



Analysis of the Current Situation and Improvement Path of the Management System of High-Level Athletes in China

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Abstract. Combined with the macro-environmental analysis of China's high-level athlete policy, the questionnaire survey and expert interviews were conducted among the students and competent departments of key colleges and universities that set up high-level sports teams in central China. The research results show that although the overall policy environment for high-level athletes is improving, the current independent positioning of high-level athletes is not clear enough, and the current college management system is also difficult to truly meet the needs of students for learning and training. This paper proposes that colleges and universities should assist students to clarify their own positioning, further determine the distribution of responsibilities, improve supporting hardware facilities, effectively ensure the coordinated development of high-level athletes' training and professional learning, and provide help for students' future development.

Keywords: High-level athlete · Role positioning · Management System

1 Introduction

In 1987, at the suggestion of the Ministry of Education of the People's Republic of China, in order to improve the technical level of sports in colleges and universities and cultivate high-level student-athletes with all-round development, 51 colleges and universities, including Tsinghua University, began to launch a pilot project for the construction of high-level sports teams [1]. Over the past 35 years, the policies related to the construction of high-level sports teams and enrolment have been continuously improved, the scope of pilot universities has been gradually expanded, and the number of sports projects and enrolments have increased steadily. In recent years, the identity of many top-level athletes, including Olympic champion Qian Yang, has begun to be recognized by the public, and they have used their expertise in the field of sports to obtain preferential policies for the college entrance examination to enter famous colleges and universities, and at the same time study in ordinary majors, they also undertake sports training and competition tasks.

In the public eye, high-level student-athletes take into account both academic performance and sports achievements, have strong comprehensive quality and have a promising future worth looking forward to, but the actual situation is often more complicated.

According to statistics from China's Ministry of Education, more than 4,000 students with sports specialties in China study in colleges and universities through preferential college entrance examination scores of high-level sports teams every year, but behind halo-like figures such as Qian Yang, most of them face a series of thorny problems such as poor environmental adaptation after entering colleges and universities, difficulty in ensuring training venues, and difficult learning in professional disciplines. Under the dual management of the college where the professional course is studied and the sports team to which the training belongs, the construction of the management system is more complex than that of ordinary types of students.

With the standardized development of the high-level student-athletes system year by year, China has research in certain related fields, but there are still obvious deficiencies and drawbacks. First, the content of the current high-level athlete management system research has limitations. Most of the research only focuses on the improvement of athletic ability and competition performance, around the training credit setting, basic physical fitness curriculum setting, event training system, etc., For example, the joint research of Xi'an Jiaotong University and the team of Henan Polytechnic University mainly focuses on the prevention and control of sports risks in the training of high-level athletes [2]; The research results of the Guangzhou Institute of Physical Education team focus on the improvement of physical training of high-level athletes in the era of big data, Although the goal of high-level student-athletes' competition performance has been achieved [3], but it has not paid attention to the essence of high-level athletes As a college student, the improvement of their own cultural professional courses, comprehensive learning and scientific research ability is also crucial. For such students' ideological self-positioning confusion, unclear career planning and other deeper problems, there is no way to get a good answer. Second, the participants involved in the study of the management system are relatively single. Most of the current research on the management system is only aimed at university coaches, university competition authorities, and curriculum setting education departments. For example, in the research on the construction of the growth indicator system for high-level athletes in colleges and universities under the background of "integration of learning and training" by the team of Qufu Normal University [4], only the public sports department and the training department are widely used as the main body for the implementation of improvement opinions. However, the development of high-level athletes and students also needs the assistance of their colleges, employment departments, school hospitals and other aspects, how to coordinate the resources of various functional departments of universities and universities to provide support and guarantee for the unified goal of cultivating high-level athlete talents is also an important research topic. Through the adjustment of the content of the overall management system and the main body of participation, can we achieve an effective balance and joint promotion of the roles of students and athletes, and truly form a combination of sports and education talents who are good at learning and sports? This is a question of great research value.

Based on the current high-level athlete management system of Chinese universities, this research analyzes a series of issues such as training arrangements, academic management, and career planning of such students, and compares them with the management policies of students with sports expertise in other countries. The research aims to build

a new high-level athlete training management system based on academic and training management as the dual core, improving comprehensive quality and clarifying career planning as the ultimate goal, and coordinating and participating in multiple departments. This study first analyzes the macro environment of the high-level athlete system, and aims to determine the basic role positioning and enrolment significance of this group; Secondly, from the perspective of managers and the managed, the real demands of the group are widely collected, and the advantages and disadvantages of the existing system are analyzed; Finally, based on the experience of other countries, concrete and feasible practical solutions and future prospects are proposed.

