

## The Study of Management Skills in High-Performance Sport Organizations in Sri Lanka

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Management skills encompass the abilities and competencies that are required for managers to effectively execute their leadership roles and develop the organizations by planning, organizing, leading and controlling to achieve specific goals. The impact of the direct leader's role on workforce performance has been demonstrated in a wider array of organizational achievements. The main purpose of this study was to identify the management skills among administrators of high-performance sports groups in Sri Lanka. A quantitative cross-sectional study was conducted with a sample of 107 superior level administrators from National Sports Federations responsible for the squads of high-performance athletes under the Ministry of Sports and Youth Affairs. Eight sports of Athletics- Badminton, Judo, Rowing, Squash, Weightlifting, Wrestling and Wushu - were included using population sampling. Judo and Rowing were excluded due to indigent participants. Data were collected using the Management (Leadership) Skills Assessment Instrument (MSAI), which measured key management skills. Statistical analyses, including descriptive analysis and One-Way ANOVA tests, were conducted using IBM SPSS software (version 22). The study revealed that their mean values of management skills were Hierarchy ( $60.66 \pm 0.53$ ), Marketing ( $60.55 \pm 0.56$ ), Clan ( $59.96 \pm 0.54$ ), and Adhocracy ( $61.22 \pm 0.61$ ). The results indicated that management skills were at average levels between 60-70%. However, no significant difference ( $p > 0.05$ ) were found among the sports organizations. The findings suggest that to achieve higher success in international sports, there is a need to elevate management skills from Good (70-80%) to Excellent (90-100%) levels.

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