

GUIDELINES FOR THE DEVELOPMENT OF ACADEMIC
ABILITY OF ADMINISTRATORS OF SPORTS
DEPARTMENTS IN GUANGXI UNIVERSITIES

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A Thesis Submitted in Partial Fulfillment of the Requirements for
the Degree of Doctor of Philosophy Program in Educational Administration
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Thesis Title Guidelines for the Development of Academic Ability of Administrators of Sports Departments In Guangxi Universities

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Thesis: Guidelines for the Development of Academic Ability of Administrators of Sports Departments in Guangxi Universities

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ABSTRACT

The objectives of this research were:1) To study the current academic ability level of administrators of sports departments in universities in Guangxi. 2) To develop guidelines for the development of Academic ability of administrators of sports departments in Guangxi Universities. 3) To evaluate the adaptability and feasibility of guidelines for improving the academic ability of administrators of sports departments in universities in Guangxi. There are 5 aspects to Improvement of academic ability of administrators of sports departments in Guangxi Universities: Emphasize self-improvement and strengthen academic exchange; Emphasize research ability training; Promote the construction of scientific research platforms; Improve the evaluation of scientific research achievements; Creating a favorable research environment. The sample used in this study was determined according to the sampling calculation method proposed by Krejcie and Morgan, namely, is it 169 administrators of sports departments in universities in Guangxi. The interview group is composed of 10 experts of sports departments in universities in Guangxi. The research instruments were documents analysis, questionnaire, and structured interview. The statistic to analyze the data were percentage, average value, and standard deviation.

The results were found that the academic ability of administrators of sports departments in Guangxi Universities is at a relatively high level. The highest level was knowledge acquisition ability, academic identification ability was the lowest level.

The guidelines for improving the ability of sports department managers of Guangxi universities in five aspects, which contain 30 measures. There are 6 measures for emphasizing self-improvement and strengthen academic exchange, 8 measures for emphasizing research ability training, 5 measures for promoting the construction of scientific research platforms, 3 measures for Improving the evaluation of scientific research achievements. And 8 measures for creating a favorable research environment. The guide for improving the academic ability of administrators of sports departments in Guangxi Universities has adaptability and feasibility.

Keywords: University, Academic Ability, Administrators

ชื่อเรื่อง	แนวทางการพัฒนาความสามารถทางวิชาการของผู้บริหาร คณะกรรมการกีฬาของมหาวิทยาลัยในมณฑลกวางสี
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บทคัดย่อ

การวิจัยครั้งนี้มีวัตถุประสงค์ 1) เพื่อศึกษาสภาพปัจจุบันของความสามารถทางวิชาการของผู้บริหารคณะกรรมการกีฬาของมหาวิทยาลัยในมณฑลกวางสี 2) เพื่อพัฒนาแนวทางการพัฒนาความสามารถทางวิชาการของผู้บริหารคณะกรรมการกีฬาของมหาวิทยาลัยในมณฑลกวางสี และ 3) เพื่อประเมินความเหมาะสมและความเป็นไปได้แนวทางการพัฒนาความสามารถทางวิชาการของผู้บริหารคณะกรรมการกีฬาของมหาวิทยาลัยในมณฑลกวางสี ทางการพัฒนาความสามารถทางวิชาการของผู้บริหารคณะกรรมการกีฬาของมหาวิทยาลัยในมณฑลกวางสี ประกอบด้วย 5 ด้าน ได้แก่ การพัฒนาตนเองและเสริมสร้างการแลกเปลี่ยนทางวิชาการ การฝึกอบรมความสามารถในการวิจัย การส่งเสริมการสร้างแพลตฟอร์มในการวิจัย การประเมินผลสัมฤทธิ์ทางการวิจัย การสร้างสภาพแวดล้อมการวิจัยที่ดี กลุ่มตัวอย่างที่ใช้ในการวิจัยครั้งนี้กำหนดตามตารางสำเร็จรูปของเครจซี่และมอร์แกน ได้แก่ ผู้บริหารคณะกรรมการกีฬา จำนวน 169 คน กลุ่มผู้ให้ข้อมูลสัมภาษณ์ ได้แก่ ผู้เชี่ยวชาญด้านการกีฬา จำนวน 10 คน เครื่องมือที่ใช้ในการวิจัย ได้แก่ การวิเคราะห์เอกสาร แบบสอบถาม และแบบสัมภาษณ์แบบมีโครงสร้าง สถิติที่ใช้ในการวิเคราะห์ข้อมูล ได้แก่ ค่าร้อยละ ค่าเฉลี่ยและส่วนเบี่ยงเบนมาตรฐาน

ผลการวิจัย พบว่า ความสามารถทางวิชาการของผู้บริหารคณะกรรมการกีฬาของมหาวิทยาลัยในมณฑลกวางสี โดยภาพรวมอยู่ในระดับสูง เมื่อพิจารณาเป็นรายด้าน พบว่า ความสามารถในการได้มาซึ่งความรู้ มีค่าเฉลี่ยสูงสุด ส่วนความสามารถในการแยกแยะทางวิชาการ มีค่าเฉลี่ยต่ำสุด แนวทางการพัฒนาความสามารถทางวิชาการของผู้บริหารคณะกรรมการกีฬาของมหาวิทยาลัยในมณฑลกวางสี ประกอบด้วย 30 มาตรการ ได้แก่ การพัฒนาตนเองและเสริมสร้างการแลกเปลี่ยนทางวิชาการ จำนวน 6 มาตรการ การฝึกอบรมความสามารถในการวิจัย จำนวน 8 มาตรการ การส่งเสริม

การสร้างแพลตฟอร์มในการวิจัย จำนวน 8 มาตรการ การประเมินผลสัมฤทธิ์ทางการวิจัย จำนวน 3 มาตรการ และการสร้างสภาพแวดล้อมการวิจัยที่ดี จำนวน 8 มาตรการ แนวทางการพัฒนาความสามารถทางวิชาการของผู้บริหารคณะกรรมการกึ่งภาของมหาวิทยาลัยในมณฑลกวางสีมีความเหมาะสมและความเป็นไปได้

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Chapter 1

Introduction

Rationale

Universities have been committed to the study of advanced expertise and knowledge. The fundamental reason why a university is called a university lies in its strong academic character and spirit. University's survival and development of fundamentally is a continuation of the academic and the academic spirit and prosperity. Because the academic activities and academic affairs of the university are based on knowledge or knowledge as the medium of academic activities is the basis of all other activities of the university(Liu Xin, 2009). When talking about his view of universities, Mr.Chu Jiusi (1980) pointed out that universities are places for studying advanced knowledge and cultivating advanced talents. The fundamental characteristic of a university can be summed up in two words "academic". Academics have been regarded as the soul and life of universities for centuries. Because the academic is the basic attribute university college in the whole school education system has always been the top of the inheritance, criticism and explore the profound knowledge hall academic is an important symbol of the nature of the different from other schools lost soul without academic university and academic achievements and failures in academic management. Therefore, it is the requirement of the basic characteristics and intrinsic attributes of universities to study the academic management of universities.

Universities are places where ideas and cultures are produced as well as experimental bases for demonstration, dissemination and promotion of ideas, cultures and methods. This base should cultivate exceptional and high-quality managers who are loyal to the university cause and influenced by the spirit of the university. Such managers should have obvious characteristics of the university base. The core of this trait is to improve the efficiency of management work in scientific research content, improve the quality of service, and maximize the efficiency and scientific management work, with advanced cultural characteristics and radiation

leading role. Therefore, the university management needs to be insightful, foreseeful and forward-looking. Li Chunmei (2004)The university education requires managers to have a certain research ability university only has certain scientific research ability and cultivate a batch of literacy of managers to form the common university spirit.

The grassroots administrative personnel in universities refer to the staff below the department level who are engaged in the administrative work of universities. They undertake the vast majority of administrative affairs in universities. Establishing a grassroots administrative team with strong scientific research capabilities is of great significance for improving the innovation level of the internal management system of universities and enhancing the vitality of educational reform and development. universities should deeply recognize the long-term, complex, and arduous nature of this task, further enhance the sense of mission, urgency, and responsibility to enhance the level of educational science research in universities, place the improvement of scientific research and innovation capabilities of grassroots administrators in universities in a more important position, and further promote the high-quality development of higher education.

The strength of the scientific research foundation determines the height and depth of scientific research conducted by grassroots administrators in universities. Currently, the weak scientific research foundation is restricting their scientific research actions. Firstly, scientific research lacks the support of educational and management disciplines, leading to a weak professional foundation. Some grassroots personnel do not have a "professional" background in education or management, but are "cross professional" engaged in college education and management work, with insufficient reserves of professional knowledge. Secondly, compared to other full-time teaching and research personnel in universities, the vast majority of grassroots administrative personnel have a master's degree or below, and are relatively weak in terms of academic starting point and scientific research experience. Moreover, the academic foundation is uneven. Many universities usually do not restrict their majors when recruiting administrative personnel, resulting in many non counterpart professionals applying for administrative positions in universities, resulting in a complex professional background for the grassroots administrative personnel team in universities. Although

engaging in educational science research across disciplines is beneficial for expanding research fields and innovating research methods, there are also problems such as weak disciplinary awareness, weak professional foundation, and lack of practical operational ability. Managers in sports departments need to improve their reserve of professional knowledge in sports and have deeper requirements for professional knowledge in sports disciplines in order to better complete the management of diversity in university sports departments. Improving the scientific research ability of grassroots administrators in the physical education departments of universities and colleges aims to stimulate the enthusiasm of reflection and innovation of frontline workers in education management, help them master and apply educational scientific research methods skillfully, involve them in the discovery, research, and improvement process of practical problems in education, and solve the current problems in the field of education, such as "action without research, research without results, and transformation with results", Guide administrative personnel to improve their scientific research ability, thereby improving the internal management ability of universities. Therefore, it is of great practical significance to promote the proficiency of grassroots administrators in universities and colleges in mastering and using educational research methods to carry out educational management work.

The purpose of academic management as the core of university internal management is to seek the development of disciplines, create the atmosphere of academic freedom and improve the academic level of the university. At present, the improvement of academic level and the pursuit of academic reputation have obviously become an important part of university planning, operation, management and evaluation. The academic ability of managers plays an increasingly important role in universities and becomes an important factor in the success or failure of universities. Therefore, it is necessary to discuss the strategies for improving the academic ability of managers in sports departments.

Based on the relevant principles of higher education and management, this study analyzes the connotation and influencing factors of the academic ability of administrators of sports departments in universities in Guangxi, and analyzes the current status of academic ability and influencing factors of administrators of sports

departments in universities in Guangxi by means of literature and questionnaire survey. Put forward the guidelines to promote the academic ability of administrators of sports department in Guangxi universities.

Research Questions

1. What is the current situation academic ability level of administrators of sports departments in universities in Guangxi?
2. What should be guidelines for the development of academic ability of administrators of sports departments in universities in Guangxi?
3. Are the guidelines for improving academic ability of administrators of sports departments in universities in Guangxi adaptability and feasibility?

Objectives(s)

1. To study the current situation academic ability level of administrators of sports departments in universities in Guangxi.
2. To develop guidelines for the development of Academic ability of administrators of sports departments in Universities in Guangxi.
3. To evaluate the adaptability and feasibility of guidelines for improving the academic ability of administrators of sports departments in universities in Guangxi.

Scope of the Research

Population and the Sample Group

Population

The population used in this study is composed of 300 managers from the physical education departments of 10 comprehensive universities in Guangxi (excluding colleges or junior colleges).

The Sample Group

The sample used in this study was determined according to the sampling calculation method proposed by Krejcie and Morgan, it was composed of 10 universities in Guangxi and randomly sampled: the sample group of this research was 169 administrators of physical education departments in universities in Guangxi.

The interviewees in this research was 10 high-level sports departments administrators in universities in Guangxi.

The Variables

According to the analyzed of related theories and researches, The variable of academic ability of administrators of sports departments in Guangxi Universities are as follows: 1) knowledge acquisition ability, 2) academic identification ability, 3) scientific research operation ability, 4) academic integration ability, 5) Research application and innovation ability.

Advantages

1. Theoretical aspects: Based on the subject characteristics of physical education, this study creatively divides the academic ability elements of university sports department managers into five parts, highlighting the uniqueness of the academic ability development of this group.

2. Practical aspects: Improving the academic ability of managers of sports departments in universities, stimulating the reflection and innovation enthusiasm of frontline workers in education management, helping them master and use educational scientific research methods, and allowing them to participate in the discovery process, research process and improvement process of practical problems in education Among them, it is conducive to solving various practical problems in the current management practice of universities, and promoting the professional development of the management team of universities.

Definitions of Terms

Sports Department:

Sports department: The sports department in this study mainly refers to the sports administrative department in the university, such as the school of sports, sports teaching department.

Sports Department Manager:

Sports department manager: In this study, sports department manager mainly refers to the leader and organizer of the department, which are respectively the dean, vice president, subject director and other administrative positions. Their posts are in the focus of the interaction between technical management and administrative management in universities, and they mainly carry out regular inspection, guidance, coordination, control and other aspects of work. Especially in the realization of the goal of talent training in universities, they are the front-line leaders and organizers.

Guideline:

Guideline: Something that provides guidance or information for people, The goal and core of the guideline is to provide guidance and advice to people, helping them achieve specific goals or solve problems. Regardless of the topic of the guide, useful information and practical suggestions need to be provided to help readers successfully achieve their goals. The guidelines in this study are practical suggestions for improving the academic abilities of sports department managers in Guangxi universities.

Academic Ability:

Academic ability: Can be defined literally as the ability to conduct academic research. That is, the ability to conduct systematic and specialized scientific research on things and their laws. In the quantitative research of academic ability related issues, it is necessary to clarify its exact definition, so as to facilitate the further development of measurement indicators and quantitative analysis. From the perspective of evaluation, the academic ability of a scholar can be measured from the relevant indicators representing his academic ability and the performance of the scholar in scientific research.

Ability to Acquire Knowledge:

Ability to Acquire Knowledge: The ability to acquire knowledge in related fields, create or discover new knowledge, and new problems through access to literature, professional study seminars, etc. It requires a broad academic vision and deep professional knowledge, the ability to think critically about problems and a certain amount of imagination.

Academic Discrimination Ability:

Academic discrimination ability: The ability to judge the value of the theoretical significance and practical value of the research problem; the methods used in the research process, research design and hypothesis testing, clarity of research results and research topics, validity of research data, scientific ethics and other issues Possess the ability of academic identification; have the ability of academic identification of the originality of research results, academic norms and academic ethics, written expression, writing norms, etc.

Scientific Research Operation Ability:

Scientific research operation ability: Experimental design, operation and ability to carry out repeated control experiments, experimental data processing and conclusion ability to analyze results, ability to publish academic results, etc.

Academic Integration Ability:

Academic integration ability: The ability to establish new connections within and between disciplines. Place scientific discoveries in a larger disciplinary background, and give full play to the comprehensive advantages of related disciplines to solve some complex and urgent scientific and social problems.

Research Application and Innovation Ability:

Research application and innovation ability: Connect research theory with practice, use professional knowledge to develop and innovate analysis and the ability to solve practical problems, avoiding the disconnection between theory and practice. carry out innovative thinking, innovative research and innovative achievements in the field of research ability to produce novel academic results.

Research Framework

The purpose of this study is to improve the academic ability of administrators of sports departments of universities in Guangxi. The research mainly focuses on the following logical ideas: First, it combs domestic and foreign literature on teaching and academic materials, explains the relationship and practical value of core concepts such as academic ability and academic ability of managers, and provides a special perspective and theoretical platform for examining the academic ability of administrators of sports departments of universities. By means of questionnaire survey, expert interview and other methods, this paper analyzes and investigates the current situation of academic ability of managers of sports departments in universities in Guangxi. Finally, in view of the overall situation of the academic ability of managers of sports departments in universities, specific countermeasures are proposed to improve the academic ability of managers of sports.