2 Data and Methods

2.1 Data

This research focuses on the management of high-level athletes in colleges and universities, macroscopically selects the data of high-level athletes in my country in the past 10 years, and also collects training programs for individualized projects. Feature. Aiming at the analysis module of the basic characteristics of high-level athletes before admission, select the data of the number of high-level athletes enrolled in each year and the distribution of projects published by the Ministry of Education and the China Sports Culture and Education Network to integrate group characteristics. In view of the management situation of students after enrolment, the data collection of managers and managers is also taken into account. Managers are at the level of colleges and universities. From the perspective of commonality, we select famous colleges and universities in the country, analyze the management rules and regulations of high-level athletes, and conduct interviews and investigations from the perspective of individuality. Taking the three traditional schools of high-level sports teams in central China as examples, we discuss enrolment and curriculum settings. In charge of teachers, dig deep into the current system model. At the managed level, fixed-point interviews and questionnaire interviews are combined to collect students' opinions on the management system and current learning difficulties.

2.2 Methods

2.2.1 PEST Analysis Method

The research analyzes the overall environment of the current high-level athletes' recruitment and team building models. PEST analysis refers to the analysis of the macro environment, P is politics, E is economy, S is society, and T is technology. When analyzing the context in which a system is located, PEST analysis can effectively classify and summarize the macro situation faced by the event. The birth and improvement of the high-level athlete system is the result of the democratization of the social and political system; it is a reflection of the overall improvement of the economic environment and the increase in the proportion of education and sports expenditures; it is the improvement of people's ideas and sports awareness in social culture; it is also affected by informatization. The positive impact of contemporary new teaching and sports management.

Using the PEST analysis method, it is possible to grasp the political, economic, social, technical and other factors macroscopically, and fully analyze the historical environment in which the high-level athlete group was generated.

2.2.2 Interview Method

Taking the high-level athlete development advantage colleges in central China as an example, select some admission teachers, coaches and students, combine 323 stratified questionnaires and targeted interviews, and consider the development needs of the project itself and a real systematic evaluation from the perspective of combining individuality and commonality.

3 Results and Discussion

3.1 PEST Analysis - The High-Level Athlete System

3.1.1 Political Environment

Since entering the 21st century, my country has paid great attention to the construction of school sports. The 2020 Outline for Building a Powerful Sports Country points out that by 2035, my country's youth sports service system should be more complete, with a significant improvement in physical literacy and health. The overall idea of this sports construction coincides with the logic of the high-level sports team policy [5]. The high-level sports team system can individually highlight the competitive performance of students, form a model role, and drive the development of the overall sports culture on campus. It is an important measure to deepen the integration of sports and education. Therefore, our country has also put forward many requirements and measures for this system, looking forward to improving the collaborative education mechanism, promoting the coordinated development of high-level athletes' cultural learning, sports training and competition in colleges and universities. It can be seen that, for the construction of high-level athletes, a high degree of attention and affirmation has been given in the political environment.

3.1.2 Economic Environment

With the development of the economy and society and the improvement of material living standards, the demand for multi-level and diversified spiritual and cultural consumption has grown rapidly, among which the proportion of education expenditure in GDP has been steadily improving. Since 2012, my country has maintained that the proportion of education expenditure to GDP is "no less than 4%" for ten consecutive years. The total investment in education funds strongly reflects the importance attached to the education cause, which is actually related to thousands of households. In education investment, school physical education is a particularly critical sector. The relevant requirements point out that it is necessary to include the special funds for school sports work into the annual education budget to ensure that it is guaranteed, and to ensure that the school sports funds in each region increase synchronously with the growth of education funds. Not less than 5% of the public education funds. At the same time, school sports construction

also attaches great importance to social investment. Under the background of a powerful sports country, many enterprises have also responded to the national call to provide support for the development of sports activities in colleges and universities. High-level sports teams can often obtain corporate sponsorship in venue construction, competition equipment and other aspects to speed up the development process.

The high-level athlete system has a strong pulling effect on shaping the school's sports atmosphere, and can effectively promote college students' sense of belonging to sports culture. Once a stable and reliable financial support and guarantee can be formed for its construction, it will undoubtedly be a boost to the development of campus sports.

3.1.3 Social Environment

At the beginning of the high-level athlete system, this group was often given undue negative evaluations such as “taking shortcuts” and “low cultural quality”, and they were often treated unequally when they actually entered campus life. With the popularization of campus sports culture, and many outstanding sports and professional athletes entering the media and the public's field of vision, this group has begun to receive unprecedented attention and praise. After the society's overall impression of the student-athlete group has changed, more and more parents of teenagers are willing to start cultivating the growth path of student-athletes for their young children, not only paying attention to the systematic training of sports skills, but also not giving up the due cultural lessons. The number of physical education institutions in the society has gradually increased, and the projects involved are also more extensive. Children no longer need to enter fully closed professional sports teams and sports schools to learn sports skills. It has become a new way to practice sports while reading. The above changes in social concepts and educational environment have provided a better guarantee for the promotion of the high-level sports team system.

