

# Impact Of Transformational Leadership On Sports Competitions Strategies Of Female Rugby Players

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**Abstract:** Sport plays an important role in community and also has the power to bring people together and foster community stability in a nation that was formerly split by state policies. Transformational leadership is a trained connection that has been discovered to an important benefit for a variety of elements of one's female Rugby player existence, counting enhanced happiness achievement of goals, position with skills and morals, and principles, overcoming challenges 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 competition strategies. The purpose of this study is to evaluate the transformational leadership on sports competition of rugby female players and also to eliminate team weaknesses and create unity or cohune within them. A structured instrument was utilized for data collection. Descriptive statistics, correlation, and regression analysis techniques were used to find out the relationship and impact between study variables. This research is the initial to investigate the best Rugby female player's move toward more competition and get team tasks or team goals during the competition.

**Keywords:** Transformational leadership, Competition, Strategies, Rugby players.

## INTRODUCTION

In this study, an impact of transformational leadership occurs when one item meets or affects another. In sport, the role of leadership is essential to task completion. Certainly, a successful leader has the ability to keep all participants working together toward a common objective. A strong leader Leading has a variety of effects on the other team members. He can inspire and enhance the self-esteem and confidence of his team. Transformational leadership is that when a leader inspires and motivates players to go above and beyond what they believe they are capable of. Leaders can influence the behavior of their female players by using a variety of behaviors to impress them. These behaviors include improved task competition and assisting behaviors (Baidya & Sharda, 2021).

Leadership is a serious elegant to improve and sustain optimal sports competition 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 competition 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).

Rugby was first played throughout the first part of the nineteenth century, England, in 1871. The First Union Rugby played in 1871. There were 18,630 clubs & 2,360,000 registered players. Four times in the early 20th century, rugby union was a part of the Olympic Games. In Pakistan, American players founded a club at Islamabad, while some experienced local players founded clubs in Lahore and Karachi. Pakistan is ranked 151st in the list of 153 countries, and thus, Pakistan is ahead of only Iraq and Yemen in this field. In this sense, Pakistan is a country that is constantly losing important development and economic opportunities by wasting the productive power and potential of half of its population (Meghan Markel, 2021).

The link between transformational teamwork cohesiveness in sports competition and the function of directorial fairness as a possible mediator in this relationship is necessary. Transformational leadership has been linked with specific player indications ethical competition and inspiration as well as group characteristics like task cohesiveness or effectiveness (Parthiban IJ et al., 2021).

Leadership has an impact on associated aspects include health, economy, international relations, criminal justice, education, and cultivating national harmony, Sports competition strategy is nevertheless connected with separation among our females. The value of sport and its ability to foster social togetherness in a nation that was formerly split by state policy are enormous. In Pakistan for female rugby to be seen as fully inclusive, real change is required. The notion of rugby being a divider who is unable to foster togetherness must be dispelled by leaders who still use rugby with the purpose of advancing a populist political narrative. Females are more and more overwhelmed when it comes to watching TV and Playing and other media as well as going to athletic events. Globally, females are accepted as influential participants and spectators throughout sports (Masimula, Q. K et al., 2021). Researchers of organizational behavior have looked at In-depth discussion of transformational leadership is lacking in the female rugby community. Transformational leadership is thoughtful when constructing relationships with them via emotional, intimate, and motivating dialogue. In a fair circumstance, leaders reproduce their method of transformative leadership helpful for inspiring, even being trusting female Rugby participants, in addition to disclosing crucial experiences of their training, they all affect how well a team performs. One of the processes that help teams work together is leader points to as linking transformative leadership to effectiveness. Transformational leadership helps make deeper group members' intelligence of recognition with the team as a whole, its principles, task, and eyesight enhances perception, which benefits competition (Arthur et al., 2017).