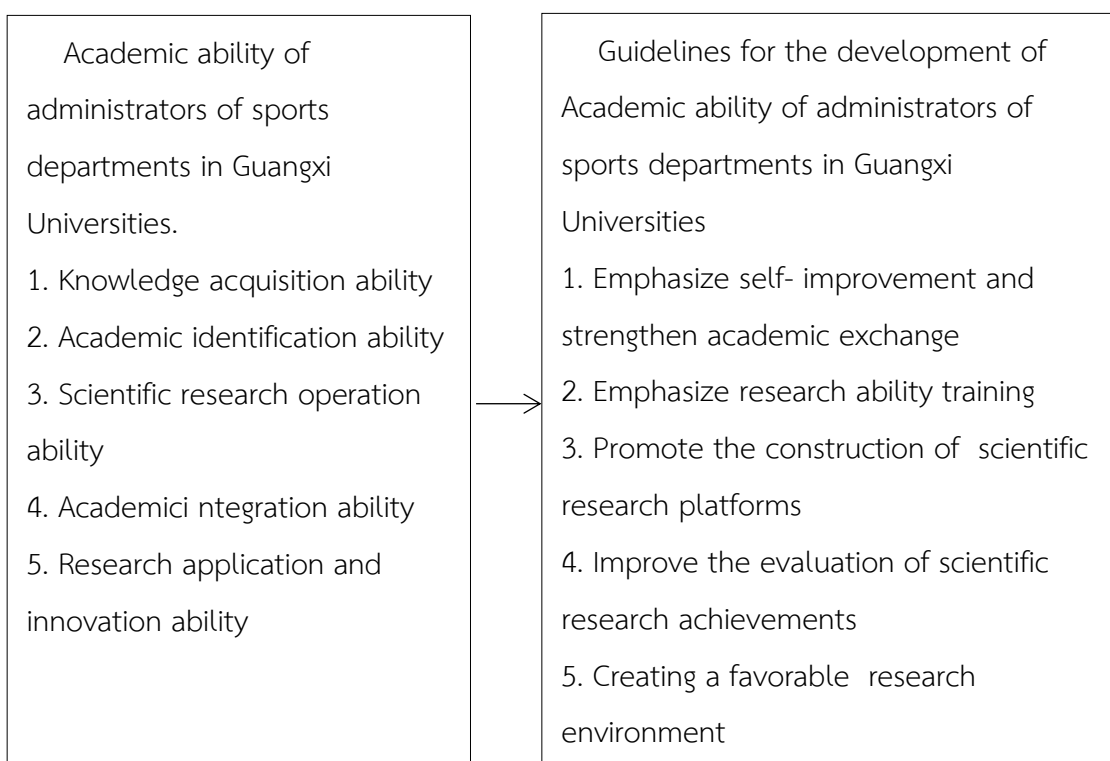


Figure 1.1 Research Framework of Guidelines for the Development of Academic Ability of Administrators of Sports Departments in Guangxi Universities

Chapter 2

Literature Review

In the study title "Guidelines for the development of Academic ability of administrators of sports departments in Guangxi Universities" the researcher studied the documents concerning the following:

1. Concept of University Managers
2. Concept of the Competence of University Managers
3. Concept of Academic Ability
4. Relevant Basic Theories
5. Related Research

The details are as follows:

Concept of University Managers

Concept of University Department Managers

The definition of leader and manager is often misused. The scholar Dai Wancheng (1991) believes that if a manager only evaluates the abilities of his subordinates, assigns appropriate jobs, and enables them to exert their strengths, such managers can only be referred to as "managers, not" leaders. "Because managers can only effectively guide subordinates to achieve the expected performance of the organization, they are also concerned about how their subordinates develop themselves and improve their work areas, And its future development prospects, but little thought is spent. In addition, if "management" focuses on initiating, completing, taking responsibility for, and handling things, and doing things in the right way, emphasizing the process of handling things, "leadership" is an act of influencing, guiding directions, routes, behaviors, and opinions, capable of doing the right things, emphasizing the real content and creativity of things, and leading followers to achieve their own ideals. Mintzberg (1973) and others believe that "management" is defined by activities such as planning, organizing, supervising, and controlling. Compared to management, Bass (1994) and Kotter (1999) believe that "leadership" is

the use of methods such as shaping vision, participation, value creation, and motivating morale to achieve organizational goals. Yukl (2002) believes that the task of leaders is to influence organizational members and make them willing to contribute, while managers only use interpretation to perform their duties.

College and department managers are middle level managers in universities. Their positions are at the focus of the interaction between technical management and administrative management in universities. They play a leadership and management role as a link between the preceding and the following in the work of the school, focusing on organizing and implementing the goals and plans of the school, conducting regular inspection, guidance, coordination, control, and other aspects of work, especially in achieving the work goal of cultivating talents in universities, They are front line leaders and organizers. Secondly, department managers are faced with knowledge-based employees, and their main tasks include knowledge transfer, discipline construction, scientific research, and teaching management; At the same time, it also undertakes the work of administrative management and income generation of the college. College and department managers in universities need to have management skills such as administrative effectiveness, revenue cost concepts, and interpersonal coordination abilities similar to those of middle-level management in enterprises, as well as high scientific and research capabilities. Currently, the management of department managers in most universities is still in the personnel management stage, and in management practice, there is only a job responsibility document, and this job responsibility document has not been implemented. (Deng Fuyu, 2009)

The survey conducted by scholar Liao Qinglin etc. shows that university department heads need greater academic decision-making power to improve their morale, a better logistics system to improve their work environment, and a good department head training plan to promote their development in various aspects (Liao Qinglin etc, 2008).

Regarding the conditions that academic leaders should possess Wang Duanxu, Xue Huijuan, and Zhang Dongfeng(2009), it is believed that as the leadership of a scientific research team largely determines the research direction and level of

the team, as an academic leader, not only should they have high academic attainments and innovative academic ideas, but also should have good organizational and coordination abilities and a spirit of cooperation.

Relevant Research on Managers of Sports Departments in Universities

At present, there is very little research on the management of physical education departments in universities. A large amount of information has been retrieved from the author, and the information seen is also a large number of requirements for the ability of school teachers, and only stays at the theoretical level. The relevant content retrieved by the author has been summarized:

School physical education is an important component of modern physical education, the foundation for the cultivation of sports talents and the formation of mass sports, an important approach to national fitness, and an indispensable discipline for schools to cultivate comprehensive outstanding talents. Compared with other educational departments, the discipline of physical education in universities has many similarities in its work functions, but the characteristics of physical education also make it unique. The physical education department not only undertakes physical education teaching and scientific research in schools, but also performs various other functions, including both teaching and scientific research; Both administrative and logistical; Both management and service; There are both training, competitions, and mass sports activities; Facing both students and faculty; There are both inside and outside. To achieve effective management, managers need to possess not only professional, managerial, and physical qualities, but also good character.

Chen Yahong (2019): The scientific research ability of university teachers is the basic quality and ability requirement of university teachers, and it is the embodiment of the comprehensive quality and ability of university teachers. The scientific research ability of physical education teachers in universities refers to the ability to discover and raise problems in the process of physical education teaching in universities, explore and practice the laws of physical education effectively using scientific research methods and means, and form the ability to express research

results in writing, including the ability to discover and raise questions, the ability to conduct scientific experimental research, and the ability to express research results.

Most of the existing materials are at the level of descriptive discussion, and they are conceptual materials with Greater subjectivity, not studying from an empirical perspective what it is necessary to be an excellent college department manager Lack of systematic research on the academic abilities of faculty managers.

Concept of the Competence of University Managers

Regarding the meaning of "capability", In the Modern Chinese Dictionary, it refers to "the subjective condition of being able to perform a certain task." Cihai explains it as: "The individual psychological characteristics necessary to successfully complete a certain activity. There are two types of abilities: general abilities and special abilities. The former refers to the basic abilities necessary for various activities, and the latter refers to the abilities necessary for engaging in a certain professional activity." Abilities are always linked to people's practical activities. Without specific practical activities, one cannot express or develop one's abilities.

Feng Tianming (2013) proposed that "the ability of leading cadres in universities" is the ability of leading cadres in universities to scientifically grasp the laws of higher education, lead teachers and students in universities to implement the Party's educational policies, and successfully complete the four major tasks of talent cultivation, scientific research, serving society, inheritance, and innovation of culture. The abilities of leading cadres in universities involve various aspects, which can be summarized into the following two types: first, basic abilities, mainly including thinking ability, expression ability, learning ability, implementation ability, and self-discipline ability. The second is job competency. It mainly includes: scientific decision-making ability, ability to grasp the overall situation, ability to manage the school according to law, reform and innovation ability, ability to seize opportunities, and cultural construction and development ability.

Scholars have summarized the ability structure of university administrators from different perspectives. Zhai Zhixi of China Agricultural University proposed in the article "Further Strengthening the Organizational Construction and Capacity Building

of University Leadership" that capacity building is the foundation of the construction of university leadership, and its content and requirements include five aspects: the ability to take charge of the overall development of the university, the ability to implement scientific decision-making and democratic political construction, the ability to grasp discipline construction and team building, the ability to organize talent cultivation and scientific and technological innovation "The ability to coordinate the construction of a harmonious campus and the harmonious external environment"; Ye Jinwen of Minjiang University believes in "Several Thoughts on Strengthening the Governance Ability of Leading Cadres in universities" that leading cadres in universities should focus on strengthening four abilities: continuously improving the ability to run people's satisfactory higher education, continuously improving the ability to build socialist campus democracy, and continuously improving the ability to build socialist campus culture, "Constantly improving the ability to build a socialist harmonious campus": Zhang Aishu of China University of Mining and Technology also believes in the article "Reflections on Improving the Comprehensive Ability of University Cadres" that under the guidance of the Scientific Outlook on Development, it is necessary to further enhance the strategic thinking ability, comprehensive coordination ability, promotion and implementation ability, and emergency handling ability of university leaders, in order to promote the scientific development of universities; Fu Lianxing, from Shandong Provincial Education and Admission Examination Institute, believes in "Several Issues Concerning the Capacity Building of Leading Cadres in universities" that in the new situation, university leaders and departments must have high political identification ability, the ability to control the development laws, the ability to scientifically judge the situation, the ability to develop the leadership ability of the school, the ability to explore and innovate, the ability to manage the school according to law, the ability to deal with complex situations, and the ability to solve their own contradictions; Lu Tiecheng, Vice President of the Chinese Society of Higher Education and Sichuan University, stated in his article "On Strengthening the Capacity Building of University Leaders" that the key to strengthening the capacity building of university leaders is to cultivate their planning and decision-making abilities, the ability to select and use cadres, the ability to run schools according to law and

regulations, the ability to seize opportunities and seize the opportunity to seize the opportunity, and the ability to innovate, innovate, and forge ahead. From the above discussion on the ability structure of university leaders, it can be seen that the abilities of scientific decision-making, pioneering and innovative, managing the school according to law, and grasping the overall situation are the abilities that should be focused on cultivating for current university leaders. Chen Xin and others believe that establishing a grassroots administrative management team with strong scientific research capabilities is of great value in solving various practical problems in current university management practices, promoting the professional development of university administrative management teams, and deepening the strategy of rejuvenating the university through scientific research and innovative development. At present, grassroots administrative personnel in universities have insufficient scientific research awareness, weak foundation, insufficient motivation, and vague goals. To improve the scientific research ability of grassroots administrative personnel in universities, it is necessary to strengthen scientific research learning and communication, attach importance to scientific research ability training, promote the construction of scientific research platforms, and improve education and scientific research evaluation.

Concept of Academic Ability

"There is relatively little research on the components of academic and scientific research capabilities collected and collated abroad within the scope of the author's ability, as follows: Swedish scholars Bowden and Marton proposed that academic competence refers to the ability of students to accept and transform various viewpoints and knowledge in the process of learning and research". British scholars Nabi and David Bagley regard academic ability as an important professional ability for graduate students, including personal professional skills, transfer skills, and communication skills. "The scholar Malcolm Mansfield believes that academic ability is equivalent to scientific research ability".

Concept of the Elements of Academic Competence

Scholars' research on the constituent elements of academic competence can be roughly divided into four orientations: the theory of elements, the theory of academic research, the theory of technological virtue, and the theory of physical awareness. First, the element theory. Xiao Chuan and Hu Lele (2006) believe that academic competence includes six abilities: raising and discovering problems, collecting and organizing documents, generating and determining concepts, making academic propositions, designing research processes, and being sensitive to academic frontiers. Li Runzhou (2016) pointed out that academic competence can be broadly divided into the ability to clarify questions, explore answers, and demonstrate. Specifically, it can be subdivided into six abilities: concept definition, literature review, proposition extraction, theoretical construction, framework building, and language expression. Second, the theory of academic research. According to Boyer's definition of academic connotation, Zhang Xiuli (2010) believes that academic ability includes scientific research ability, which consists of six abilities: knowledge acquisition ability, academic identification ability, scientific research operation ability, academic integration ability, scientific research application ability, and scientific research innovation ability. Third, the theory of technological virtue. Fan Jiangang (2009) advocates that academic competence is the dialectical unity of technical and moral academic competence. Technical competence includes problem posing ability, document collection ability, concept generation ability, research and design ability, and moral academic competence includes self management ability and interpersonal relationship ability. Zeng Zhaoqin (2013) also proposed that academic ability refers to the ability, quality, and personality qualities displayed when using academic resources for academic production and creation. Fourth, the theory of experiencing knowledge and understanding. Xu Jieshun (2004) believed that academic ability mainly refers to academic perception in terms of quality, specifically including hands-on ability, communication ability, participation ability, language ability, observation ability, generalization ability, refining ability, sublimation ability, application ability, and innovation ability.

Qiu Guanjun and Mo Gali (2009) believe that academic ability requires not only the improvement of logical thinking, but also the improvement of awareness of educational issues, as well as the ability to explain, explain, and solve problems. Meng Wanjin (2001) believed that graduate students' scientific research ability mainly consists of innovation ability, logical reasoning ability, data collection and processing ability, problem solving ability, and language expression ability. The research ability of graduate students should include creative thinking ability, knowledge research ability, data access ability, design and calculation ability, experimental operation ability, communication and expression ability, independent work ability, and development and innovation ability. Zhang Sanqiang (2006), a scholar, explained what is academic and what is ability. Combining the two meanings, it is concluded that academic ability consists of cognitive ability, scientific research ability, and innovation ability. Wang Xuemei (2007), starting from the viewpoint that learning is the unity of knowledge, ability, and method, believes that academic ability includes the cognitive construction ability of professional theory and knowledge, the scientific research ability of applying theory and method to analyze and solve problems, and the ability to apply academic norms. Wei Hang (2008) believes that academic ability includes the ability to discover and solve problems, the ability to collect and organize documents, the generation and determination of concepts, the ability to formulate theoretical propositions, the ability to design research processes, and the sensitivity of academic frontiers. Liang Yan (2012) believes that academic competence refers to the knowledge and experience level qualities and abilities necessary for conducting academic research. Including the cognitive ability to specialized theoretical knowledge of the discipline and the scientific research ability to analyze and solve problems. Among them, the cognitive ability of professional theoretical knowledge of disciplines includes: mastery of discipline knowledge and understanding of disciplines and their professionalism; The scientific research ability to analyze and solve problems includes: academic sensitivity (the ability to grasp the cutting-edge trends of the discipline, the ability to identify knowledge, and the ability to predict academic issues), problem awareness (the ability to discover problems), data collection ability, and the ability to design research processes.

Table 2.1 Elements of Academic Ability of University Managers

no	time	scholar	knowledge acquisition ability	academic identification ability	scientific research operation ability	academic integration ability	Research application and innovation ability
1	2001	Meng Wanjin	√	√	√		
2	2004	Xu Jieshun		√		√	√
3	2006	Zhang Sanqiang				√	√
4	2006	Xiao Chuan	√	√		√	√
5	2007	Wang Xuemei	√	√	√	√	√
6	2008	Wei Hang	√	√	√	√	√
7	2009	Fan Jiangang	√	√	√		
8	2010	Zhang Xiuli	√	√	√	√	√
9	2012	Liang Yan	√	√	√	√	√
10	2015	Zhao Songfang	√	√	√	√	√
11	2016	Li Runzhou	√	√	√	√	√
12	2017	Chi Liquan	√	√	√	√	√
13	2018	Zhu Yu	√	√	√	√	√
Total			11	12	10	11	11

According to table 2.1, the researchers analyzed and synthesized documents. Through a review of the above literature, the author finds that scholars have two common elements in describing academic and scientific research capabilities. Firstly, both of them basically include such elements as problem awareness, ability to collect and organize documents, logical thinking ability in theory, organizational expression ability in language, and interpersonal communication ability; Secondly, academic and scientific research capabilities are both dynamic and comprehensive capabilities, with different elements serving as the main contradiction at different stages of the research process. The difference between the two lies in the fact that the meaning space of academic competence is broader than that of scientific research, which is the backbone of academic competence, but the vitality of academic competence also lies in the infiltration of culture and academic spirit.

Through the collection of a large amount of literature and analysis of the academic ability content and relevant theories proposed by the above scholars, this study sets the academic ability elements of Guangxi university managers as follows: with the goal of developing the academic ability of sports department managers, analyze from five dimensions: knowledge acquisition ability, academic discrimination ability, scientific research operation ability, academic integration ability, Research application and innovation ability.

Concept of Influencing Factors of Academic Ability

Scholars Babu and Singh believe that those with high academic achievements often have rich research experience and practical knowledge. Domestic scholars (Zhang Xiuli, 2013) took the winners of national excellent doctoral dissertations as the research object. Through sorting out interview records of 28 excellent doctoral dissertations, they found that the personal influencing factors of academic ability can be divided into two aspects and four elements, namely, personal characteristics, knowledge foundation, academic interest, personal effort, knowledge structure, and graduation institution. (Qian Tiantian, 2015) Through the analysis of the questionnaire results of 200 graduate students majoring in liberal arts, it is concluded that academic motivation, self cognition, and academic interest are the main implicit factors that affect the development of graduate students' academic

ability. (Zhu Ping, 2016) pointed out that the academic foundation, language ability, and ability to search for books and materials of individual Chinese overseas students are important aspects that affect their academic ability development.

In master's thesis, Wang Caixia summarized that the main purpose of doctoral candidates participating in scientific research is to obtain scientific research training and training, improve their scientific research ability and quality, and cultivate their scientific research quality and interest in research spirit. No matter what form of scientific research doctoral students engage in, they are constrained or influenced by many factors (as shown in Figure 2.1). This restriction and influence comes from the personal aspects of doctoral candidates, such as knowledge, ability, and quality; There are mentors, such as their academic level, guidance, and personality charm; There are "environments", such as instruments and equipment, books and materials that are represented by "hard environments", and academic, research, and incentive mechanisms that are represented by "soft environments". At the same time, there is also a relationship of mutual restriction and influence between these constraints or influencing factors.

