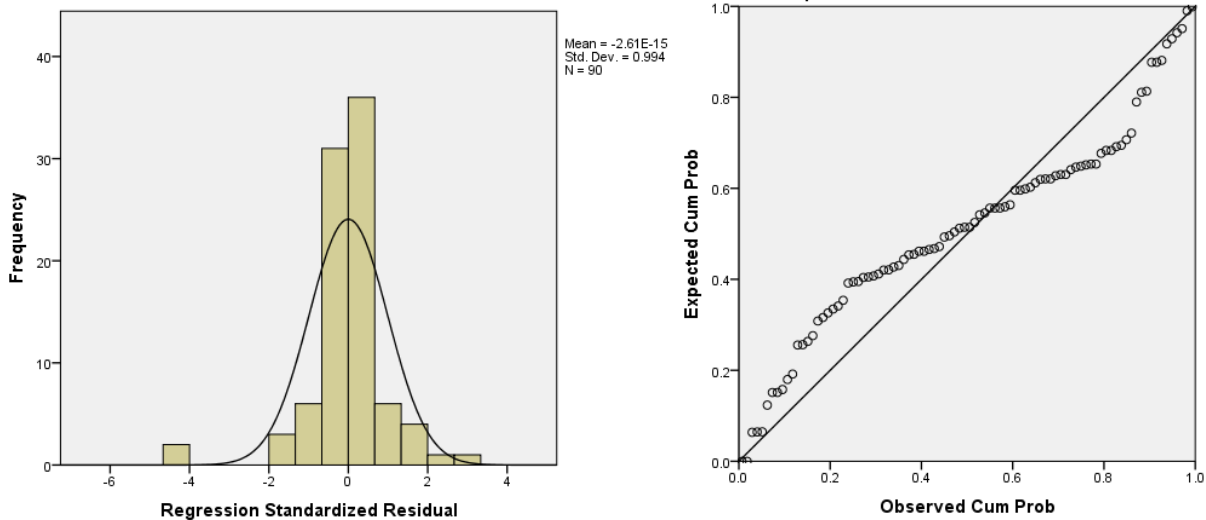


Figure 1 shows the histogram and normal probability plot of the data for the current example. The histogram should look like a normal distribution (a bell-shaped curve). The data in our Sports Performance Competition Strategy. Note how the points are randomly and evenly dispersed throughout the plot. This pattern is indicative of a situation in which the assumptions of linearity and homoscedasticity have been met.

DISCUSSION

This study had been designed to find out the impact of transformational leadership of the sports Competition strategies. A sample size of 90 female rugby players was collected. Correlation of mean value of transformational leadership style moderate correlated ($r=0.499$) with performance strategy which is positive and significant value ($p<0.001$).

The reliability of the transformational leadership scale has the Cronach's alpha value (45) 0.896, sports performance strategies scale competition strategy has the Cronach's alpha value (32) 0.922. Transformational sports leaders encourage their female players by espousing ideal performance, formulating and communication a visualization, and such conduct ought to promote female players' optimum professional growth. As such, leaders attractive in such behaviors should be viewed as more efficient than leaders.

The aim of this study was to discover the leader's perceptions of the role of the team leader base on their experiences in professional rugby. Different researchers have recommended that the leader's verbal communication is meant to motivate and stimulate female rugby players before they come back to the court or ground and if essential make exchanges to the team's approach. When the leader and female players perform all four dimensions, the affirmative results such as performance and pleasure happen. Several perspectives tinted in the present study that a female player's performance supports some enter aspects of leadership outlined in other studies. The participants in the current study also highlighted that a player needs to perform in different environments may be required in various environments. This idea of different environment requiring different type of leaders or leadership is not a new concept in sports, especially for a strong player who performs at a high level. The

significance of the fit between the leader and the team/ environment though others cannot. This viewpoint highlights the necessity of the setting while examining the positions of the leaders across various sports and at different level, great leadership is identical with effectiveness and effective leadership is one of the most preferred capacities in a high-performance strategy (Cotterill et al., 2019). These propensities are frequently arising by a lack of confidence, particularly in conditions of believing in their own abilities or individual besieged by their adversary or participant. Honest leader guidance, sympathy, and sympathy are strapping adequate to heal female players gradually but certainly. This is a study with the statements which uttered that sleepiness and arousing pressure is two of the typical causes of the incapability to think and only some female players of rugby sports. As well, as female players train and have an in good physical shape, it can strengthen them to be involved in their sports performance in everyday life. Maintaining a healthy lifestyle is crucial to obtaining the energy needed for daily activities and sports training (Juezan& Osorno, 2021).

Our research makes a number of assistances to team and sports performance. Move through research that demonstrates how transformational leadership effects team performance through the mediating effect of number cohesion. Previous work has developed a thought the significance of leadership affair for team efficiency throughout the addition of team cohesion (Mach et al., 2021)

CONCLUSION

The purpose of this study was to investigate the characteristics of elite female rugby league players by playing position and investigate the relationships between the measured variables, transformational leadership and sports practice strategies. For this purpose, female players (n=90) University level and clubs' rugby female players completed the questionnaire transformational leadership and sports practice strategies were used. The overall reliability of both the scales were 0.923, which is in excellent range. The value of Shapiro-Walk test for transformational leadership is 0.079 and sports practice strategies scale value is 0.074 which is greater than 0.05 which shows that the data is normal. Correlation between transformational leadership style and sports practice strategies is 0.499 which is moderate positively correlated having the significant value ($p < 0.001$). Transformational Leadership Style having 24.9% impact on Sports Practice Strategies. Transformational leadership in the sports practice context has a number of specificities because of uniqueness and impactful with positive correlation. This study also shows the respective positional characteristics of Pakistani female rugby league players. It has been found that psychological empowerment partially mediates the relationship between transformational leadership and ground-breaking climate.

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