## **LITERATURE REVIEW**

The literature is reviewed to more deeply understand national frameworks and past research result related to the concept of transformational and effective sports competition strategy. How a leader articulates a vision to organizational member through strategy, tactical, and personal action. In the transformational leadership literature, the impact of transformational' actions on female Rugby players is extensively established, particularly among qualified leaders. This study's objective is to assess the effect of transformational leadership guidance on Rugby female player's development results. Transformational leadership leading to assist practitioners create good brain development in Rugby female players participants and construct healthy leader-player connections, as well as promoting awareness of Rugby as a tool for personal growth and development. Researcher shows, Participation of female in rugby sports can lead to a variety of good effects, like greater enjoyment, personality, management of emotions, and the capacity to collaborate with others (Falcao WR, Bloom GA, 2020).

Define cohesiveness as " a dynamic process characterized by a group's desire to stick together and remain cohesive while pursuing practical objectives and/or meeting member emotional requirements. "Individual and group components are highlighted in the notion of cohesiveness (i.e. group integration, which refers to individual feelings of proximity, connection, and resemblance within the group as a whole) (Macquet& Stanton, 2021).

Researchers developed a workout regimen to teach Rugby leaders to utilize uplifting criticism, connect female players in team choices, and place an emphasis on skill improvement. Transformational leadership focuses on encouraging players and fostering positive leaders-Player's interactions in order to encourage their individual and specialized development. The current study adds to the body of research on transformational leadership plus female competition from side-to-side rugby sports by demonstrating the training leaders on transformational leadership Principles may significantly enhance players' a relationship with their instructors and selfish behaviors. Leaders always encouraged growth both within and outside of sport, utilized open and honest leaders-players communication, invited players' input on team functions, modified practices to fit player requirements, and shared responsibility for team choices (Harwood & Knight, 2019).

The measly survival of the other players makes leaders ethically responsible for them. After this ethical leadership, then, seen is as a strong relationship in which it is acknowledged in a more open method instead of throughout the procedure of power; Leaders have an impact on the individuals they are related to. The ethical facets of leadership start to emerge in rugby players from contemporary techniques. According to conventional wisdom, leadership is viewed as a process of authority on players, procedures, and goals. Currently accepted methods for a player, highlight for their partners, the leader's ability to make faith, motivate others, be genuine relate to their collaborators, and be a role model in moral competition. As well know that a leader's competition in her position as a leadership appears, is seen as, and is evaluated by her skills, it is important to note the qualities of a good leader the leaders display and how much they are related to transformational leadership. This uniqueness proposes compassion for the other players and Moral principles exhibited by this leadership in sports organizations, the uniqueness it is associated with transformational leadership's tenets increased the sports competition of the female players. Transformational leadership has been

defined as including trade mechanisms between leaders and female players, including female players getting direct incentives or a penalty based on contributions, and is presented at the midpoint of the engagement and effectiveness axes. The three major leadership typologies non-leading is the most active and successful style of leadership is transformational leadership. Individual measures of moral conduct and motivation, as well as group factors like task cohesiveness and competition, have been linked to transformational leadership (Montenegro, 2020).

Almost all sectors throughout the world want effective leadership across the world, involving elite Rugby. This is due to the establishment of a stronger forecaster of promotion than academic potential in the center of other major factors. In the business press and past texts; leadership is often the recommendation for good governing or the romanticized source of successful collective endeavors. The majority of definitions of leadership regarded that as a method in which the focus was determination being deployed over people with the intention of directing, organizing and encouraging interactions within a certain group or organization (Jian & Fairhurst, 2017).

The latest study reported that female rugby players' era from revival from concussion was longer than that of male players. It would be a vital issue from the standpoint of avoidance to elucidate the occurrence of serious injuries including concussions in female rugby players during sports competition. The physical fitness of female rugby players has been expanding due to daily basis, and the playing opportunities have been increasing with new strategies. The injured body parts are ankles, hands, head, shoulders, thighs, and knees, which are more extensive than the first time. Rugby union is an interpersonal aggressive sport that involves physical contact; proof-based longitudinal studies have been conducted on the injuries. A 14-year longitudinal study of young female rugby players has exposed that those with less experience often have serious injuries. Research on female rugby players has been undertaken 5-7, but there are a few detailed descriptive approaches. The body type of female rugby players has been growing and the playing opportunities have been rising. In the decade leading up to the 2021 Olympic Games in Tokyo, the female rugby players' population in Japan doubled. The female rugby player population in France was reported to cultivate 40% every year in 2010 (Sasaki & Mabuchi et al, 2021).