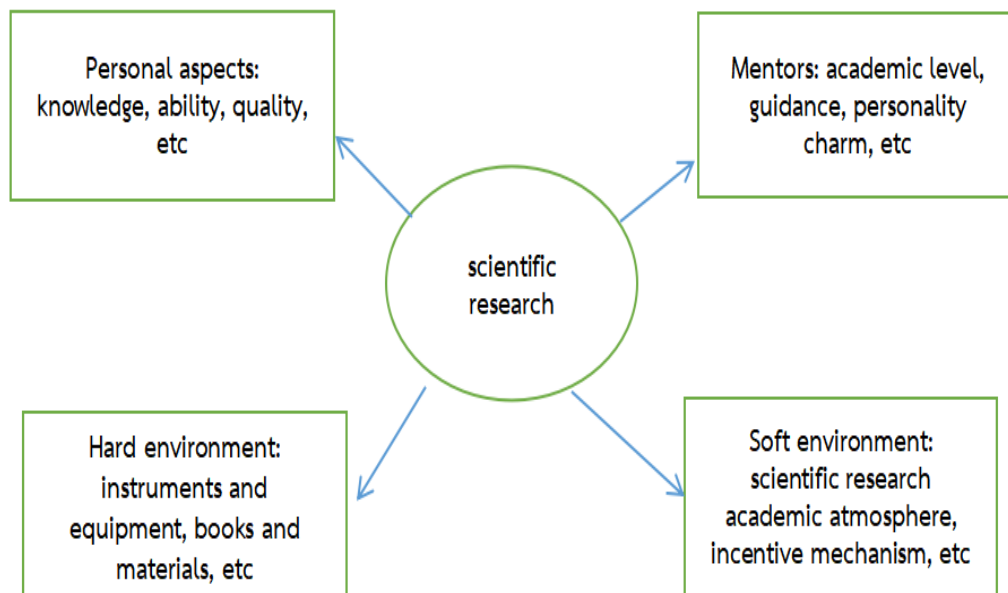


Figure 2.1 Influencing factors of doctoral research

Study on the Academic Ability of College Physical Education Department Managers

The search for "academic competence of university sports department managers" through literature search has resulted in very little or no relevant research. The highly relevant literature is now sorted out as follows:

Xu Xiangfeng (2017) and others pointed out that the scientific research and innovation ability of university sports professionals is a comprehensive ability composed of multiple levels, including the condensation of scientific issues, material collection and collation, research scheme design and implementation, analysis of research results and scientific problem solving, management and application of innovative research results, as well as the team organization and coordination ability necessary for conducting scientific research and innovation work.

Wang Kui et al. (2015) believe that physical education teachers are the main force of physical education research, and that physical education research ability is an important connotation of the quality of physical education teachers in the new era. Whether they have physical education research ability will become an important indicator to measure the professional ability of physical education teachers. It can be seen that the development of talents and the construction of disciplines cannot be separated from scientific research. Therefore, the majority of physical education teachers must view the importance of physical education research from the perspective of the scientific concept of development, identify their own entry points, and achieve the transformation from "skill oriented" to "scientific research oriented" as soon as possible.

The scientific research ability of university teachers is the basic quality and ability requirement of university teachers, and is the embodiment of their comprehensive quality and ability. The scientific research ability of physical education teachers in universities refers to the ability to discover and raise problems in the process of physical education teaching in universities, explore and practice the laws of physical education effectively using scientific research methods and means, and form the ability to express research results in writing, including the ability to discover

and raise questions, the ability to conduct scientific experimental research, and the ability to express research results.

Relevant Basic Theories

Human Resource Capacity Building Theory

The theory of human resource capacity building emphasizes that in the era of knowledge economy, economic and social development, as well as human development, are dependent on human capabilities. It emphasizes that people must rely on capabilities to achieve their own value, and it emphasizes the need to give full play to their creative abilities and strive to shape people into "capable people" (Wang Jin, 2007).

Human resource capacity building not only refers to the improvement of people's general abilities, but also includes the further expansion of their abilities. It is the cultivation of "capable people" and the creation of social conditions that enable people's abilities to be fully and correctly utilized. As Hegel said, "The purpose of society and the state is to enable the development and performance of human potential and all individual abilities in all aspects and directions." In a sense, human resource capacity building is the process of building human "sustainable development" (Huang Zhicheng et al, 1999).

According to the theory of human resource capacity building, capacity is directly proportional to intelligence and knowledge, but inversely proportional to the absolute value of the difference between the total amount of experience and the extreme value of experience; There is a positive correlation between the exertion of ability and the degree of motivation; The exertion of one's ability within the range of one's ability to withstand is directly proportional to work pressure. Beyond the range of ability to withstand, the exertion of one's ability will decrease as work pressure increases (Qi Lu, 2003).

According to the theory of human resource capacity building, the exertion of abilities is closely related to the requirements of positions for abilities. To successfully complete job tasks, it is first necessary to have the ability to adapt to the professional position you are engaged in. There are generally four types of matching

between personal abilities and positions . Generally speaking, the ability matching between the second and third situations and the position is called high matching; The other two cases of matching are called low matching.

Table 2.2 Matching of personal abilities and positions

Matching of personal abilities and job requirements for abilities	The extent to which one's abilities are exercised	Improvement degree of personal ability
Far exceeds requirements	Difficult to play well	Can't be improved
Completely consistent	Full play	Can't be improved
Slight gap	Full play	Get rapid improvement
Far from meeting the requirements	Difficult to play well	Unable to achieve rapid improvement

From the above research, we can find that different positions require different abilities, not only for the total amount of abilities, but also for the structure of abilities; Due to different job categories different types of employees have different requirements for their abilities, different degrees of difficulty in their jobs, and different requirements for their abilities, only when their abilities and positions are well matched can their abilities be fully utilized. Whether and to what extent capabilities and positions match can affect job performance. Generally, good job performance can only be achieved when a person's capabilities and positions match well. Conversely, if a person's capabilities and positions match poorly, they can only achieve lower job performance; However, in addition to being influenced by the matching degree between abilities and positions, the exertion of abilities is also influenced by other factors, such as inadequate incentives. Even if the matching degree between abilities and positions is high, they can only achieve lower work performance. In addition, when the ability far exceeds the requirements of the position, although higher work performance can be achieved, the ability is also not fully utilized, resulting in a waste of ability.

Based on previous research on human resource construction theory, it is concluded that improving the ability of managers through education, training, management, and other methods can effectively improve overall work efficiency, which is a process of building "sustainable development" of capabilities. Therefore, the organic combination of human resource capacity building theory and managers' academic ability plays an important role in effectively improving the connotation of managers' comprehensive ability. The main purpose of capacity building is to take various measures to develop and improve human capabilities, so as to fully exert human capabilities and create value for society. In this process, people's subjective initiative is very important.

Contemporary Incentive Theory

At present, the classic theories on human behavior motivation mainly include human needs theory, behavior modification theory, process motivation theory, etc. All kinds of motivation theories have their advantages but also have certain drawbacks. Although there are differences between various motivation theories, they are not either one or the other, on the contrary, there are similarities between them; "In the process of practical application, integrating various incentive theories can better play the effective role of various incentive theories.". Stephen P. Robbins, a famous American management scientist, has developed an integrated model through research, as shown in Figure 2.2.

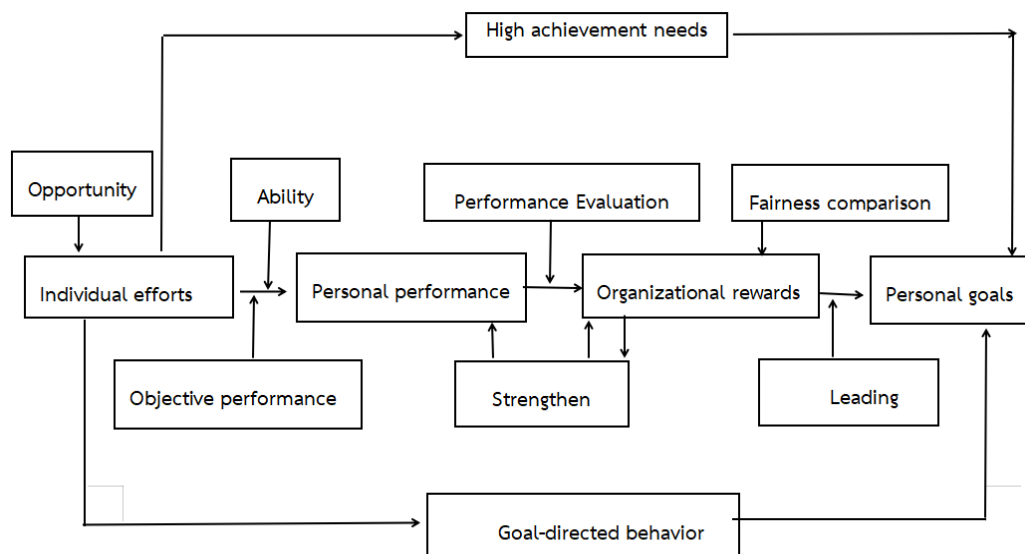


Figure 2.2 The Integrated Model of Contemporary Incentive Theory

The model shows that:

1. The "personal effort->personal performance->organizational rewards - personal goals" model elaborated by the expectation theory is an incentive Basic mode of excitation.

2. Individual efforts are influenced by opportunities and goals, which may promote or hinder individual efforts. At the same time, they are consistent with the theory of goal setting: goal guiding behavior.

3. There are multiple factors that affect the achievement of effort - +performance, performance rewards, and rewards->personal goals: In the case of a fixed level of effort, in order to achieve high performance, the person must have the abilities required for their work; Fairness and objectivity are the premise and foundation of individual performance evaluation systems.

4. There is mutual reinforcement between performance and organizational rewards, which is consistent with the reinforcement theory.

5. The fairness comparison of rewards given by individuals to organizations is a key part of fairness theory.

6. According to ERG theory, the level of motivation depends on the reward a person receives for high performance To what extent can he meet the leading needs associated with his personal goals.

7. People who need high achievement do not care about the connection between effort-performance, performance-rewards, and rewards-goals. For them, the leap from effort to personal goals is the best reward.

Related Research

Reason, D.R.et al(2006) believe that the composition of academic ability is reflected at the individual level, management level, environmental level, and policy level.

Dr. Li Xiaohong (2019) conducted a systematic exploration of the academic development of teaching among university teachers in China from both macro and micro perspectives. Based on sorting out the historical context of teaching academia, elucidating the demands and theoretical implications of teaching academic value,

she selected qualitative case studies to examine and study the current situation of academic development of teaching among university teachers through observation and interview methods. She analyzed the influencing factors in practice from perspectives of concepts, theories. A comprehensive analysis was conducted on institutional and field dynamics aspects, and framework suggestions were proposed for the construction of academic development paths for university teachers' teaching.

Zhang Zhonghua (2009) believes that there is a great similarity between academic ability and scientific research ability, which has a direct impact on the effectiveness of graduate research activities. Classify and sort the connotation of academic ability to obtain innovative ability, reasoning and deduction ability, information analysis ability, practical ability, and explanatory ability.

Xu Ying, Shi Lijun, and Wang Liyan (2010) believe that a good academic atmosphere is conducive to the germination of academic innovation ability. In such an atmosphere, united learning forces can be integrated to explore effective strategies and measures to improve graduate students' innovation ability.

Wang Chunxi and Chang Shuming (2011) found that it is necessary to broaden the scope of reading and strengthen skill training in order to quickly grasp the context of academic reading, obtain the essence of reading literature, and efficiently complete reading.

Boyer (1990) believes that "the exploratory spirit of researchers is an invaluable asset for academia and the world." Therefore, "research is the center of higher education work. Because the academic level of advanced discovery not only contributes to the accumulation of knowledge, but also helps to create an intellectual atmosphere in school.

In summary, the academic ability of university sports department managers is one of the professional skills that they should possess, and it is also an important standard to measure the ability of university sports department managers. Therefore, based on the analysis of a large amount of literature and relevant theories, this study sets the academic ability elements of university administrators in Guangxi as follows: with the goal of developing the academic ability of sports department managers, it analyzes from five dimensions: acquiring knowledge ability, academic identification

ability, scientific research operation ability, academic integration ability, research application and innovation ability, Through these aspects, we can deeply understand the current situation of the development of academic ability of sports department managers in Guangxi universities, and propose strategies to improve the academic ability of sports department managers in Guangxi universities.

Chapter 3

Research Methodology

This research focuses on improving the academic ability of sports department managers in Guangxi universities. To study the current situation and provide guidelines and evaluation guidelines for improving the academic ability of sports department managers in Guangxi universities. The researcher have the following procedures.

1. The population and The Sample group
2. Research Instruments
3. Data Collection
4. Data analysis

The Population and The Sample group

Population

The population used in this study is composed of sports department managers of 10 universities in Guangxi (excluding colleges or junior colleges), The population of this research were managers of sports departments of 10 universities in Guangxi, with a total of 300 people.

Sample Group group

The sample used in this study was determined according to the sampling calculation method proposed by Krejcie and Morgan, it was composed of 10 universities in Guangxi and randomly sampled: the sample group of this research was 169 administrators of physical education departments in universities in Guangxi.

The interviewees in this research was 10 high-level sports departments administrators in universities in Guangxi. The qualifications of interviewees are as follows: 1) at least 6 years of work experience in high-level administrator in universities, 2) have extensive experience in information leadership, 3) graduated with master's degree or above.

The experts for evaluating feasibility of guidelines for improving the academic ability of administrators of sports departments was 10 high-level administrators in Guangxi. The qualifications of the experts are as follows: 1) at least 10 years of work experience in high-level administrator in universities, 2) have extensive experience in information leadership, 3) graduated with doctor's degree, 4) academic title is associate professor or above.

Table 3.1 Sample data distribution table

Serial number	University	Population	Sample group
1	Guangxi University	30	15
2	Guangxi Normal University	30	15
3	Guangxi Medical University	25	14
4	Guilin University of Electronic Technology	35	25
5	Guilin University of Technology	28	17
6	Guangxi University for Nationalities	22	14
7	Guangxi University of Chinese Medicine	30	15
8	Guangxi University of Science and Technology	30	15
9	Nanning Normal University	25	14
10	Beibu Gulf University	35	25
Total		300	169

Research Instrument

Questionnaire

The instrument to collect the data for objective one, to study the current situation of academic ability of sports department managers in Guangxi universities was questionnaire. The questionnaire designed based on academic ability in five following aspects: 1) knowledge acquisition ability, 2) academic identification ability, 3) scientific research operation ability, and 4) academici ntegration ability, 5) Research application and innovation ability. The questionnaire was provided into two parts:

Part 1: Survey about personal information of respondents, classified by gender and education background, Professional title, administrative level.

Part 2 : Survey about the current situation of academic ability of sports department managers in Guangxi universities. There are 6 questions for knowledge acquisition ability, 6 questions for academic identification ability, 6 questions for scientific research operation ability, and 6 questions for academici ntegration ability, 7 questions for research application and innovation ability, total 31 questions. The criteria for data interpretation based on five-point Likert's scale, as follows:

5 express the level of academic ability of sports department managers were at strongly high level

4 express the level of academic ability of sports department managers were at high level

3 express the level of academic ability of sports department managers were at medium level

2 express the level of academic ability of sports department managers were at low level

1 express the level of academic ability of sports department managers were at low level

Constructing a Questionnaire Processes

The construction process of questionnaire were as follows:

Step 1: Reviewing and analyzing documents, concepts, theories, and researches related to academic ability of sports department managers.

Step 2: Constructing the questionnaire about the current situation of

academic ability of sports department managers in Guangxi universities. Then sending the questionnaire outline of questionnaire to the thesis advisors to review and revise the contents according to the suggestions.

Step 3: The index of objective congruence (IOC) of the questionnaire was examined by three experts. The index of objective congruence (IOC) was 1.00.

Step 4: Revise the questionnaire based on the experts' suggestions.

Step 5: The questionnaire was distributed to 30 administrators in universities in Guangxi for try-out. The reliability of the questionnaire was obtained by Cronbach's Alpha Coefficient, the reliability was 0.794.

Step 6: The questionnaire was applied to 169 sports department managers in Guangxi universities.

Structured Interview

The instrument to collect the data for objective two, provides relevant contents for formulating guidelines for the development of academic ability of sports department managers in Guangxi universities. The interview is semi-structured, and the interview outline content presupposes the content. In order to make the content of the interview outline more meaningful and comprehensive, the researcher will invite experts for guidance.

The construction process of Semi-Structured Interview were as follows:

Step 1: Construct an interview outline for the academic ability development guide for university sports department managers.

Step 2: The researchers invited a total of 10 high-level, middle-level leaders, and experienced university managers from the sports department of Guangxi universities to conduct interviews, and proposed strategies to improve the academic ability of sports department managers in Guangxi universities.

Evaluation Form

The instrument to collect the data for objective three, The researcher invites 10 experts to evaluate the adaptability and feasibility of guideline for development of high-level talents of universities in Guangxi. The invited experts have certain experience and rich theories in the field of colleges and universities and human resources.

Data Collection

The data collection for objective 1: to study the current situation of the academic ability of administrators of sports departments of universities in Guangxi, as following procedured:

Step 1: The researcher requested requirement letter form the graduate school, Bansomdejchaopraya Rajabhat University for requiring to collect the data from 169 administrators of sports departments in Guangxi university.

Step 2: The researcher distributed the questionnaire to 169 administrators. A total of 169 questionnaires can be returned, accounting for 100%.