3.1.4 Technical Environment

With the rapid development of digital globalization, the Internet and the Internet of Things have gradually penetrated into all aspects of life and learning, and various new media technologies have brought new interactive experiences to people's sensory world. Physical education in the 21st century has also entered a new stage of development, and has made great progress in training practice and sports theory. For the construction of high-level sports teams, the current technical environment is a strong guarantee: in training practice, different sports have more scientific training methods, which improves the efficiency of training and gives student-athletes to take care of all directions. In terms of theoretical learning, the enrichment and quality improvement of online courses also meet the requirements of fragmented learning for high-level athletes [6].

Based on the above analysis, the high-level athlete system has strong policy support and economic conditions, and has been gradually recognized by China's current society, as well as the new development momentum in the technical environment. For scientific management norms. Deeply promoting the reform of the management system of high-level sports teams, following the law of talent training, exploring the construction of a whole-process education mechanism, and comprehensively promoting the growth

of high-level athletes are important topics in the sports management of colleges and universities in my country.

3.2 Questionnaire and Interview Research - The Predicament of the Existing System

Although the previous PEST analysis method, we learned that the high-level athlete system has a good macro environment, and has received a lot of attention from the government and the public. However, due to the late development of the Chinese student-athlete system and its weak foundation, there are many difficulties at the management level. Combined with the extensive questionnaire survey and the survey on the enrolment of three high-level sports teams in central China, this paper also summarizes the current dilemma in management.

3.2.1 The Comprehensive Development Needs of High-Level Athletes Are Difficult to Meet

High-level athletes are not only ordinary students of various colleges, but also representatives of the school's professional sports teams [7]. They are a collection of dual identities. The demands of such managers are also mainly based on the coordination of multiple identities. In the early research of this paper, it was found that more than 50% of high-level athletes in schools pointed out that they had certain difficulties in identity recognition and could not determine the priority level in professional courses and training competitions. Go all out to train and prepare for battle, because of fatigue or subjective resistance, it is difficult to have problems with absenteeism and inability to complete homework; serious study of professional courses, often unable to train, frequent leave during exams, and eventually decline in exercise level instead of rising; the above two opposite situations It appears repeatedly in the main body of the research, and it can be seen that the distribution of training and professional course learning is a major problem (Table 1).

At the same time, such students are also confused about future development planning, and their grasp of career planning is often weaker than that of other ordinary students. According to the analysis of the graduation data of three key universities in central China for the enrolment of high-level athletes of 2022, there are still a large number of students with high-level athletes who choose to become coaches when they are employed. Only 13% of students truly combine professional courses and sports projects, and achieve

Table 1. Self-perception of High-level Athletes

Recognition of Identity	Athletes	Emphasis on Athletes	Regular Students	Emphasis on Regular Students	Dual Identity	Cognitive Confusion
Number	65	21	6	43	21	167
Proportion	20.1%	6.5%	1.8%	13.3%	6.5%	51.8%

Table 2. Employment Distribution of High-level Athletes in Three Central China Universities in 2022

Employment Situation	Sports Coach and Teacher	Occupation Related to the Major Studied	Cross-employment	None are Relevant
Number	32	15	11	24
Proportion	39	18.2	13.4	29.4

Table 3. Self-assessment of Academic Status on the Average Score Scale

Average Number of Self-ratings	General Admission Students	High-level Athletes
Course Mastery Level	7.7	6.9
Ability to Apply Knowledge	6.9	6.2
Research and Extracurricular Extension	6.3	4.2
Satisfaction with GPA	7.8	7

employment in interdisciplinary disciplines such as sports management and sports law (Table 2).

In terms of academic research and further study performance, the data feedback is also relatively poor, reflecting that high-level athletes with weaker foundations at the level of professional course learning have failed to achieve effective progress and supplementary foundations. The questionnaire conducted a self-assessment of academic satisfaction and comprehensive performance status for high-level athlete students and general admission students, taking a scale of 1 to 10 points, and found that high-level athletes and students often have difficulty achieving the ideal state in professional course performance and have difficulty mastering knowledge. In interviews with high-level athletes, some students also revealed distress about the huge gap between their own performance and the average student (Table 3).

To sum up, the development needs of high-level athletes are difficult to meet in daily study arrangements and future development plans, and most students hope that colleges and universities can build corresponding systems to further clarify management systems and talent training programs.