Analyzing the pressure of leaders on female player both on team members' emotional phenomena and competition (e.g., inspiration, happiness, and unity) is a charming attempt. According to the head of the United States, "making decision about what needs to be done and then motivating others to achieve it are both leadership skill". A transformational leader's influencing on their context, by establishing considerable alterations in their social and training, surroundings, in addition to on the principles and way of behaving of their players explain this attention. Leadership plays a significant role in helping the rugby female player competition and also federations of sports flourish or simply survive. Therefore, this literature examined the significance of transformational leadership in sports investigates regardless of this build can aid understanding the leadership style practiced by the dissimilar female players participating in sports, paying with attention to the training of leaders (Gomes, 2014).

In other words, events that promote cohesion may get better knowledge and friendship involving team members; devalue the level of nervousness and raising the anticipation of achievement. Various

leadership models have acknowledged the mediator function of coherence among transforming leadership and competition. Indeed, the psychological drive can have a straight result on the prospect competition of female players; however, it could also have a moderating impact. These leaders are promoting their female player's competition by shiny on how to develop team positive outcomes. This study demonstrates how transformational leadership enhances team competition by promoting team cohesion and how that association is moderate by earlier female rugby group recital and leadership agreement. Sports federation's behavior researchers have thoroughly research transformational leadership, but it has conventional comparatively a smaller amount notice in the sports competition attitude of female players. The leader has a wonderful collision on the team's efficiency. Therefore, inspiring transformational leader's uniqueness, in addition to their willingness to perform with their teams, plays a more applicable role in a sports context (Arthur et al., 2017). Some latest studies in the field of physical educations have been reported in (Aamina et al., 2020; Aqsa et al., 2020; Aqsa et al., 2021; Farwa et al., 2021; Javeria et al., 2021; Hira et al., 2021; Iqbal et al., 2019; Rabia et al., 2021; Saadia et al., 2021a; Saadia et al., 2021b; Saima 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 was 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 competition 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 competition strategies scale. 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 competition strategies. The data accordingly collected from the female Rugby players of different universities and clubs of Lahore.

**Table 1** Cranach Alpha reliability and Normality statistics (n=90)

Scale	No. of Items	Cranach's Alpha
Leadership Style Survey	45	0.896
Competition Strategy	32	0.802

Table 1 shows that the reliability of the transformational leadership scales has the Cranach's alpha value 0.896; Competition strategy has the Cranach's alpha value 0.802.

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

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

The table 2 shows that the Normality, value of transformational leadership is 0.080 and sports competition strategies scale value is 0.082 which is greater than 0.05 which shows that the data is normal.

**Table 3** Correlation of mean value of transformational leadership style and mean value of Sports competition strategy (n=90)

		Mean LLS	Mean SCS
Mean of Transformational Leadership Style	Pearson Correlation	1	0.497**
	Sig. (2-tailed)		0.000
Mean of Sports Competition Strategies	Pearson Correlation		1
	Sig. (2-tailed)		

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

Table 3 shows that the relationship between transformational leadership style and Sports Competition Strategies. The transformational leadership style moderate positively correlated ( $r=0.497$ ) with competition strategy and having the significant value ( $p<0.001$ ).

The Correlation coefficient of these study variables Transformational Leadership Style and Goal-setting are listed in table 4, which shows that the Transformational Leadership Style is positively moderate correlated ( $r=0.400$ ) with Goal-setting with significant value ( $p<0.001$ ).

The Correlation coefficient of these study variables Transformational Leadership Style and Emotional control are listed in in table 4, which shows that the Transformational Leadership Style is positively moderate correlated ( $r=0.343$ ) with Emotional control with significant value ( $p<0.001$ ).

The Correlation coefficient of these study variables Transformational Leadership Style and Automaticity are listed in table 4, which shows that the Transformational Leadership Style is positively negligible correlated ( $r=0.171$ ) with Automaticity with non-significant value ( $p=0.107$ ).