The data collection for objective 2: to guide guidelines of improving the academic ability of sports department managers in Guangxi universities.

1. Analyze the factors affecting the high-level talents in universities in Guangxi.

2. Set the qualifications for high-level talents in universities to participate in the interview .The qualification conditions for Interview are set up: The main person in charge of the student management department of 10 universities in Guangxi, one person from each university, 10 people in total. Requirements are as follows: Director or deputy director, associate professor or above, engaged in student management for more than 15 years.

3. Information was collected in the form of video based on the interview outline and make records.

The data collection for objective 3: to evaluate the guidelines for improving the academic ability of sports department managers in Guangxi.

1. According to the setting conditions: that is, experts and scholars who have certain research in the direction of university management, education, sport management and human resources will form an expert group.

2. In accordance with the guidelines for the preparation of experts to assess the share of the card, held an expert seminar, sent to experts on site for discussion, and scored item by item.

3. Collect expert evaluation forms and analyze the data.

Data Analysis

The data analysis in this research, the researcher analyze the data by package program, as follows:

Step 1: The personal information of the respondents was analyzed by frequency and percentage, classified by gender and education background.

Step 2: The current situation of academic ability of administrators of sports departments in Guangxi Universities. in five following aspects: 1) knowledge acquisition ability, 2) academic identification ability, 3) scientific research operation ability, 4) academici ntegration ability, and 5) Research application and innovation ability. using of information and communication technology skills was analyzed by average value and standard deviation.

Step 3: The structured interview about guidelines for improving the academic ability of sports department managers in Guangxi universities was analyzed by content analysis.

Step 4: The evaluation of the adaptability and feasibility of guidelines for improving the academic ability of sports department managers in Guangxi universities. was analyzed by average value and standard deviation.

Statistic

Statistical and descriptve statistics were used for data analysis.

Step 1. The percentage method is adopted to analyze the basic information of the survey objects of high-level talents in universities in Guangxi.

Step 2. The mean value and standard deviation are used to verify the data analysis results of the questionnaire on current situation of sports department managers in Guangxi universities.

Step 3. Use the content analysis method to evaluate the feasibility of the guidelines for improving academic ability of administrators of sports departments in Guangxi Universities.

Step 4. The mean value and standard deviation are used to evaluate the feasibility of the guidelines for the development of administrators of sports departments in Guangxi Universities.

Data Interpretation

The questionnaire survey mainly consists of two parts. The first part is to understand the basic situation of high-level talents in universities in Guangxi, such as political status, the highest degree unit, professional discipline category, gender, industry, academic honor, relevant talent support, etc. The second part mainly adopts the five-level measurement method from the five dimensions of knowledge acquisition ability, academic identification ability, scientific research operation ability, academic integration ability, Research application and innovation ability, researchers defined criteria for data interpretation based on the MLO five-level standard jointly developed by Bass & Avolio(1990)

As follows

4.51-5.00	Reference	Highest level
3.51 -4.50	Reference	High level
2.51- 3.50	Reference	Medium level
1.51 - 2.50	Reference	Low level
1.00 -1.50	Reference	Lowest level

In assessing the feasibility of the Guangxi High-Level Talent Development Guide, the researchers continued to use Bath's MLQ5 level criteria. The details are as follows:

4.51 - 5.00	Reference	Adaptability/ Feasibility at the highest level
3.51 - 4.50	Reference	Adaptability/ Feasibility at the high level
2.51 - 3.50	Reference	Adaptability/ Feasibility at the medium
1.51 - 2.50	Reference	Adaptability/ Feasibility at the low level
1.00 - 1.50	Reference	Adaptability/ Feasibility at the lowest level

Chapter 4

Results of Analysis

The research in the guidelines for the development of Academic ability of administrators of sports departments in Guangxi Universities. The objectives of this research were 1) To study the current situation academic ability level of administrators of sports departments in universities in Guangxi. 2) To guide guidelines for the development of Academic ability of administrators of sports departments in Guangxi Universities. 3) To evaluate the adaptability and feasibility of guidelines for improving the academic ability of administrators of sports departments in universities in Guangxi.

The data analysis result can be presented as follows:

1. Symbol and Abbreviations
2. Presentation of Data Analysis
3. Results of Data Analysis

The details are as follows.

Symbol and Abbreviations

- n refers to sample group
 \bar{X} refers to average value
S.D. refers to standard deviation

Presentation of Data Analysis

Part 1: The analysis result about personal information of respondents, classified by gender and education background. Presented the data in the form of frequency and percentage.

Part 2: The analysis result about the current academic ability level of administrators of sports departments in universities in Guangxi. Presented the data in the form of average value and standard deviation.

Part 3: The analysis result about the interview contents about the guidelines for improving the academic ability of administrators of sports departments in Guangxi Universities.

Part 4: The analysis result about the evaluation of the adaptability and feasibility of guidelines for improving the academic ability of administrators of sports departments in Guangxi Universities. Presented the data in the form of average value and standard deviation.

Results of Data Analysis

The researcher analyzed the data in 3 parts as follows:

Part 1: The analysis result about personal information of respondents, classified by gender and education background. Presented the data in the form of frequency and percentage.

Table 4.1 Analysis of the basic information of university sports department management

(n = 169)

	Personal Information	Frequency	percentage(%)
Gender	male	97	57.39
	female	72	43.61
	Total	169	100.00
Age	24-29 years	9	5.32
	30-34 years	7	4.14
	35-39 years	25	14.80
	40-44 years	60	35.50
	45-50 years	61	36.00
	51 years and over	7	4.15
	Total	169	100.00
Professional title	senior	14	8.28
	Deputy senior	20	11.80
	Lecturer	53	31.30
	Teaching assistant	82	48.50
	Total	169	100.00

Table 4.1 (Continued)

(n = 169)

	Personal Information	Frequency	percentage(%)
Educational background	Specialist and below	11	6.50
	Bachelor's degree or equivalent	38	22.48
	Master's degree students	99	58.57
	PhD students	21	12.42
	Total	169	100.00
Administrative level	Section member	43	25.44
	Section chief rank	38	22.48
	Deputy department level	55	32.54
	Department level	33	19.52
	Total	169	100.00

As can be seen from the above table, more than 50% of the gender samples are male, while the proportion of female samples is 43.61%. In terms of age distribution, the majority of samples were 45-50 years old, with a proportion of 36%, and the proportion of 40-44 years old samples was 35.50%. 45.30% of the sample were associate senior titles. The proportion of master's degree is 58.57%. 32.54% of the sample were deputy managers.

Part 2: The analysis result about the current academic ability level of administrators of sports departments in universities in Guangxi. Presented the data in the form of average value and standard deviation.

Table 4.2 The average and standard deviation of academic ability of sports department managers in Guangxi universities

(n = 169)

No	Advisors' academic guidance ability	\bar{X}	S.D.	level	Rank
1	Knowledge acquisition ability	3.90	0.97	high	1
2	Academic identification ability	3.70	1.06	high	5
3	Scientific research operation ability	3.71	1.03	high	4
4	Academic integration ability	3.80	0.98	high	3
5	Research application and innovation ability	3.89	1.00	high	2
Total		3.80	1.01	high	

As can be seen from Table 4.2, it can be concluded that that the overall academic ability score of sports department managers is at a high level ($\bar{X} = 3.80$). Considering the results of this research aspects ranged from the highest to lowest level were as follow: the highest level was knowledge acquisition ability, with an average score of 3.90 in this dimension, followed by research application and innovation ability ($\bar{X} = 3.89$), and academic integration ability ($\bar{X} = 3.80$), and scientific research operation ability ($\bar{X} = 3.71$), academic identification ability was the lowest level ($\bar{X} = 3.70$). The academic ability level of sports department managers in Guangxi universities needs to be improved.

Table 4.3 The average and standard deviation of knowledge acquisition ability of sports department managers in Guangxi universities

(n = 169)

No	Knowledge acquisition ability	\bar{X}	S.D.	level	Rank
1	Focusing on learning basic knowledge within the professional field	3.91	1.01	high	2
2	Able to use various techniques to quickly and accurately find essential literature for academic research	3.91	0.90	high	2
3	Ability to integrate relevant field knowledge and discover new problems through literature review and other means	3.78	1.04	high	5
4	Able to acquire new knowledge and discover new problems through academic exchange seminars and other means	4.01	0.93	high	1
5	Able to extract effective information and acquire new knowledge through communication with others	3.89	1.02	high	4
6	Able to obtain information and identify problems through observation, on-site investigation, experience, and other methods	3.90	1.01	high	3
Total		3.90	0.98	high	

From Table 4.3, it can be seen that in the survey results, the managers of sports departments in Guangxi universities have a relatively high score in the dimension of knowledge acquisition ability, with the highest score ($\bar{X}=4.01$) for "able to acquire new knowledge and discover new problems through academic exchange seminars and other means", indicating that sports department managers in universities mainly obtain academic information through academic exchange seminars and other means. The option 'ability to integrate relevant field knowledge and discover new

problems through literature review' has the lowest score in this dimension, ($\bar{X}=3.78$) indicating that the ability of university sports department managers to obtain academic information through literature review and other methods needs to be improved.

Table 4.4 The average and standard deviation of academic identification ability of sports department managers in Guangxi universities

(n = 169)

No	Academic identification ability	\bar{X}	S.D.	level	Rank
1	Being able to scientifically determine the value and significance of research problems	3.73	1.10	high	1
2	Can scientifically determine whether the research method is reasonable	3.7	1.07	high	3
3	Having academic identification ability for originality, academic norms, etc. of research results	3.65	1.09	high	4
4	Having the ability to discern the academic ethics, written expression, and writing standards of research results	3.73	0.98	high	1
5	Being able to determine whether the research question is innovative	3.71	1.07	high	2
6	Able to determine whether the research process is reasonable and logical	3.71	1.07	high	2
Total		3.70	1.06	high	

From Table 4.4, the managers of sports departments have good scores in the dimension of academic identification ability, among which "Being able to scientifically determine the value and significance of research problems" and "Having the ability to discern the academic ethics, written expression, and writing standards of research results" have the highest scores ($\bar{X}=3.73$), indicating that the managers of

sports departments in universities have good ability in judging the value and significance of research problems and writing standards. The option "Having academic identification ability for originality, academic norms, etc. of research results. " has the lowest score in this dimension ($\bar{X}=3.65$), indicating that the ability of university sports department managers in this area needs to be improved.

Table 4.5 The average and standard deviation of scientific research operation ability of sports department managers in Guangxi universities

(n = 169)

No	Scientific research operation ability	\bar{X}	S.D.	level	Rank
1	Ability to scientifically design experimental operations based on research content	3.58	1.12	high	4
2	Being able to draw logical research conclusions through analysis and reasoning	3.68	1.04	high	2
3	Able to determine research ideas through analysis and judgment	3.66	1.02	high	3
4	Able to apply scientific research methods to solve problems	3.83	0.95	high	1
5	Able to complete the scientific research work required by the unit according to the corresponding professional title regulations	3.83	1.01	high	1
6	Ability to process experimental data and analyze experimental results	3.68	1.02	high	2
Total		3.71	1.02	high	

From Table 4.5, it can be seen that in the survey results, the managers of the sports department in Guangxi universities have good scores in the dimension of scientific research operational ability, with the highest scores ($\bar{X}=3.83$) for "being able to use scientific research methods to solve problems" and "being able to complete the scientific research work required by the unit in accordance with the corresponding professional title regulations", indicating that the managers of the

sports department in universities can basically complete the scientific research work required by the unit. The option of 'being able to scientifically design experimental operations based on research content' has the lowest score in this dimension ($\bar{X}=3.58$), indicating that the ability of university sports department managers in experimental operations needs to be improved.

Table 4.6 The average and standard deviation of academic integration ability of sports department managers in Guangxi universities

(n = 169)

No	Academic integration ability	\bar{X}	S.D.	level	Rank
1	Able to establish good connections within and between disciplines	3.84	0.96	high	1
2	Using interdisciplinary methods to solve complex and urgent scientific and social problems	3.78	1.01	high	6
3	Ability to synthesize or construct new concepts during academic research	3.83	0.95	high	2
4	Able to conduct a systematic review of literature and materials	3.81	1.01	high	3
5	Be able to clearly identify common entry points between relevant disciplines during the topic selection process	3.79	0.96	high	5
6	Having a certain ability to integrate academic resources	3.80	1.01	high	4
Total		3.80	0.98	high	

From Table 4.6, it can be seen that in the survey results, managers of sports departments in Guangxi universities scored well in the dimension of academic integration ability, with the highest score of "being able to establish connections within and between disciplines" ($\bar{X}=3.84$). The option of "using interdisciplinary methods to solve complex and urgent scientific and social problems" has the lowest

score in this dimension ($\bar{X} = 3.78$), indicating that the ability of university sports department managers in interdisciplinary application needs to be improved.

Table 4.7 The average and standard deviation of research application and innovation ability of sports department managers in Guangxi universities

(n = 169)

No	Research application and innovation ability	\bar{X}	S.D.	level	Rank
1	Being able to apply academic research to the field of sports to solve practical problems	3.91	0.95	high	3
2	Being able to better integrate theory into practical problems in academic research	3.72	1.02	high	6
3	Being able to identify hot issues in a timely manner during the research process	4.07	0.99	high	1
4	Sensitivity to cutting-edge academic information	3.89	0.97	high	4
5	Having an innovative mindset in academic research	3.93	1.00	high	2
6	Ability to innovate in academic research	3.82	1.11	high	5
7	Be able to apply innovation awareness to practical problems during the research process	3.89	0.97	high	4
Total		3.89	1.00	high	

From Table 4.7, it can be seen that in the survey results, the managers of sports departments in Guangxi universities have the highest scores in the dimensions of research application and innovation ability, with the highest score of "being able to timely identify hot issues during the research process" ($\bar{X} = 4.07$), indicating that the managers of sports departments in universities have a certain degree of sensitivity to the hot information of research issues. The option of 'being able to better integrate theory into practical problems in academic research' has the lowest score in this

dimension ($\bar{X} = 3.72$), indicating that the ability of university sports department managers in interdisciplinary application needs to be improved.

The main analysis is based on questionnaire data from five dimensions: knowledge acquisition ability, academic identification ability, scientific research operation ability, academic integration ability, scientific research application and innovation ability of sports department managers. From the above Table, it can be seen that the overall academic ability score of sports department managers is generally not high, basically at a moderate level, with a higher score for knowledge acquisition ability, with an average score of 3.90 in this dimension and a lower score of 3.71 in scientific research operation ability. The academic ability level of sports department managers in Guangxi universities needs to be improved.

Part 3: The analysis result about the interview contents about the guidelines for improving the Academic ability of administrators of sports departments in Guangxi Universities.

Table 4.8 Personal information of interviewee

Interviewee	Education background and post	Interview Date	Interview Time
Interviewee 1	Education: Doctor's degree Expertise: Physical Education Post: division head Work experience: 18 years	May 10 , 2023	9:00 am GMT +8 30 minutes
Interviewee 2	Education: Doctor's degree Expertise: Physical Education Post: division head Work experience: 15 years	May 10 , 2023	10:00 am GMT +8 39 minutes
Interviewee 3	Education: Doctor's degree Expertise: Physical Education Post: division head Work experience: 16 years	May 11 , 2023	3:00 pm GMT +8 33 minutes (Video interview)

Table 4.8 (Continued)

Interviewee	Education background and post	Interview Date	Interview Time
Interviewee 4	Education: Master's degree Expertise: Physical Education Post: division head Work experience:17 years	May 11 , 2023	4:00 pm GMT +8 35 minutes (Video interview)
Interviewee 5	Education: Doctor's degree Expertise: Physical Education Post: division head Work experience:14years	May 12 , 2023	8:10 am GMT +8 35 minutes (Video interview)
Interviewee 6	Education: Doctor's degree Expertise: Physical Education Post: division head Work experience:21 years	May 12 , 2023	9:00 am GMT +8 37 minutes (Video interview)
Interviewee 7	Education: Doctor's degree Expertise: Physical Education Post: division head Work experience:15 years	May 15 , 2023	11:00 am GMT +8 35 minutes (Video interview)
Interviewee 8	Education: Doctor's degree Expertise: Physical Education Post: division head Work experience:18 years	May 15 , 2023	2:20 pm GMT +8 35 minutes (Video interview)
Interviewee 9	Education: Master's degree Expertise: Physical Education Post: division head Work experience:22 years	May 15 , 2023	3:00 pm GMT +8 40 minutes (Video interview)
Interviewee 10	Education: Doctor's degree Expertise: Physical Education Post: division head Work experience:17 years	May 15 , 2023	5:00 pm GMT +8 36 minutes (Video interview)

Interviewee 1:

1. What about the current situation of academic ability sports department managers in Guangxi universities?

In my opinion, the academic ability of managers of sports departments in universities in Guangxi is average at present, and the academic ability of managers of sports departments in most universities is in a state of uneven, and the overall level needs to be improved.

2. Your opinion on the influencing factors of the academic ability development of sports department managers in Guangxi universities.

In my opinion, the main factors affecting the development of academic ability of sports department managers are academic background, knowledge reserve, academic motivation, academic atmosphere, hardware equipment and so on.

3. Your suggestions on the content of the Development Guide for the academic ability of sports department managers in Guangxi universities.