3.2.2 The Difficulty of Combining Learning and Training

An important issue in the development of high-level sports teams is to improve the management system and clarify the main responsibility of the management. After completing the understanding of the needs of the managers, this paper returns to the manager’s perspective to explore the root cause of the insufficiency of system construction.

The education department is the main body of the construction planning of high-level sports teams in colleges and universities, and colleges and universities are the main

body of responsibility for the construction of high-level sports teams. For the education authorities, the analysis shows that China's current management policies for high-level athletes are relatively lacking, and most of them are limited to the level of enrolment to meet the needs of fair enrolment. However, the management system after entering the school only puts forward the spirit of instructions. Colleges and universities enjoy greater rights of self-management, which naturally leads to the uneven management level of each school.

From the perspective of colleges and universities, the current system construction is highly unbalanced and exploratory. At present, in the construction of high-level athletes in China, the first-tier cities have rich experience. They have explored a teaching model with certain characteristics relying on the good college environment and sports resources. This paper selects Wuhan, which has the largest number of college students in my country, to conduct a certain investigation. The teachers in charge of admissions and the coaches in charge of sports teams in each school all pointed out that colleges and universities have put forward certain preferential policies and personalized management for high-level athletes. In terms of administrative ownership, it can be roughly divided into two modes. First, it is classified into the normal management of general professional colleges and departments, and only centralized training is performed at noon or evening. And the training does not interfere with the dual-line management of normal class hours; Second, athletes' professional choices are subject to certain restrictions, and they are uniformly assigned to some classes and coordinated in the curriculum. The unified administrative management model of unified morning professional course study and afternoon training. Both models have certain advantages and disadvantages. Dual-line management is conducive to ensuring the independence of professional learning and training to the greatest extent, but students are often exhausted and even injured due to the rest time training at noon and evening. The unified management model of the student union is relatively easy in terms of time, but from the very beginning, the choice of majors has been restricted, and the guarantee of students' autonomy is insufficient. In the stage of career planning, there is a shortage of unification, which does not reflect its particularity.

In the specific process of management, many participating departments often waste human resources due to lack of coordination and poor communication. There are layers of approvals for various leave requests, certificates issued during competition training sessions, and students often bear the final cost of time. Should also be improved.

To sum up, education authorities and colleges and universities should strengthen the management of high-level athlete qualification recognition, student status management, credit recognition, training and competition, leaving the team, injury and retirement, reward and punishment, competition requirements, etc., to form a scientific and effective management closed loop after entering the school. It is imperative to find effective solutions.

4 Solution Suggestions

4.1 Clarify Role Positioning and Refine Management Objectives

Clear role positioning is the premise of building a scientific and effective management system. China's high-level athletes should give priority to their own cognition, and make it clear that they are not only a single and separate role of college athletes or ordinary professional students, but an intersecting role developed with dual characteristics. Students' own management should be refined into multiple modules such as training and professional course study, and are committed to achieving coordinated development in many aspects.

4.2 Clarify Main Responsibilities and Implement Closed-Loop Management

The management of high-level athletes involves multiple functional departments in various colleges and universities, and it is necessary to further clarify and clarify the main responsibilities, and at the same time realize the implementation of responsibilities to people, and responsibilities can be tracked. From the perspective of training, college physical education colleges and coaches in charge of training teams should give priority to formulating training plans for high-level athletes. From the perspectives of skill training and physical training, according to the characteristics of time fragmentation of high-level athletes, scientifically adjust the training intensity and frequency [8]. From the perspective of subject learning, in view of the weak start of some student-athletes in English and computer skills, appropriate special tutoring work is carried out.

4.3 Refer to the Experience Outside the Region, and Synchronize the Supporting Construction

In terms of student-athlete management, there is ample experience out there. For example, in the United States, it is mostly realized through club operation, and universities have perfect commercial sports leagues [9]; Japan has perfect regional leagues from primary school to middle school and university. At the same time, college leagues are connected with the national team, and members with excellent results can eventually participate in top events such as the Olympic Games. Qualifications [10]. The construction of high-level sports teams in China should coordinate the competition system of colleges and universities at all levels at the same time, and open up the contact channels with international competitions at all levels. At the same time, pay attention to the configuration of hardware facilities in colleges and universities to achieve better development.

5 Conclusion

The high-level athlete policy has a positive effect on the macro development of Chinese sports and the professional planning of athletes themselves. It is undeniable that in the process of policy implementation, many difficulties have arisen, such as conflicts between cultural learning and physical training arrangements. Only by recognizing difficulties and clear management responsibilities can sports authorities and policy

implementers such as colleges give full play to the leading role of the high-level athlete system in the Chinese national sports environment in the new era, and can truly effectively protect the rights of student athletes.

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