The Correlation coefficient of these study variables Transformational Leadership Style and Relaxation are listed in table 4, which shows that the Transformational Leadership Style is positively moderate correlated ( $r=0.414$ ) with Relaxation with significant value ( $p<0.001$ ).

The Correlation coefficient of these study variables Transformational Leadership Style and Preventive Self-talk are listed in table 4, which shows that the Transformational Leadership Style is positively moderate correlated ( $r=0.440$ ) with Self-talk with significant value ( $p<0.001$ ).

**Table 4** Correlation of transformational leadership style and subscale of sports competition competition strategy (n=90)

Sub-Constructs	1	2	3	4	5	6	7	8	9
1 Transformational Leadership Style	1	0.400**	0.343**	0.171**	0.414**	-0.440**	0.407**	0.154**	0.413**
2 Goal-setting		1	0.485	-0.288	-0.618	0.731	0.576	0.271	0.517
3 Emotional control			1	0.451*	0.347	-0.535	0.301	0.540	0.320
4 Automaticity				1	0.318**	0.336*	0.201**	0.616**	0.404**
5 Relaxation					1	0.653**	0.643**	0.150**	0.550**
6 Self-talk						1	0.607**	0.276**	0.502**
7 Imagery							1	0.171**	0.571**
8 Attention control								1	0.494**
9 Activation									1

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

The Correlation coefficient of these study variables Transformational Leadership Style and Preventive Imagery are listed in table 4, which shows that the Transformational Leadership Style is positively moderate correlated ( $r=0.407$ ) with Imagery with significant value ( $p<0.001$ ).

The Correlation coefficient of these study variables Transformational Leadership Style and Attention control are listed in table 4, which shows that the Transformational Leadership Style is positively negligible correlated ( $r=0.154$ ) with Attention control with non-significant value ( $p=0.146$ ).

The Correlation coefficient of these study variables Transformational Leadership Style and Activation are listed in table 4, which shows that the Transformational Leadership Style is positively moderate correlated ( $r=0.413$ ) with Activation with significant value ( $p<0.001$ ).

The table 5 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 0.497. 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 0.247, which means that Transformational Leadership Style scale accounts for 24.7% 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 1.727, which is in the range.

**Table 5** Model Summary Transformational Leadership Style and Sports Competition Strategies (n=90)

Model	R	R Square	Adjusted Square	R Std. Error of the Estimate	Durbin-Watson
1	.497 <sup>a</sup>	.247	.239	.57130	1.727

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

**Table 6** Analysis of Variance Transformational Leadership Style and Sports Competition Strategies (n=90)

Model		Sum of Squares	Df	Mean Square	F	Sig.
	Regression	9.425	1	9.425	28.877	.000 <sup>b</sup>
1	Residual	28.722	88	.326		
	Total	38.147	89			

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

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 reported in table 6. The change statistics therefore tell us about the difference made by adding new predictors to the model.

**Table 7** Regression Coefficients of Transformational Leadership Style and Sports Competition Strategies (n=90)

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		



1	(Constant)	1.077	.486		2.215	.029
	MeanLLS	.688	.128	.497	5.374	.000

a. Dependent Variable: MeanSCS

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.

The regression coefficient ( $\beta$ ), Standard error of the estimate (SE), t statistics value and significant value for model- 1 is listed in table- 12. The  $\beta$  (slope) coefficient for model has ( $\beta = .1.688$ ) value, which indicates that sports competition strategy Competition Strategy has positive impact on players competition. On the basis of above results listed in the table 8-10 the fitted regression models can be expressed as given below