I think improving the academic ability of sports department managers in Guangxi universities, we should Strengthen guidance for educational management workers in universities, Establish a grassroots administrative management team with strong scientific research and innovation capabilities. A team is beneficial for solving various problems in current university management practices realizing difficulties and promoting the professional development of administrative management teams in universities.

Interviewee 2:

1. What about the current situation of academic ability sports department managers in Guangxi universities?

I think the academic abilities of administrative personnel in the sports department of Guangxi universities are relatively weak, with weak scientific research awareness, weak foundation, insufficient academic motivation, and vague research objectives among management personnel.

2. Your opinion on the influencing factors of the academic ability development of sports department managers in Guangxi universities.

I believe that the main factors that affect the academic development of sports department managers are professional titles, educational qualifications, knowledge reserves, academic motivation, academic atmosphere and environment, hardware equipment, etc.

3. Your suggestions on the content of the Development Guide for the academic ability of sports department managers in Guangxi universities.

In my opinion, the current improvement of the academic ability of administrative personnel of sports departments in Guangxi universities can be carried out from the following aspects: First, clear academic motivation, cultivate academic interest, and improve the subject knowledge reserve; Secondly, the department should obtain the latest academic information by participating in various academic exchange activities. Finally, the department should set up a perfect incentive mechanism for scientific research achievements for administrative personnel and carry out targeted academic ability training.

Interviewee 3:

1. What about the current situation of academic ability sports department managers in Guangxi universities?

I think that the academic ability of the administrative staff in the sports department of universities in Guangxi is at a good level as a whole. In recent years, the overall level of the academic ability of the administrative staff in the sports department of universities in Guangxi is gradually rising. The management team of Guangxi Normal University and the School of Physical Education of Gulf of Tonkin University is the leader. In recent years, the team has published academic achievements in authoritative journals for many times and has obtained a number of national scientific research projects.

2. Your opinion on the influencing factors of the academic ability development of sports department managers in Guangxi universities.

In my opinion, the main factors that affect the academic development of sports department managers are professional titles, educational qualifications, academic atmosphere and environment, academic motivation, knowledge reserves, hardware equipment, etc.

3. Your suggestions on the content of the Development Guide for the academic ability of sports department managers in Guangxi universities.

To enhance the scientific research ability of grassroots administrative personnel in universities, it is necessary to strengthen research learning and exchange, attach importance to research ability training, and promote the construction of research platforms starting from four paths to improve the evaluation of educational research.

Interviewee 4:

1. What about the current situation of academic ability sports department managers in Guangxi universities?

I think the academic abilities of administrative personnel in the sports department of Guangxi universities are generally at a good level.

2. Your opinion on the influencing factors of the academic ability development of sports department managers in Guangxi universities.

In my opinion, the main factors that affect the academic development of sports department managers are professional titles, educational qualifications, personality traits, knowledge foundation, academic motivation, academic atmosphere and environment, hardware equipment, etc.

3. Your suggestions on the content of the Development Guide for the academic ability of sports department managers in Guangxi universities.

I think currently, improving the academic ability of administrative personnel in the sports department of Guangxi universities can be achieved through the following aspects: To help administrative personnel set up career goals, improve knowledge structure and lay a good foundation for scientific research; Invite experts and scholars with rich experience or outstanding achievements in educational science research to conduct scientific research lectures for administrative personnel, focusing on cutting-edge issues, research directions, project application skills, writing methods, and precautions in the field of educational management.

Interviewee 5:

1. What about the current situation of academic ability sports department managers in Guangxi universities?

I think the academic abilities of administrative personnel in the sports department of Guangxi universities are generally at a good level.

2. Your opinion on the influencing factors of the academic ability development of sports department managers in Guangxi universities.

I think the factors that affect the development of the academic ability development of sports department managers in Guangxi universities include: work experience, educational background, personal learning ability, professional title, university management and so on.

3. Your suggestions on the content of the Development Guide for the academic ability of sports department managers in Guangxi universities.

I suggest that improving the academic abilities of administrative personnel in the sports department of Guangxi universities can be achieved from the following aspects: firstly, encouraging front line administrative personnel to actively participate and initiate joint research in education management related fields. The second is to support learning and research-oriented management teams jointly established by multiple departments to conduct interdisciplinary, cross departmental, and cross departmental research. The third is to establish a group of campus learning and academic exchange platforms characterized by practice and application, encourage teachers, researchers, and management personnel to actively participate, share and exchange research experience, and promote the transformation and application of excellent scientific research achievements. The fourth is to actively play the role of various scientific research platforms in disseminating knowledge and popularizing principles, and to improve the comprehensive scientific research literacy of all faculty and staff in universities.

Interviewee 6:

1. What about the current situation of academic ability sports department managers in Guangxi universities?

I think the academic abilities of administrative personnel in the sports department of Guangxi universities are generally at a good level.

2. Your opinion on the influencing factors of the academic ability development of sports department managers in Guangxi universities.

In my opinion, the main factors affecting the development of academic ability of sports department managers are titles, academic qualifications, academic atmosphere, academic motivation, knowledge reserve, hardware equipment, etc.

3. Your suggestions on the content of the Development Guide for the academic ability of sports department managers in Guangxi universities.

In my opinion, the current improvement of academic ability of administrative personnel of sports departments in Guangxi universities can be carried out from the following aspects: First, the construction of scientific research performance evaluation system oriented by innovation quality, application value and actual contribution. The second is to improve the work consciousness of the university administrative staff in the transformation of scientific research achievements. According to the working characteristics and advantages of the grass-roots administrative staff, the direction of scientific research should be set up accordingly to guide the grass-roots administrative staff carry out research to improve their work. Third, establish a sound, scientific and reasonable reward mechanism for educational scientific research results. Teams and individuals with landmark achievements or outstanding contributions in the field of education and scientific research will be commended and rewarded to stimulate the consciousness, initiative and creativity of grassroots administrative staff engaged in scientific research.

3. Your suggestions on the content of the Development Guide for the academic guidance ability of university advisors in Guangxi.

Interviewee 7:

1. What about the current situation of academic ability sports department managers in Guangxi universities?

In my opinion, the academic ability of managers of sports departments in universities in Guangxi is average at present, and the academic ability of managers of sports departments in most universities is in a state of uneven, and the overall level needs to be improved.

2. Your opinion on the influencing factors of the academic ability development of sports department managers in Guangxi universities.

I think there are two factors affecting the development of sports department managers' academic guidance ability: (1) the personal level (learning background, major, work experience, title); (2) The university level (the nature of the university, the size of the university, the number of students, the quality of teaching in the university, the management of academic, etc).

3. Your suggestions on the content of the Development Guide for the academic ability of sports department managers in Guangxi universities.

I think the current improvement of the academic ability of administrative personnel of sports departments in Guangxi universities can be carried out from the following aspects: First, clear academic motivation, cultivate academic interest, and improve the subject knowledge reserve; Secondly, the department should obtain the latest academic information by participating in various academic exchange activities. Finally, the department should set up a perfect incentive mechanism for scientific research achievements for administrative personnel and carry out targeted academic ability training.

Interviewee 8:

1. What about the current situation of academic ability sports department managers in Guangxi universities?

I think the academic abilities of administrative personnel in the sports department of Guangxi universities are generally at a good level.

2. Your opinion on the influencing factors of the academic ability development of sports department managers in Guangxi universities.

In my opinion, the main factors that affect the academic development of sports department managers are include: (1) to provide relevant policy support; (2) Increase the funds for the team building of sports department managers and give more rewards; (3) Provide more training opportunities and a platform for communication among sports department managers. the factors that affect the development of managers' academic ability include their work experience, learning background, major, personal characteristics, work attitude and university management.

3. Your suggestions on the content of the Development Guide for the academic ability of sports department managers in Guangxi universities.

I think the development guidelines for enhancing the academic ability of sports department managers include: (1) to provide relevant policy support; (2) Increase the funds for the team building of sports department managers and give more rewards; (3) Provide more training opportunities and a platform for communication among sports department managers.

Interviewee 9:

1. What about the current situation of academic ability sports department managers in Guangxi universities?

In my opinion, the academic abilities of administrative personnel in the sports department of Guangxi universities are relatively weak, insufficient academic motivation, and vague research objectives among management personnel.

2. Your opinion on the influencing factors of the academic ability development of sports department managers in Guangxi universities.

I think there are many factors affecting the development of sports department managers' academic guidance ability: personal ability, educational background, professional level, working attitude, management system and so on.

3. Your suggestions on the content of the Development Guide for the academic ability of sports department managers in Guangxi universities.

In my opinion, currently improving the academic ability of administrative personnel in the sports department of Guangxi universities can be achieved from the following aspects: firstly, clarifying academic motivation, cultivating academic interest, and enhancing subject knowledge reserves; Secondly, by participating in various

academic exchange activities to obtain the latest academic information, the department should establish a comprehensive incentive mechanism for scientific research achievements for administrative personnel and carry out targeted academic ability training.

Interviewee 10:

1. What about the current situation of academic ability sports department managers in Guangxi universities?

I think the academic guidance ability level of university academic ability sports department managers in Guangxi is good.

2. Your opinion on the influencing factors of the academic ability development of sports department managers in Guangxi universities.

I think the factors affecting the development of the academic ability of the academic ability sports department managers include: the academic ability sports department managers themselves, which are related to gender, age, learning background, major, professional title and working years; The management system, work assessment system and incentive mechanism of universities and universities have important influence.

3. Your suggestions on the content of the Development Guide for the academic ability of sports department managers in Guangxi universities.

I think that we should formulate guidance on the development of universities academic ability sports department managers' academic ability from the aspects of improving the management system of universities academic ability sports department managers' academic guidance, performance evaluation mechanism and strengthening the training of academic ability sports department managers.

Summarizing and organizing the suggestions put forward by experts, researchers have found that the academic ability level of sports department managers in Guangxi is currently steadily increasing, and there are significant differences in the academic level and ability of sports department managers in universities. Therefore, there are also differences in the proposal of strategies, The suggestions for developing the academic abilities of sports department managers mainly focus on the development of their own abilities, such as improving their

academic abilities through various means such as academic training, and motivating managers to improve their academic abilities through the development of research incentive policies by university departments. Some experts believe that it is necessary to identify the academic weaknesses of managers and make targeted improvements.

Table 4.9 Guidelines for the Development of Academic Ability of Sports Department Managers in Guangxi Universities

Guideline for Development of the Academic Ability	How to
Emphasize self-improvement and strengthen academic exchange	1. Encourage the management personnel of the sports department in universities to enhance their academic research awareness and make solving practical problems the primary goal of research.
	2. Encourage university sports department managers to improve their academic qualifications through further education
	3. University sports department managers should enhance their research awareness, master research methods, and improve management effectiveness through continuous exploration and summarization.
	4. Strengthen business communication between positions in university management, teaching, scientific research, technology, etc, and organize job rotation or on-the-job training for management personnel in other departments.
	5. Administrative personnel should be encouraged to actively participate in collaborative research projects, forums and lectures, broaden their academic horizons, and enhance their research capabilities.

Table 4.9 (Continued)

Guideline for Development of the Academic Ability	How to
	6. Promote academic exchange and discussion among university sports department managers through internal academic salons.
Emphasize research ability training:	1. Carry out lectures on important academic research policies, expand awareness of educational policies, and proactively answer questions and doubts for grassroots personnel.
	2. Organize grassroots administrative personnel to participate in various academic research, training, exchange and appointment activities both inside and outside the school, and broaden their academic horizons.
	3. Build a professional, systematic, and distinctive school-based training system to help administrative personnel establish career goals and lay a solid foundation for scientific research.
	4. Invite experts and scholars with rich experience or outstanding achievements in educational science research to conduct research lectures, providing strong guidance on cutting-edge issues, research directions, project application skills, writing methods, etc. in the field of educational management.
	5. Adopting classified training strategies to address issues such as weak theoretical foundations in the scientific research process.
	6. By participating in domestic and international academic conferences, timely capture and judge the latest academic topics, obtain new perspectives on cutting-edge academic research, and promote innovation in scientific research knowledge.

Table 4.9 (Continued)

Guideline for Development of the Academic Ability	How to
	7. Conduct special training on research methods and writing skills, and provide special guidance for individuals with weak foundations.
	8. Conduct policy interpretation meetings on project application in relevant fields, and encourage sports department managers to apply for projects.
Promote the construction of scientific research platforms	1. The management personnel of the sports department in universities actively participate in and initiate joint research on sports and educational management related fields.
	2. Support learning and research-oriented management teams jointly established by multiple departments to conduct interdisciplinary, cross departmental, and cross departmental research.
	3. Establish a group of campus learning and academic exchange platforms characterized by practice and application, share and exchange research experience, and promote the transformation and application of excellent scientific research achievements.
	4. Actively leverage the role of various scientific research platforms in disseminating knowledge and popularizing principles, and achieve the improvement of the comprehensive scientific research literacy of all faculty and staff in universities.
	5. Integrate research directions within the school and encourage the integration of interdisciplinary research and academic research directions.

Table 4.9 (Continued)

Guideline for Development of the Academic Ability	How to
Improve the evaluation of scientific research achievements	<p>1. Establish a research performance evaluation system guided by innovation quality, application value, and actual contribution. Based on the characteristics of different professional and technical positions in universities, refine research evaluation indicators and scientifically set classification evaluation standards.</p>
	<p>2. Based on the work characteristics and advantages of grassroots administrative personnel, targeted guidance on research directions should be established to enhance the work awareness of university administrative personnel in transforming scientific research achievements.</p>
	<p>3. Establish a sound, scientific, and reasonable reward mechanism for educational and scientific research achievements, and stimulate the consciousness, initiative, and creativity of grassroots administrative personnel in conducting scientific research.</p>
Creating a favorable research environment	<p>1. Essential resource systems for academic research institutions, such as library books and journal resources, library book databases, electronic resources, etc</p>
	<p>2. Increase financial investment and improve the academic research infrastructure of universities. Experimental instruments and equipment required for conducting academic research</p>
	<p>3. Encourage administrative personnel to carry out policies related to academic research</p>

Table 4.9 (Continued)

Guideline for Development of the Academic Ability	How to
	4. Establish a clear plan to specify the corresponding academic research achievements that should be completed for different job titles
	5. Establish a special research and cultivation fund for management personnel
	6. Establish a harmonious and mutually beneficial scientific research academic atmosphere environment
	7. Set up a "Mentorship" academic support team. Teachers with strong scientific research ability can help managers with weak academic ability.
	8. Introduce highly educated and professional researchers to enhance research capabilities

According to Table 4.9, researchers have proposed a guide for the development of academic abilities for managers of sports departments in Guangxi universities from five aspects, with a total of 30 measures, including 6 measures to enhance their own abilities and strengthen academic exchanges, 8 measures to attach importance to scientific research ability training, 5 measures to promote the construction of scientific research platforms, 3 measures to improve the evaluation of scientific research achievements, and 8 measures to create a good scientific research atmosphere environment.

Part 4: The analysis result about the evaluation of the adaptability and feasibility of guidelines for improving the Academic ability of administrators of sports departments in Guangxi Universities. Presented the data in the form of average value and standard deviation.