Model equation

$$\text{Transformational Leadership Style} = f(\text{Sports Competition Strategy}) + \text{RandomTerm}$$

$$\text{TLS} = 1.077 + 0.688(\text{SCS})$$

**Figure 1** Histogram and normal probability plot of Model

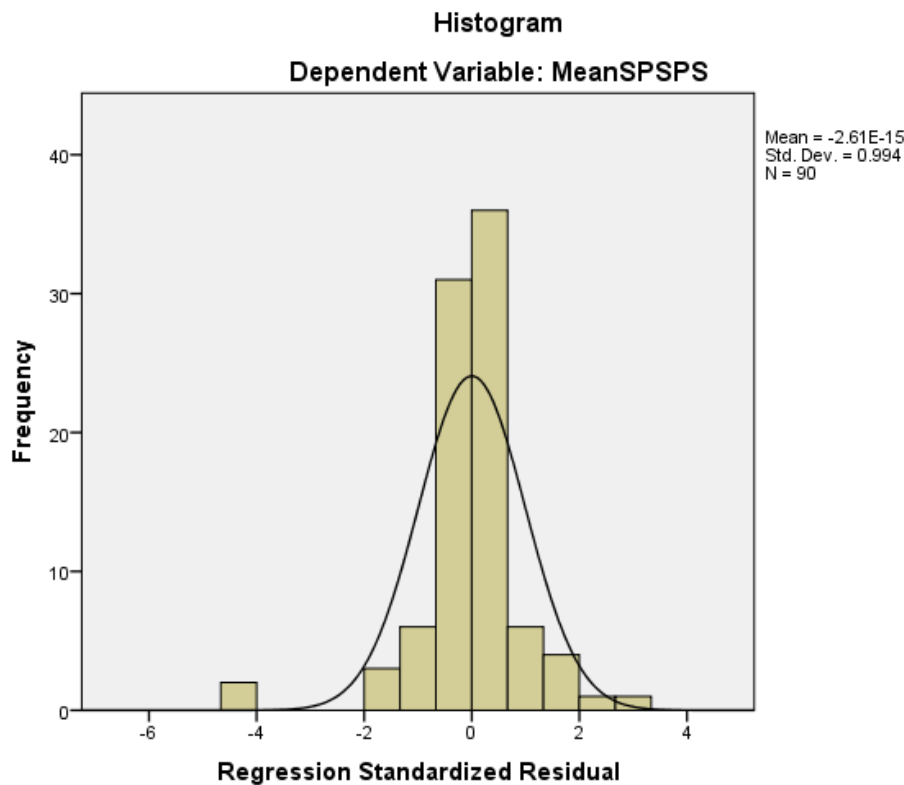


Figure 1 shows the histogram and normal probability plot of the data for the current example. The histogram should look like a normal distribution (a bell-shaped curve). SPCS draws a curve on the histogram to show the shape of the distribution.

**Figure 2** Histogram and normal probability plot of Model

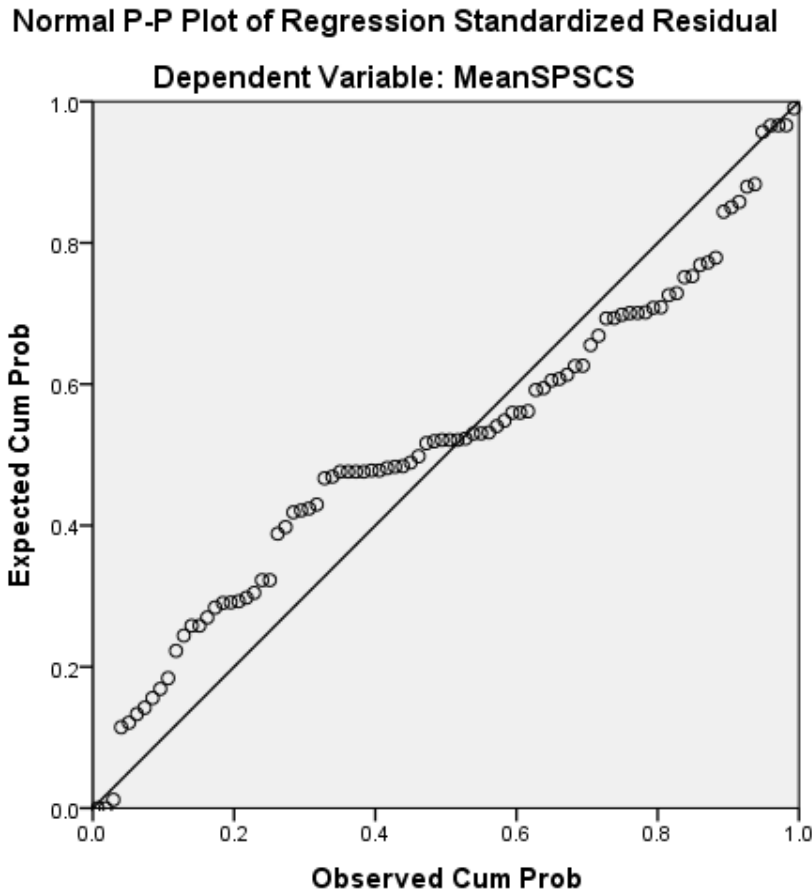


Figure 2 shows the graph for the data in our Competition Strategies. Note how the points are randomly and evenly dispersed throughout the plot. This pattern is indicative of a situation in which the assumptions of linearity and homoscedasticity have been met.

## 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 ( $r=0.497$ ) with competition strategy which is positive and significant value ( $p=0.000$ ).

The reliability of the transformational leadership scale has the Cranach's alpha value (45) 0.896, sports competition strategies scale competition strategy has the Cranach's alpha value (32) 0.802. Transformational sports leaders encourage their female players by espousing ideal competition, 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.

A leader is the most important influencing on female rugby players' personal development and positive attitudes toward the strategies of the sport. But there are two paths for a player to character-building effectiveness increased strength training and endurance training. On the other side, female players improve their sports with self-motivation and performed at a high-level during competition with their opponent players. By itself, it could be the efficiency of character development does not adequately imprison players, perception of their leader's capacity to discourage detrimental conduct toward enemy, Leads to the feeble and non-significant pathway among the two fickle. Accordingly, female players who apparent their leader to connect more commonly in actions thoughtful of an ideal role model occupied less frequently in damaging behavior in the direction of their teammates, and this consequence is incompletely explained by perceptions 'of their leader's aptitude to encourage players individual progress and optimistic attitudes toward the sports (Mohamadzedeh et al., 2021). It is established that psychological empowerment partially mediates. Transformational leaders authorize their players to enable them to accomplish separately from supervision and control. In the sports context, female rugby players feel empowered in the good surroundings shaped by transformational leaders to the developing competition strategies. It is important to point out that transformational leadership has an optimistic connection with group cohesiveness and group effectiveness. It is originated that sports make a life meaning and well-being empowerment plays a mediator role (SAĖNAK et al., 2015).

In this study, we investigated the importance of social members' inspiring behavior within the sports rugby club for members' quality of motivation. At the same time, a considerable number of female players in studies already revealed the importance of the leaders' stirring style for members' incentive. This study contributes to the existing literature by exploring for the first time whether also sports club leaders have a role to play in members' enthusiasm. We predict that the leaders' motivating style would dribble down to members, the superiority of motivation via the leaders' motivating style. The outcome provided proof for this trickle-down effect, hereby suggestive of those leaders in sports clubs can have a strong indirect influence on members' quality of motivation by creating a motivational environment. It is important to make a note of the findings of these previous studies were based on leaders' perceptions, while our results were based on members' perceptions. The dealings between the leaders' motivating style (which consisted of the leaders' autonomy-supportive and structuring styles) and members' quality of motivation in the trickle-down model also provided additional proof for studies focusing on the important role of autonomy-supportive and most important structuring leaders in sports competition strategy in the world (De Clerck et al.,2021).

## CONCLUSION

My study revealed a deep impact of the transformational leadership of high-competition rugby female players. 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 competition strategy). This study is the first to show the

respective positional characteristics of Pakistani female rugby league players. The overall reliability of all the scales was 0.935, which is in excellent range. Normality of transformational leadership scale significant value is 0.080 and sports competition strategies scales significant value 0.082 which is greater than 0.05 which shows that the data is normal. Correlation of mean value of transformational leadership style moderate correlated ( $r=0.497$ ) with competition strategy which is positive and significant value ( $p<0.001$ ). The overall impact of transformational leadership style on competition strategies is 24.7%. It has been found that psychological empowerment partially mediates the relationship between transformational leadership and ground-breaking climate.

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