Table4.10 The average value and standard deviation of the evaluation of the adaptability and feasibility of guidelines for the improvement of academic ability of administrators of sports departments in Guangxi Universities

	Adaptability			Feasibility		
	\bar{X}	S.D.	Level	\bar{X}	S.D.	Level
Emphasize self-improvement and strengthen academic exchange						
1. Encourage the management personnel of the sports department in universities to enhance their academic research awareness and make solving practical problems the primary goal of research.	4.65	0.98	highest	4.57	0.95	highest
2. Encourage university sports department managers to improve their academic qualifications through further education	4.75	0.97	highest	4.88	0.97	highest
3. University sports department managers should enhance their research awareness, master research methods, and improve management effectiveness through continuous exploration and summarization.	4.81	0.94	highest	4.51	0.96	highest

Table4.10 (Continued)

	Adaptability			Feasibility		
	\bar{X}	S.D.	Level	\bar{X}	S.D.	Level
4. Strengthen business communication between positions in university management, teaching, scientific research, technology, etc, and organize job rotation or on-the-job training for management personnel in other departments.	4.55	0.94	highest	4.65	0.97	highest
5. Administrative personnel should be encouraged to actively participate in collaborative research projects, forums and lectures, broaden their academic horizons, and enhance their research capabilities.	4.75	0.98	highest	4.90	0.98	highest
6. Promote academic exchange and discussion among university sports department managers through internal academic salons.	4.96	0.92	highest	4.54	0.96	highest
Total	4.74	0.96	highest	4.67	0.97	highest
Emphasize research ability training						
1. Carry out lectures on important academic research policies, expand awareness of educational policies, and proactively answer questions and doubts for grassroots personnel.	4.06	0.94	high	4.24	0.96	high

Table4.10 (Continued)

	Adaptability			Feasibility		
	\bar{X}	S.D.	Level	\bar{X}	S.D.	Level
2. Organize grassroots administrative personnel to participate in various academic research, training, exchange and appointment activities both inside and outside the school, and broaden their academic horizons.	3.86	0.97	high	3.94	0.96	high
3. Build a professional, systematic, and distinctive school-based training system to help administrative personnel establish career goals and lay a solid foundation for scientific research.	4.36	0.94	high	4.04	0.91	high
4. Invite experts and scholars with rich experience or outstanding achievements in educational science research to conduct research lectures, providing strong guidance on cutting-edge issues, research directions, project application skills, writing methods, etc. in the field of educational management.	4.23	0.83	high	4.30	0.90	high
5. Adopting classified training strategies to address issues such as weak theoretical foundations in the scientific research process.	3.86	0.94	high	4.05	0.95	high

Table4.10 (Continued)

	Adaptability			Feasibility		
	\bar{X}	S.D.	Level	\bar{X}	S.D.	Level
6. By participating in domestic and international academic conferences, timely capture and judge the latest academic topics, obtain new perspectives on cutting-edge academic research, and promote innovation in scientific research knowledge.	4.34	0.92	high	4.12	0.94	high
7. Conduct special training on research methods and writing skills, and provide special guidance for individuals with weak foundations.	3.96	0.93	high	4.13	0.96	high
8. Conduct policy interpretation meetings on project application in relevant fields, and encourage sports department managers to apply for projects.	4.36	0.89	high	4.28	0.97	high
Total	4.12	0.92	high	4.13	0.94	high
Promote the construction of scientific research platforms						
1. The management personnel of the sports department in universities actively participate in and initiate joint research on sports and educational management related fields.	4.86	0.99	highest	4.68	0.93	highest

Table4.10 (Continued)

	Adaptability			Feasibility		
	\bar{X}	S.D.	Level	\bar{X}	S.D.	Level
2. Support learning and research-oriented management teams jointly established by multiple departments to conduct interdisciplinary, cross departmental, and cross departmental research.	4.76	0.94	highest	4.58	0.93	highest
3. Establish a group of campus learning and academic exchange platforms characterized by practice and application, share and exchange research experience, and promote the transformation and application of excellent scientific research achievements.	4.46	0.85	high	4.48	0.92	high
4. Actively leverage the role of various scientific research platforms in disseminating knowledge and popularizing principles, and achieve the improvement of the comprehensive scientific research literacy of all faculty and staff in universities.	4.92	0.91	highest	4.64	0.93	highest

Table4.10 (Continued)

	Adaptability			Feasibility		
	\bar{X}	S.D.	Level	\bar{X}	S.D.	Level
5.Integrate research directions within the school and encourage the integration of interdisciplinary research and academic research directions	4.76	0.93	highest	4.59	0.98	highest
Total	4.75	0.92	highest	4.59	0.94	highest
Improve the evaluation of scientific research achievements						
1. Establish a research performance evaluation system guided by innovation quality, application value, and actual contribution. Based on the characteristics of different professional and technical positions in universities, refine research evaluation indicators and scientifically set classification evaluation standards.	4.49	0.83	high	4.38	0.99	high
2. Based on the work characteristics and advantages of grassroots administrative personnel, targeted guidance on research directions should be established to enhance the awareness of personnel in transforming achievements.	4.86	0.92	highest	4.63	0.98	highest

Table 4.10 (Continued)

	Adaptability			Feasibility		
	\bar{X}	S.D.	Level	\bar{X}	S.D.	Level
Improve the evaluation of scientific research achievements						
3. Establish a sound, scientific, and reasonable reward mechanism for educational and scientific research achievements, and stimulate the consciousness and creativity of grassroots administrative personnel in conducting scientific research.	4.98	0.90	highest	4.69	0.99	highest
Total	4.77	0.88	highest	4.56	0.99	highest
Creating a favorable research environment						
1. Essential resource systems for academic research institutions, such as library books and journal resources, library book databases, electronic resources, etc	4.56	0.91	highest	4.49	0.93	high
2. Increase financial investment and improve the academic research infrastructure of universities. Experimental instruments and equipment required for conducting academic research	4.86	0.99	highest	4.74	0.97	highest
3. Encourage administrative personnel to carry out policies related to academic research	4.67	0.90	highest	4.55	0.96	highest

Table 4.10 (Continued)

	Adaptability			Feasibility		
	\bar{X}	S.D.	Level	\bar{X}	S.D.	Level
4. Establish a clear plan to specify the corresponding academic research achievements that should be completed for job titles	4.86	0.96	highest	4.82	0.93	highest
5. Establish research and cultivation fund for management personnel	4.68	0.95	highest	4.89	0.99	highest
6. Establish a harmonious and mutually beneficial scientific research academic atmosphere environment	4.58	0.94	highest	4.71	0.92	highest
7. Set up a "Mentorship" academic support team. Teachers with strong scientific research ability can help managers with weak academic ability.	4.59	0.91	highest	4.69	0.90	highest
8. Introduce highly educated and professional researchers to enhance research capabilities	4.86	0.93	highest	4.67	0.99	highest
Total	4.71	0.94	highest	4.69	0.95	highest

According to Table 4.10, the adaptability and feasibility of the guide for improving the academic ability of sports department administrators are at the high level in five aspects, with a value between 3.80 and 4.90, that is, the guide for improving the academic ability of sports department administrators in Guangxi universities has adaptability and feasibility.

Chapter 5

Conclusion Discussion and Recommendations

The research in the guidelines for the development of Academic ability of administrators of sports departments in Guangxi Universities. The objectives of this research were 1) To study the current academic ability level of administrators of sports departments in universities in Guangxi. 2) To develop guidelines for the development of Academic ability of administrators of sports departments in Guangxi Universities. 3) To evaluate the adaptability and feasibility of guidelines for improving the academic ability of administrators of sports departments in universities in Guangxi.

1. To study the current situation academic ability level of administrators of sports departments in universities in Guangxi.

2. To develop guidelines for the development of Academic ability of administrators of sports departments in universities in Guangxi.

3. To evaluate the adaptability and feasibility of guidelines for improving the academic ability of administrators of sports departments in universities in Guangxi.

Guidelines for the development of academic ability of sports department managers in Guangxi universities has five aspects: 1) Emphasize self-improvement and strengthen academic exchange; 2) Emphasize research ability training; 3) Promote the construction of scientific research platforms; 4) Improve the evaluation of scientific research achievements; 5) Creating a favorable research environment. The sample used in this study was determined according to the sampling calculation method proposed by Krejcie and Morgan, namely, is it 169 administrators of sports departments in Guangxi Universities. The interview group is composed of 10 administrators of sports departments in Guangxi Universities. The statistic to analyze the data were percentage, average value, and standard deviation. The conclusion discussion and recommendations of this research are as follows:

Conclusion

The research in the guidelines for improving the academic ability of administrators of sports departments in universities in Guangxi. The researcher summarizes the conclusion into 3 parts, details as follows:

Part 1: the current situation of the level of academic ability of administrators of sports departments in universities in Guangxi.

Part 2: the guidelines for the development of academic ability of administrators of sports departments in universities in Guangxi.

Part 3: the adaptability and feasibility of guidelines for development guide of academic ability of administrators of sports departments in universities in Guangxi.

Part 1: the current situation of the level of academic ability of administrators of sports departments in universities in Guangxi.

The main analysis is based on questionnaire data from five dimensions: knowledge acquisition ability, academic identification ability, scientific research operation ability, academic integration ability, scientific research application and innovation ability of sports department managers. From the research results, it can be concluded that that the overall academic ability score of sports department managers is at a high level. Considering the results of this research aspects ranged from the highest to lowest level were as follow: the highest level was knowledge acquisition ability, with an average score of 3.90 in this dimension, followed by research application and innovation ability and academic integration ability and scientific research operation ability, academic identification ability was the lowest level. The academic ability level of sports department managers in Guangxi universities needs to be improved.

Knowledge acquisition ability of sports department managers in Guangxi universities was at high level. Considering the results of this research aspects ranged from the highest to lowest level were as follow: the highest level was “able to acquire new knowledge and discover new problems through academic exchange seminars and other means” followed by “focusing on learning basic knowledge within the professional field” and “able to use various techniques to quickly and accurately find essential literature for academic research”, “Ability to integrate

relevant field knowledge and discover new problems through literature review and other means” was the lowest level.

Scientific research application and innovation ability of sports department managers in Guangxi universities was at high level. Considering the results of this research aspects ranged from the highest to lowest level were as follow: the highest level was “Being able to identify hot issues in a timely manner during the research process” followed by “Having an innovative mindset in academic research”. “Being able to better integrate theory into practical problems in academic research” was the lowest level.

Academic integration ability of sports department managers in Guangxi universities was at high level. Considering the results of this research aspects ranged from the highest to lowest level were as follow: the highest level was “Able to establish good connections within and between disciplines”, followed by “Ability to synthesize or construct new concepts during academic research”, “Using interdisciplinary methods to solve complex and urgent scientific and social problems” was the lowest level.

Scientific research operation ability of sports department managers in Guangxi universities was at high level. Considering the results of this research aspects ranged from the highest to lowest level were as follow: the highest level was “Able to complete the scientific research work required by the unit according to the corresponding professional title regulations” and “Able to apply scientific research methods to solve problems”, followed by “Being able to draw logical research conclusions through analysis and reasoning”, “Ability to scientifically design experimental operations based on research content” was the lowest level.

Academic identification ability of sports department managers in Guangxi universities was at high level. Considering the results of this research aspects ranged from the highest to lowest level were as follow : the highest level was “Being able to scientifically determine the value and significance of research problems” and “Having the ability to discern the academic ethics, written expression, and writing standards of research results”, “Having academic identification ability for originality, academic norms, etc. Of research results” was the lowest level.

Part 2: the guidelines for the development of academic ability of administrators of sports departments in universities in Guangxi.

The guidelines for improving the ability of sports department managers of Guangxi universities in five aspects, which contain 30 measures. There are 6 measures for emphasizing self-improvement and strengthen academic exchange, 8 measures for emphasizing research ability training, 5 measures for promoting the construction of scientific research platforms, 3 measures for Improving the evaluation of scientific research achievements. and 8 measures for creating a favorable research environment.

To emphasizing self-improvement and strengthen academic exchange consisted of 6 measures: 1) Encourage the management personnel of the sports department in universities to enhance their academic research awareness and make solving practical problems the primary goal of research. 2) Encourage university sports department managers to improve their academic qualifications through further education. 3) University sports department managers should enhance their research awareness, master research methods, and improve management effectiveness through continuous exploration and summarization. 4) Strengthen business communication between positions in university management, teaching, scientific research, technology, etc, and organize job rotation or on-the-job training for management personnel in other departments. 5) Administrative personnel should be encouraged to actively participate in collaborative research projects, forums and lectures, broaden their academic horizons, and enhance their research capabilities. 6) Promote academic exchange and discussion among university sports department managers through internal academic salons.

To emphasizing research ability training consisted of 6 measures: 1) Carry out lectures on important academic research policies, expand awareness of educational policies, and proactively answer questions and doubts for grassroots personnel. 2) Organize grassroots administrative personnel to participate in various academic research, training, exchange and appointment activities both inside and outside the school, and broaden their academic horizons. 3) Build a professional, systematic, and distinctive school-based training system to help administrative

personnel establish career goals and lay a solid foundation for scientific research. 4) Invite experts and scholars with rich experience or outstanding achievements in educational science research to conduct research lectures, providing strong guidance on cutting-edge issues, research directions, project application skills, writing methods, etc. in the field of educational management. 5) Adopting classified training strategies to address issues such as weak theoretical foundations in the scientific research process. 6) By participating in domestic and international academic conferences, timely capture and judge the latest academic topics, obtain new perspectives on cutting-edge academic research, and promote innovation in scientific research knowledge. 7) Conduct special training on research methods and writing skills, and provide special guidance for individuals with weak foundations. 8) Conduct policy interpretation meetings on project application in relevant fields, and encourage sports department managers to apply for projects.

To promoting the construction of scientific research platforms consisted of 5 measures: 1) The management personnel of the sports department in universities actively participate in and initiate joint research on sports and educational management related fields. 2) Support learning and research-oriented management teams jointly established by multiple departments to conduct interdisciplinary, cross departmental, and cross departmental research. 3) Establish a group of campus learning and academic exchange platforms characterized by practice and application, share and exchange research experience, and promote the transformation and application of excellent scientific research achievements. 4) Actively leverage the role of various scientific research platforms in disseminating knowledge and popularizing principles, and achieve the improvement of the comprehensive scientific research literacy of all faculty and staff in universities. 5) Integrate research directions within the school and encourage the integration of interdisciplinary research and academic research directions.

To Improving the evaluation of scientific research achievements consisted of 3 measures: 1) Establish a research performance evaluation system guided by innovation quality, application value, and actual contribution. Based on the characteristics of different professional and technical positions in universities, refine

research evaluation indicators and scientifically set classification evaluation standards. 2) Based on the work characteristics and advantages of grassroots administrative personnel, targeted guidance on research directions should be established to enhance the work awareness of university administrative personnel in transforming scientific research achievements. 3) Establish a sound, scientific, and reasonable reward mechanism for educational and scientific research achievements, and stimulate the consciousness, initiative, and creativity of grassroots administrative personnel in conducting scientific research.

To creating a favorable research environment consisted of 8 measures: 1) Essential resource systems for academic research institutions, such as library books and journal resources, library book databases, electronic resources, etc. 2) Increase financial investment and improve the academic research infrastructure of universities. Experimental instruments and equipment required for conducting academic research. 3) Encourage administrative personnel to carry out policies related to academic research. 4) Establish a clear plan to specify the corresponding academic research achievements that should be completed for different job titles. 5) Establish a special research and cultivation fund for management personnel. 6) Establish a harmonious and mutually beneficial scientific research academic atmosphere environment. 7) Set up a "Mentorship" academic support team. Teachers with strong scientific research ability can help managers with weak academic ability. 8) Introduce highly educated and professional researchers to enhance research capabilities.

Part 3: the adaptability and feasibility of guidelines for development guide of academic ability of administrators of sports departments in universities in Guangxi.

The feasibility of strategies for improving the academic ability of sports department managers in Guangxi universities in five aspects were at highest level with the values between 3.80 and 4.90 , which means the strategies for improving the academic ability of sports department managers in Guangxi universities are adaptability and feasibility.

Discussion

The research in the strategies for improving the the academic ability of sports department managers in Guangxi universities. The researcher summarizes the discussion into 3 parts, details as follows:

Part 1: the current situation of the level of academic ability of administrators of sports departments in universities in Guangxi.

Part 2: the guidelines for the development of academic ability of administrators of sports departments in universities in Guangxi.

Part 3: the adaptability and feasibility of guidelines for development guide of academic ability of administrators of sports departments in universities in Guangxi.

Part 1: the current situation of the level of academic ability of administrators of sports departments in universities in Guangxi.

The academic ability of managers in the sports department of Guangxi universities is at a high level. Considering the results of this research aspects ranged from the highest to lowest level were as follow: the highest level was knowledge acquisition ability, followed by research application and innovation ability and academic integration ability and scientific research operation ability, academic identification ability was the lowest level. The academic ability level of sports department managers in Guangxi universities needs to be improved.

The research results show that the academic ability of sports department managers in Guangxi universities is at a high level. From the overall score of academic ability, it can be seen that the academic ability score of sports department managers in Guangxi universities is lower among the high-level levels. Therefore, the researchers believe that the academic ability of sports department managers in Guangxi universities needs to be improved. From the results of this study, it can be seen that the knowledge acquisition ability of university sports department managers is the highest in all dimensions, with research application and innovation ability ranking second, followed by research integration ability and research operation ability, and academic identification ability with the lowest score.

The academic research of sports in Guangxi is in its early stages, and its academic management and talent level are relatively low compared to other

disciplines in universities. Firstly, due to the fact that most management positions in sports departments are gradually promoted by senior sports teachers, the requirements for academic qualifications and professional titles are not high, resulting in a weak academic foundation; The second reason is that scientific research lacks support from educational and management disciplines, resulting in a weak professional foundation. Some grassroots personnel do not have educational or management backgrounds, but engage in university education management work across majors, with insufficient professional knowledge reserves. Thirdly, compared to other full-time teaching and research personnel in universities, the vast majority of grassroots administrative personnel have a master's degree or below, and their academic starting point and research experience are relatively weak, resulting in a weak scientific research foundation for sports department managers.

In reality, grassroots administrative personnel in universities face problems such as weak scientific research awareness, weak foundation, insufficient motivation, and vague goals Chen Xin(2021). He Yuhong(2009) propose that although universities are currently in a new stage of development and urgently need to rely on scientific research to inject new vitality into their development, due to inherent defects such as weak research infrastructure, uneven research teams, incomplete research management, and unsatisfactory research environment, the motivation for universities to carry out scientific research is insufficient. In recent years, the academic ability level of the sports department in Guangxi has been greatly improved. The introduction of talents with high professional titles and academic qualifications in universities has been significant, which has greatly helped to improve the overall academic ability of the sports department in Guangxi. Many sports departments in universities have carried out a series of scientific research and training projects from grassroots management personnel to help improve the academic ability of sports department managers in universities. Therefore, the academic abilities of university sports department managers have been improved to a certain extent, indicating that the academic abilities of Guangxi university sports department managers are steadily increasing.

Part 2: the guidelines for the development of academic ability of administrators of sports departments in universities in Guangxi.

The guidelines for improving the academic ability of sports department managers of Guangxi universities in five aspects, which contain 30 measures. There are 6 measures for emphasizing self-improvement and strengthen academic exchange, 8 measures for emphasizing research ability training, 5 measures for promoting the construction of scientific research platforms, 3 measures for Improving the evaluation of scientific research achievements. and 8 measures for creating a favorable research environment.

The guidelines for the development of academic ability of managers in the sports department of Guangxi universities basis on two reasons, (1) Current situation of academic ability of managers in the sports department of Guangxi universities. (2) Specific measures are based on the results of interviews with experts. Although the academic ability managers in the sports department of Guangxi universities is at a good level at present, there are personal differences. In order to improve the academic ability of managers in the sports department of Guangxi universities, experts put forward measures from five aspects according to the relevant theories of education management and the actual situation of different universities.

The suggestions for these measures mainly stem from the evaluation of questionnaire results. The issues reflected in these results point to the direction of improving the level of sports department managers in Guangxi's universities. Based on the research results and open-ended opinions of the survey questionnaire, as well as the suggestions of the questionnaire survey, the strategic suggestions adhere to a problem oriented approach and propose improvement directions for the strategy. The shortcomings are reflected in academic operational ability, academic identification ability, and academic writing ability, Wang Chunxi and Chang Shuming (2011) found that it is necessary to broaden the scope of reading and strengthen skill training in order to quickly grasp the context of academic reading, obtain the essence of reading literature, and efficiently complete reading. Chen Xin (2021) proposed that improving the scientific research ability of grassroots administrative personnel in universities should start from four paths: strengthening research learning and

exchange, valuing research ability training, promoting the construction of research platforms, and improving educational research evaluation. Based on the relevant theories of management (such as human resource capacity building theory, incentive theory, etc.), this paper proposes targeted strategies for improving the academic competence of sports department managers in Guangxi universities by improving their own academic literacy and strengthening external support.

Part 3: the adaptability and feasibility of guidelines for development guide of academic ability of administrators of sports departments in universities in Guangxi.

The adaptability and feasibility of the guide for improving the academic ability of managers in the sports department of Guangxi universities are at the highest level in four aspects, with a value between 3.80 and 4.90, that is, the guide for improving academic ability of managers in the sports department of Guangxi universities has adaptability and feasibility.

Relevant experts are very familiar with the current situation of academic ability of managers in the sports department of Guangxi universities and have a deep understanding of their academic ability. They believe that the development guide is an adaptive and feasible measure proposed from the university level and the advisors group level.

Recommendations

The guidelines for improving the the academic ability of managers in the sports department of Guangxi universitie from five aspects.

Emphasize self-improvement and strengthen academic exchange.

Encourage university sports department managers to enhance their academic research awareness and make solving practical problems the primary goal of their research. At the same time, encourage university sports department managers to improve their academic qualifications through further education. University sports department managers should enhance their research awareness, master research methods, and improve management effectiveness through continuous exploration and summary. By strengthening business exchanges between positions such as

university management, teaching, scientific research, and technology, management personnel can engage in job rotation or on-the-job training in other departments. Encourage administrative personnel to actively participate in collaborative research projects, forums, lectures, and other activities in academic exchanges, broaden academic horizons, and enhance scientific research capabilities.

Emphasize research ability training. The sports department of universities should actively answer questions and doubts for grassroots personnel by conducting lectures on important academic research policies and expanding the awareness of educational policies. Guide ordinary teaching staff to enhance their ideological awareness, and form a good working atmosphere that loves learning and actively studies. Build a professional, systematic, and distinctive school-based training system to help administrative personnel establish career goals and lay a solid foundation for scientific research.

At the same time, the sports department of universities invites experts and scholars with rich experience or outstanding achievements in educational science research to conduct scientific research lectures, providing strong guidance on cutting-edge issues, research directions, project application skills, writing methods, etc. in the field of educational management, and adopting classified training strategies to address the weak theoretical foundation in the scientific research process. For grassroots administrative personnel with a good foundation, emphasis should be placed on strengthening their problem awareness and research abilities; For grassroots administrative personnel with weak foundations, emphasis should be placed on training related disciplines in basic theories and research methods. Conduct policy interpretation meetings on project application in related fields, and encourage sports department managers to apply for projects. By participating in domestic and international academic conferences to timely capture and judge the latest academic topics, gain new perspectives on cutting-edge academic research, and promote innovation in scientific research knowledge.

Promote the construction of scientific research platforms. Encourage university sports department managers to actively participate and initiate joint research on sports and educational management related fields. Support learning and research-oriented management teams jointly established by multiple departments to conduct interdisciplinary, cross departmental, and cross departmental research. Establish a group of campus learning and academic exchange platforms characterized by practice and application, encourage teachers, researchers, and management personnel to actively participate, share and exchange research experience, and promote the transformation and application of excellent scientific research achievements.

Improve the evaluation of scientific research achievements. Establish a research performance evaluation system guided by innovation quality, application value, and actual contribution. Based on the characteristics and research types of different professional and technical positions in universities, following the growth laws of university teachers, refining research evaluation indicators, and scientifically setting classification evaluation standards. Based on the work characteristics and advantages of grassroots administrative personnel, targeted guidance on scientific research directions should be established to enhance the work awareness of university administrative personnel in the transformation of scientific research achievements. Establish a comprehensive, scientific, and reasonable reward mechanism for educational scientific research achievements. We need to continuously expand the channels for displaying scientific research achievements of grassroots administrative personnel, improve the reward standards for high-quality achievements, commend and reward teams and individuals who have made landmark achievements or outstanding contributions in the field of education and scientific research, and stimulate the consciousness, initiative, and creativity of grassroots administrative personnel in conducting scientific research.

Creating a favorable research environment. Establish a harmonious and mutually beneficial academic atmosphere for scientific research. Through the establishment of the "Mentorship" academic support team, teachers with strong scientific research ability can help managers with weak academic ability. At the same

time, a special scientific research cultivation fund for managers is set up to encourage sports department managers to apply for projects. In terms of hardware facilities, increase funding investment and improve the academic research infrastructure of universities. Experimental instruments and equipment required for conducting academic research. Establish a clear plan to specify the corresponding academic research achievements that should be completed for different job titles.

Future Researches

The development guidelines derived from this study will be used to guide the academic ability improvement of sports department managers in Guangxi universities, further improving their own abilities and implementing corresponding incentive policies in universities. Through the guidelines proposed in this study, we aim to enhance the academic abilities of management personnel in the physical education department of universities, stimulate the reflection and innovation enthusiasm of frontline workers in education management, help them master and apply educational research methods, and involve them in the process of discovering, researching, and improving educational practical problems. This is beneficial for solving various practical problems in the current management practice of the physical education department in universities, Promote the professional development of sports department teams in university management. I will try to practice the guidelines proposed in this study with the managers of sports departments in Guangxi universities and explore in depth the development guidelines for improving the academic abilities of sports department managers.

The academic ability dimension established in this study is mainly divided from the perspective of the specific implementation content of academic ability improvement. Further research is needed to analyze the actual status of academic ability of sports department managers in the exploration of the academic ability dimension. In the next research, multiple research methods can be used to further analyze the correlation between academic ability and the influencing factors of academic ability, as well as the current status of academic ability. To lay the foundation for proposing more scientific and reasonable guidelines for the development of academic abilities.

This study attempts to explore in depth the academic ability development guidelines for sports department managers in Guangxi universities from the perspective of research samples. Given the limited scope of the researchers' abilities, we only selected universities in Guangxi as the research case, so the survey results are only of great significance to Guangxi. If conditions permit, the survey can be conducted on a larger scale, while exploring guidelines for improving the academic abilities of university sports department managers. It can also fully test the reliability and validity of the questionnaire, which is conducive to forming a scientific measurement tool. Through this study, we hope to attract more people's attention to the practice of improving the academic ability of university managers, gradually improve the construction of a guide for the development of academic ability of sports department managers in Chinese universities, and put it into practice.

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Appendixes

Appendix A

List of Specialists and Letters of Specialists Invitation for IOC Verification

List of Experts

No	Name-Surname	Workplace
1	Professor Dr. Wang Ping	Guangxi University of Science and Technology
2	Professor Dr. Wu Juhua	Guangxi University of Science and Technology
3	Professor Dr. Guo Qiang	Guangxi Normal University

Appendix B
Official Letter

ที่ อว ๐๖๔๓.๑๔/บพ ๓๐๗



มหาวิทยาลัยราชภัฏบ้านสมเด็จเจ้าพระยา
๑๐๖๑ อีสราภาพ ๑๕ แขวงหิรัญรูจี
เขตธนบุรี กรุงเทพฯ ๑๐๖๐๐

๑๒ มิถุนายน ๒๕๖๖

เรื่อง ขอความอนุเคราะห์เก็บข้อมูลในการทำวิทยานิพนธ์

เรียน

เนื่องด้วย Mrs.Ge Congying นักศึกษาระดับบัณฑิตศึกษา หลักสูตรครุศาสตรดุษฎีบัณฑิต สาขาวิชาการบริหารการศึกษา มหาวิทยาลัยราชภัฏบ้านสมเด็จเจ้าพระยา ได้รับการอนุมัติให้ดำเนินการวิจัยวิทยานิพนธ์เรื่อง “Guidelines for the development of Academic ability of administrators of sports departments in Guangxi Universities ” โดยมีคณะกรรมการที่ปรึกษาวิทยานิพนธ์ ดังนี้

๑. รองศาสตราจารย์ ดร.ธัชกร สุวรรณจรัส
๒. รองศาสตราจารย์ ดร.นิรันดร์ สุธีนิรันดร์
๓. ผู้ช่วยศาสตราจารย์ ดร.สรายุทธ์ เศรษฐขจร

ในการทำวิทยานิพนธ์ครั้งนี้ นักศึกษามีความจำเป็นต้องเก็บข้อมูล เพื่อประกอบการจัดทำวิทยานิพนธ์ ดังนั้น จึงใคร่ขอความอนุเคราะห์ให้นักศึกษาได้ทำการเก็บข้อมูลเพื่อนำไปประกอบการจัดทำวิทยานิพนธ์ให้สมบูรณ์ยิ่งขึ้น

จึงเรียนมาเพื่อโปรดพิจารณาหวังว่าคงได้รับความอนุเคราะห์จากท่านและขอขอบพระคุณมา ณ โอกาสนี้

ขอแสดงความนับถือ

(ผู้ช่วยศาสตราจารย์ ดร.คณกร สว่างเจริญ)
คณบดีบัณฑิตวิทยาลัย

งานประสานบัณฑิตศึกษา
โทร ๐-๒๔๗๓-๗๐๐๐ ต่อ ๑๘๑๔

ที่ อว ๐๖๔๓.๑๔/บท ๓๐๓



มหาวิทยาลัยราชภัฏบ้านสมเด็จเจ้าพระยา
๑๐๖๑ อีสรภาพ ๑๕ แขวงหิรัญรูจี
เขตธนบุรี กรุงเทพฯ ๑๐๖๐๐

๑๒ มิถุนายน ๒๕๖๖

เรื่อง ขอความอนุเคราะห์เก็บข้อมูลโดยการเข้าสัมภาษณ์

เรียน

สิ่งที่ส่งมาด้วย ๑.แบบสัมภาษณ์ จำนวน ๑ เล่ม

เนื่องด้วย Mrs.Ge Congying นักศึกษาระดับบัณฑิตศึกษา หลักสูตรครุศาสตรดุษฎีบัณฑิต สาขาวิชาการบริหารการศึกษา มหาวิทยาลัยราชภัฏบ้านสมเด็จเจ้าพระยา ได้รับการอนุมัติให้ดำเนินการวิจัยวิทยานิพนธ์เรื่อง “Guidelines for the development of Academic ability of administrators of sports departments in Guangxi Universities” โดยมีคณะกรรมการที่ปรึกษาวิทยานิพนธ์ ดังนี้

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| ๑. รองศาสตราจารย์ ดร.ธัชกร สุวรรณจรัส | ประธานที่ปรึกษาหลัก |
| ๒. รองศาสตราจารย์ ดร.นิรันดร์ สุธีนิรันดร์ | อาจารย์ที่ปรึกษาร่วม |
| ๓. ผู้ช่วยศาสตราจารย์ ดร.สรายุทธ์ เศรษฐขจร | อาจารย์ที่ปรึกษาร่วม |

ในการนี้ คณะกรรมการบริหารหลักสูตรฯ ได้พิจารณาเห็นว่าท่านเป็นผู้เชี่ยวชาญที่มีความรู้ความสามารถที่จะให้ข้อมูล คำแนะนำอันเป็นประโยชน์ต่อการประเมินความเหมาะสมและความเป็นไปได้ของนักศึกษาได้เป็นอย่างดี จึงขออนุญาตให้นักศึกษาเข้าสัมภาษณ์ และกำหนดวันเวลาแก่นักศึกษาที่ท่านสะดวก

จึงเรียนมาเพื่อโปรดพิจารณาให้ความอนุเคราะห์แก่นักศึกษาด้วยจะเป็นพระคุณยิ่ง

ขอแสดงความนับถือ

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คณบดีบัณฑิตวิทยาลัย

งานประสานบัณฑิตศึกษา

โทร ๐-๒๔๗๓-๗๐๐๐ ต่อ ๑๘๑๔

ที่ อว ๐๖๔๓.๑๔/บท ๓๐๖



มหาวิทยาลัยราชภัฏบ้านสมเด็จเจ้าพระยา
๑๐๖๑ อิศรภาพ ๑๕ แขวงทรีแบริจี้
เขตธนบุรี กรุงเทพฯ ๑๐๖๐๐

๑๒ มิถุนายน ๒๕๖๖

เรื่อง เชิญเป็นผู้เชี่ยวชาญตรวจสอบความตรงเชิงเนื้อหาเครื่องมือในการทำวิทยานิพนธ์

เรียน Professor Dr. Wang Ping, Guangxi University of Science and Technology

สิ่งที่ส่งมาด้วย ๑. คำโครงวิทยานิพนธ์ จำนวน ๑ เล่ม
๒. แบบสอบถาม จำนวน ๑ ชุด

เนื่องด้วย Mrs.Ge Congying นักศึกษาระดับบัณฑิตศึกษา หลักสูตรครุศาสตรดุษฎีบัณฑิต สาขาวิชาการบริหารการศึกษา มหาวิทยาลัยราชภัฏบ้านสมเด็จเจ้าพระยา ได้รับการอนุมัติให้ดำเนินการวิจัยวิทยานิพนธ์ เรื่อง “Guidelines for the development of Academic ability of administrators of sports departments in Guangxi Universities” โดยมีคณะกรรมการที่ปรึกษาวิทยานิพนธ์ ดังนี้

๑. รองศาสตราจารย์ ดร.ธัชกร สุวรรณจรัส	ประธานที่ปรึกษาหลัก
๒. รองศาสตราจารย์ ดร.นิรันดร์ สุธีนิรันดร์	อาจารย์ที่ปรึกษาร่วม
๓. ผู้ช่วยศาสตราจารย์ ดร.สรายุทธ์ เศรษฐขจร	อาจารย์ที่ปรึกษาร่วม

ในการทำวิทยานิพนธ์ครั้งนี้ นักศึกษาจำเป็นต้องตรวจสอบความตรงเชิงเนื้อหา (Content Validity) ของเครื่องมือ เพื่อให้ได้เครื่องมือที่สมบูรณ์ที่สุด ทางบัณฑิตวิทยาลัยได้พิจารณาเห็นว่าท่านเป็นผู้ทรงคุณวุฒิ มีความรู้ความสามารถสอดคล้องกับหัวข้อการทำวิทยานิพนธ์ ดังกล่าวเป็นอย่างยิ่ง ซึ่งคำแนะนำของท่านจะเกิดประโยชน์ต่อการปรับปรุงแก้ไขในการสร้างเครื่องมือสำหรับการวิจัยของนักศึกษาให้มีคุณภาพและเหมาะสมเพื่อใช้ในการเก็บรวบรวมข้อมูลในการวิจัยต่อไป

จึงเรียนมาเพื่อโปรดพิจารณาให้ความอนุเคราะห์แก่นักศึกษาด้วยจะเป็นพระคุณยิ่ง

ขอแสดงความนับถือ

(ผู้ช่วยศาสตราจารย์ ดร.คณกร สว่างเจริญ)
คณบดีบัณฑิตวิทยาลัย

งานประสานบัณฑิตศึกษา
โทร ๐-๒๕๗๓-๗๐๐๐ ต่อ ๑๘๑๔



ที่ อว ๐๖๔๓.๑๔/บท ๓๑๐

มหาวิทยาลัยราชภัฏบ้านสมเด็จเจ้าพระยา
๑๐๖๑ อีสราภาพ ๑๕ แขวงทึร์ญูรจี
เขตธนบุรี กรุงเทพฯ ๑๐๖๐๐

๑๒ มิถุนายน ๒๕๖๖

เรื่อง เชิญเป็นผู้เชี่ยวชาญตรวจสอบความตรงเชิงเนื้อหาเครื่องมือในการทำวิทยานิพนธ์

เรียน Professor Dr. Wu Juhua, Guangxi University of Science and Technology

สิ่งที่ส่งมาด้วย ๑. คำโคงวิทยานิพนธ์ จำนวน ๑ เล่ม
๒. แบบสอบถาม จำนวน ๑ ชุด

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| ๑. รองศาสตราจารย์ ดร.ธัชกร สุวรรณจรัส | ประธานที่ปรึกษาหลัก |
| ๒. รองศาสตราจารย์ ดร.นิรันดร์ สุธีนิรันดร์ | อาจารย์ที่ปรึกษาร่วม |
| ๓. ผู้ช่วยศาสตราจารย์ ดร.สรายุทธ์ เศรษฐขจร | อาจารย์ที่ปรึกษาร่วม |

ในการทำวิทยานิพนธ์ครั้งนี้ นักศึกษาจำเป็นต้องตรวจสอบความตรงเชิงเนื้อหา (Content Validity) ของเครื่องมือ เพื่อให้ได้เครื่องมือที่สมบูรณ์ที่สุด ทางบัณฑิตวิทยาลัยได้พิจารณาเห็นว่าท่านเป็นผู้ทรงคุณวุฒิ มีความรู้ความสามารถสอดคล้องกับหัวข้อการทำวิทยานิพนธ์ ดังกล่าวเป็นอย่างยิ่ง ซึ่งคำแนะนำของท่านจะเกิดประโยชน์ต่อการปรับปรุงแก้ไขในการสร้างเครื่องมือสำหรับการวิจัยของนักศึกษาให้มีคุณภาพและเหมาะสมเพื่อใช้ในการเก็บรวบรวมข้อมูลในการวิจัยต่อไป

จึงเรียนมาเพื่อโปรดพิจารณาให้ความอนุเคราะห์แก่นักศึกษาด้วยจะเป็นพระคุณยิ่ง

ขอแสดงความนับถือ

(ผู้ช่วยศาสตราจารย์ ดร.คณกร สว่างเจริญ)
คณบดีบัณฑิตวิทยาลัย

งานประสานบัณฑิตศึกษา

โทร ๐-๒๔๗๓-๗๐๐๐ ต่อ ๑๘๑๔

ที่ อว ๐๖๔๓.๑๔/บพ ๓๖๖



มหาวิทยาลัยราชภัฏบ้านสมเด็จเจ้าพระยา
๑๐๖๑ อีสรภาพ ๑๕ แขวงทึร์ญูจี้
เขตธนบุรี กรุงเทพฯ ๑๐๖๐๐

๑๖ มิถุนายน ๒๕๖๖

เรื่อง เชิญเป็นผู้เชี่ยวชาญตรวจสอบความตรงเชิงเนื้อหาเครื่องมือในการทำวิทยานิพนธ์

เรียน Professor Dr. Guo Qiang, Guangxi Normal University

สิ่งที่ส่งมาด้วย ๑. คำโครงวิทยานิพนธ์ จำนวน ๑ เล่ม
๒. แบบสอบถาม จำนวน ๑ ชุด

เนื่องด้วย Mrs.Ge Congying นักศึกษาระดับบัณฑิตศึกษา หลักสูตรครุศาสตรดุษฎีบัณฑิต สาขาวิชาการบริหารการศึกษา มหาวิทยาลัยราชภัฏบ้านสมเด็จเจ้าพระยา ได้รับการอนุมัติให้ดำเนินการวิจัยวิทยานิพนธ์ เรื่อง “Guidelines for the development of Academic ability of administrators of sports departments in Guangxi Universities” โดยมีคณะกรรมการที่ปรึกษาวิทยานิพนธ์ ดังนี้

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| ๑. รองศาสตราจารย์ ดร.ธัชกร สุวรรณจรัส | ประธานที่ปรึกษาหลัก |
| ๒. รองศาสตราจารย์ ดร.นิรันดร์ สุธีนิรันดร์ | อาจารย์ที่ปรึกษาร่วม |
| ๓. ผู้ช่วยศาสตราจารย์ ดร.สรายุทธ์ เศรษฐขจร | อาจารย์ที่ปรึกษาร่วม |

ในการทำวิทยานิพนธ์ครั้งนี้ นักศึกษาจำเป็นต้องตรวจสอบความตรงเชิงเนื้อหา (Content Validity) ของเครื่องมือ เพื่อให้ได้เครื่องมือที่สมบูรณ์ที่สุด ทางบัณฑิตวิทยาลัยได้พิจารณาเห็นว่าท่านเป็นผู้ทรงคุณวุฒิ มีความรู้ความสามารถสอดคล้องกับหัวข้อการทำวิทยานิพนธ์ ดังกล่าวเป็นอย่างยิ่ง ซึ่งคำแนะนำของท่านจะเกิดประโยชน์ต่อการปรับปรุงแก้ไขในการสร้างเครื่องมือสำหรับการวิจัยของนักศึกษาให้มีคุณภาพและเหมาะสมเพื่อใช้ในการเก็บรวบรวมข้อมูลในการวิจัยต่อไป

จึงเรียนมาเพื่อโปรดพิจารณาให้ความอนุเคราะห์แก่นักศึกษาด้วยจะเป็นพระคุณยิ่ง

ขอแสดงความนับถือ

(ผู้ช่วยศาสตราจารย์ ดร.คณกร สว่างเจริญ)

คณบดีบัณฑิตวิทยาลัย

งานประสานบัณฑิตศึกษา

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Appendix C
Research Instruments

Research Questionnaire

Research topic: "Outline of Guidelines for the development of academic ability of administrators of sports departments in Guangxi Universities"

Explanation:

The purpose of this questionnaire is to understand the academic abilities of sports department managers in Guangxi universities. This questionnaire is divided into two parts. The first part is the personal information of the person filling out the questionnaire. The second part is an examination of the elements that constitute the academic ability of managers in the sports department of Guangxi universities. Based on your understanding of the actual situation, please tick "v" on the current situation that you believe is the most authentic. Please refer to the selection criteria below.

A score of 5 represents complete agreement, the highest level of the status quo.

A score of 4 represents a degree of agreement, indicating a high level of development.

A score of 3 represents general agreement and represents a moderate level of development.

A score of 2 represents slight disagreement and indicates a lower level of development.

A score of 1 represents complete disagreement, indicating the lowest level of development.

Thank you very much for your support

Ge Congying

Ph.D.Student. Bansomdejchaopraya Rajabhat University

Part 1: Respondent Status (Personal Information)

Question
<p>1. Gender</p> <p><input type="checkbox"/> male <input type="checkbox"/> female</p>
<p>2. Age</p> <p><input type="checkbox"/> 24-29 years old</p> <p><input type="checkbox"/> 30-34 years old</p> <p><input type="checkbox"/> 35-39 years old</p> <p><input type="checkbox"/> 40-44 years old</p> <p><input type="checkbox"/> 45-50 years old</p> <p><input type="checkbox"/> over 51 years old</p>
<p>3. The highest education level</p> <p><input type="checkbox"/> Specialist and below</p> <p><input type="checkbox"/> Bachelor's degree or equivalent</p> <p><input type="checkbox"/> Master's degree students</p> <p><input type="checkbox"/> PhD students</p>
<p>4. Professional title</p> <p><input type="checkbox"/> professor</p> <p><input type="checkbox"/> associate professor</p> <p><input type="checkbox"/> Lecturer</p> <p><input type="checkbox"/> Teaching assistant</p>
<p>5. Administrative level</p> <p><input type="checkbox"/> Section member</p> <p><input type="checkbox"/> Section chief rank</p> <p><input type="checkbox"/> Deputy department level</p> <p><input type="checkbox"/> Department level</p>

Part 2: Questionnaire

Regarding the survey on the academic abilities of sports department managers in universities and colleges, please choose the survey option that best suits the actual situation of the university and place a "√" in the "No. 5 strongly agree, No. 4 strongly agree, No. 3 generally agree, No. 2 strongly disagree, and No. 1 strongly disagree" box.

No	Guidelines for the development of academic ability of administrators of sports departments in Guangxi Universities	5	4	3	2	1
Knowledge acquisition ability						
A1	Focusing on learning basic knowledge within the professional field					
A2	Able to use various techniques to quickly and accurately find essential literature for academic research					
A3	Ability to integrate relevant field knowledge and discover new problems through literature review and other means					
A4	Able to acquire new knowledge and discover new problems through academic exchange seminars and other means					
A5	Able to extract effective information and acquire new knowledge through communication with others					
A6	Able to obtain information and identify problems through observation, on-site investigation, experience, and other methods					
Academic identification ability						
A7	Being able to scientifically determine the value and significance of research problems					

No	Guidelines for the development of academic ability of administrators of sports departments in Guangxi Universities	5	4	3	2	1
A8	Can scientifically determine whether the research method is reasonable					
A9	Having academic identification ability for originality, academic norms, etc. of research results					
A10	Having the ability to discern the academic ethics, written expression, and writing standards of research results					
A11	Being able to scientifically determine whether research problems are innovative					
A12	Can scientifically determine whether the research process is reasonable and logical					
Scientific research operation ability						
A13	Ability to scientifically design experimental operations based on research content					
A14	Being able to draw logical research conclusions through analysis and reasoning					
A15	Able to determine research ideas through analysis and judgment					
A16	Able to apply scientific research methods to solve problems					
A17	Able to complete the scientific research work required by the unit according to the corresponding professional title regulations					
A18	Ability to process experimental data and analyze experimental results					
Academic integration ability						
A19	Able to establish good connections within and between disciplines					

No	Guidelines for the development of academic ability of administrators of sports departments in Guangxi Universities	5	4	3	2	1
A20	Using interdisciplinary methods to solve complex and urgent scientific and social problems					
A21	Ability to synthesize or construct new concepts during academic research					
A22	Able to conduct a systematic review of literature and materials					
A23	Be able to clearly identify common entry points between relevant disciplines during the topic selection process					
A24	Having a certain ability to integrate academic resources					
Research application and innovation ability						
A25	Being able to apply academic research to the field of sports to solve practical problems					
A26	Being able to better integrate theory into practical problems in academic research					
A27	Being able to identify hot issues in a timely manner during the research process					
A28	Sensitivity to cutting-edge academic information					
A29	Having an innovative mindset in academic research					
A30	Ability to innovate in academic research					
A31	Be able to apply innovation awareness to practical problems during the research process					

Guidelines for the Development of Academic Ability of Administrators of Sports Departments in Guangxi Universities

Dear expert:

This semi-structured interview outline is to put forward suggestions for the development of academic ability of administrators of sports departments in Guangxi universities. You are the ideal interviewee for this study. We sincerely invite you to accept our interview. Your help will make a big difference to us and we promise not to divulge any of your information. Now I have a few questions for you:

1. What about the current situation of academic ability sports department managers in Guangxi universities?
2. Your opinion on the influencing factors of the academic ability development of sports department managers in Guangxi universities.
3. Your suggestions on the content of the Development Guide for the academic ability of sports department managers in Guangxi universities.

Research questionnaire of Evaluation of suitability

**Research Title: Guidelines for the Development of Academic Ability
of Administrators of Sports Departments in Guangxi Universities**

Explanation:

The purpose of this questionnaire is to evaluate the development guide of academic ability of administrators of sports departments in Guangxi universities. Please check “√” on the current situation that you think is the most true based on your understanding of the actual situation. Please refer to the following criteria for selection.

A score of 5 represents complete agreement, the highest level of the development.

A score of 4 represents a degree of agreement, indicating a high level of development.

A score of 3 represents general agreement and represents a moderate level of development.

A score of 2 represents slight disagreement and indicates a lower level of development.

A score of 1 represents complete disagreement, indicating the lowest level of development.

Thank you very much for your support

Ge Congying

Ph.D.Student. Bansomdejchaopraya Rajabhat University

Appendix D

The Results of the Quality Analysis of Research Instruments

Guidelines for the Development of Academic Ability of Administrators of Sports Departments in Guangxi Universities

Dear Experts:

1. The tool used this time is a guide to evaluating Guideline for Development of the Academic Ability of Administrators of Sports Departments in Guangxi Universities.

2. Please Carefully read the questionnaire and evaluate all aspects of the Development of the Academic Ability of Administrators of Sports Departments in Guangxi Universities

3. Please check “√” before the option that most accords with your idea according to the actual situation.

Thank you very much for your support

Ge Congying

Ph.D.Student.bansomdejchaopraya Rajabhat University

No	Guidelines for the Development of Academic Ability of Administrators of Sports Departments in Guangxi Universities	For experts			IOC	Proposal
		1	2	3		
Knowledge acquisition ability						
1	Focusing on learning basic knowledge within the professional field	1	1	1	1.00	valid
2	Able to use various techniques to quickly and accurately find essential literature for academic research	1	1	1	1.00	valid
3	Ability to integrate relevant field knowledge and discover new problems through literature review and other means	1	1	1	1.00	valid
4	Able to acquire new knowledge and discover new problems through academic exchange seminars and other means	1	1	1	1.00	valid
5	Able to extract effective information and acquire new knowledge through communication with others	1	1	1	1.00	valid
6	Able to obtain information and identify problems through observation, on-site investigation, experience, and other methods	1	1	1	1.00	valid
Academic identification ability						
1	Being able to scientifically determine the value and significance of research problems	1	1	1	1.00	valid
2	Can scientifically determine whether the research method is reasonable	1	1	1	1.00	valid
3	Having academic identification ability for originality, academic norms, etc. of research results	1	1	1	1.00	valid

No	Guidelines for the Development of Academic Ability of Administrators of Sports Departments in Guangxi Universities	For experts			IOC	Proposal
		1	2	3		
4	Having the ability to discern the academic ethics, written expression, and writing standards of research results	1	1	1	1.00	valid
5	Being able to determine whether the research question is innovative	1	1	1	1.00	valid
6	Able to determine whether the research process is reasonable and logical	1	1	1	1.00	valid
Scientific research operation ability						
1	Ability to scientifically design experimental operations based on research content	1	1	1	1.00	valid
2	Being able to draw logical research conclusions through analysis and reasoning	1	1	1	1.00	valid
3	Able to determine research ideas through analysis and judgment	1	1	1	1.00	valid
4	Able to apply scientific research methods to solve problems	1	1	1	1.00	valid
5	Able to complete the scientific research work required by the unit according to the corresponding professional title regulations	1	1	1	1.00	valid
6	Ability to process experimental data and analyze experimental results	1	1	1	1.00	valid
Academic integration ability						
1	Able to establish good connections within and between disciplines	1	1	1	1.00	valid
2	Using interdisciplinary methods to solve complex and urgent scientific and social problems	1	1	1	1.00	valid

No	Guidelines for the Development of Academic Ability of Administrators of Sports Departments in Guangxi Universities	For experts			IOC	Proposal
		1	2	3		
3	Ability to synthesize or construct new concepts during academic research	1	1	1	1.00	valid
4	Able to conduct a systematic review of literature and materials	1	1	1	1.00	valid
5	Be able to clearly identify common entry points between relevant disciplines during the topic selection process	1	1	1	1.00	valid
6	Having a certain ability to integrate academic resources	1	1	1	1.00	valid
Research application and innovation ability						
1	Being able to apply academic research to the field of sports to solve practical problems	1	1	1	1.00	valid
2	Being able to better integrate theory into practical problems in academic research	1	1	1	1.00	valid
3	Being able to identify hot issues in a timely manner during the research process	1	1	1	1.00	valid
4	Sensitivity to cutting-edge academic information	1	1	1	1.00	valid
5	Having an innovative mindset in academic research	1	1	1	1.00	valid
6	Ability to innovate in academic research	1	1	1	1.00	valid
7	Be able to apply innovation awareness to practical problems during the research process	1	1	1	1.00	valid

Questionnaire Reliability Test

In order to deeply analyze the basic situation of the group academic ability of administrators of Sports Departments, taking the degree of their own academic ability as a variable, the influence of five dimensions of the academic ability of administrators of Sports Departments, namely, knowledge acquisition ability, academic identification ability, scientific research operation ability, and academic integration ability, Research application and innovation ability was tested.

Cronbach's Alpha coefficient of the questionnaire of the academic ability of administrators was 0.79, indicating that the basic information table the academic ability of administrators had high homogeneity.

Validity refers to the degree to which the measured result reflects the content to be investigated. The more consistent the measured result is with the content to be investigated, the higher the validity; On the contrary, the lower the validity. The KMO and Bartlett sphericity test factors were used to analyze the fit conditions, and then the structural validity was analyzed. KMO value is 0.850, greater than 0.5 and greater than 0.9, indicating that there is not much difference in the degree of correlation between variables.

KMO value and Bartlett Sphericity test analysis

KMO values		.850
Bartlett's sphericity test	Approximate chi-square	3956.561
	Degrees of freedom (df)	703
	Significance (sig)	.000

Appendix E
Certificate of English



This is to certify that

Mrs. Congying Ge

Achieved BSRU English Proficiency Test (BSRU-TEP) level

C2

Given on 6th August 2020



(Assistant Professor Dr Kulsirin Aphiratvoradej)

Director

Appendix F

The Document for Accept Research / Full Paper

MHESI 8038.1/39



**McU Ubonratchathani journal
of Buddhist Studies (TCI.2)**
Mahachulalongkornrajavidyalaya
University, Ubon Ratchathani Campus

RESPONSE FOR PUBLICATION OF THE ARTICLE

31st July 2023

The Editorial Department of McU Ubonratchathani journal of Buddhist Studies (TCI.2) MCU, Ubon Ratchathani Campus has considered the article

Title RESEARCH ON THE IMPROVEMENT OF ACADEMIC ABILITY OF SPORTS DEPARTMENT MANAGERS IN UNIVERSITIES

Writer Ge Congying, Touchakorn Suwanchara, Niran Sutheeniran, And Sarayuth Sethakhajorn

Publication Approval McU Ubonratchathani journal of Buddhist studies (ISSN : 2774-0463 (Online)) Mahachulalongkornrajavidyalaya University, Ubon Ratchathani Campus

Period of Publication 5th Year, Volume II (May-August, 2023)

The article has been sent to a team of peer review and found that its quality is at a “**Good**” level and it is academically useful.

Please be informed accordingly.

(Assoc.Prof. Dr.Phrakhruwutthidhampanit)

Editor of McU Ubonratchathani journal of Buddhist studies (TCI)
Mahachulalongkornrajavidyalaya University,
Ubon Ratchathani Campus

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