

## Review Article

# Influence of Organisational Opportunities on Self-Efficacy and Professional Development among Sportswomen in Chennai

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## Abstract

Sports play an important role in promoting personal growth, teamwork, and empowerment. For sportswomen, success in their careers depends not only on individual talent but also on the opportunities and support provided by their organisations. This study examines how organisational opportunities influence the self-efficacy and professional development of sportswomen in Chennai. It focuses on four major dimensions such as, training and development, resource support, mentorship and guidance, and recognition and rewards. Data were collected from 175 sportswomen using a structured questionnaire and analysed through correlation and regression techniques.

The findings show that organisational opportunities have a significant and positive impact on both self-efficacy and professional development. Training, mentorship, and recognition were found to be the strongest contributors, while resource support had a lesser effect. The study concludes that a supportive organisational environment enhances confidence, motivation, and career growth among sportswomen. It also highlights the need for sports institutions to promote inclusive and sustained development practices for women athletes.

## 1. Introduction

Sportswomen play an important role in promoting gender equality and showing excellence in sports [1]. Their success depends on the opportunities and support they receive from their organisations [2]. Organisational opportunities such as training and development, resource support, mentorship and guidance, and recognition and rewards help them improve their confidence and performance [3]. These opportunities allow sportswomen to learn new skills, stay motivated, and reach higher levels of achievement [4]. When organisations provide proper support, they not only help individual players grow but also strengthen the overall development of women in sports [5].

Self-efficacy means believing in one's own ability to succeed. It grows when sportswomen get the right kind of organisational support [6, 7]. Good training, proper resources, helpful mentors, and timely recognition build their confidence and make them more determined to achieve their goals [8]. When self-efficacy improves, it also leads to better performance and professional growth [9]. Studying the influence of organisational opportunities on self-efficacy and professional development helps to understand how these factors encourage women to perform better in their sports careers [10].

In cities like Chennai, many sportswomen still face challenges in getting equal opportunities and support. Although women's participation in sports is increasing, not all of them have access to proper facilities, mentorship, or recognition. Providing strong organisational support

can help them overcome these barriers and reach their full potential [11]. Hence, this study aims to find out how organisational opportunities help in building self-efficacy and promoting professional development among sportswomen in Chennai.

## **2. Literature Reviews and Research Gap**

### **2.1. Review of Literature**

Existing studies have shown that self-efficacy plays an important role in shaping individuals' performance, confidence, and professional growth in various fields, including sports and vocational settings. Linge et al [7] demonstrated that self-efficacy improves work participation and motivation when supported through structured rehabilitation and lifestyle programs. Similarly, [10] found that higher self-efficacy enhances career development among students in physical education, showing how confidence and well-being positively influence adaptability and career exploration. Yang et al [8] also highlighted that cultural values, training, coaching quality, and nutrition jointly affect athletes' self-efficacy and performance, emphasizing the importance of a supportive and value-based environment in sports performance.

Further, several studies have established that organisational factors significantly affect athletes' self-belief and success. Kwon et al [12] noted that internal attributions of success increase pride and self-efficacy, while [13] confirmed a moderate positive relationship between pre-event self-efficacy and performance. Taylor et al [14] identified twelve good organisational practices that help attract and retain women in high-performance coaching, showing how institutional support contributes to women's advancement. Similarly, [15] found that women's career development in Moroccan sports federations depends on both organisational and socio-cultural factors, where family support, cultural values, and leadership opportunities play a vital role in career progress.

Other studies, such as those by [16], revealed that self-efficacy and leadership in sports have a strong influence on athletes' engagement levels, demonstrating that confidence and guidance lead to higher participation. Jacky [17] also found that women in sports face barriers such as gender discrimination, lack of confidence, and limited organisational support, which restrict their career advancement despite their potential. Together, these studies highlight that self-efficacy and supportive organisational structures are essential for enhancing performance, motivation, and professional growth, particularly among women athletes.

### **2.2. Research Gap**

Although previous studies have examined the relationship between self-efficacy, organisational factors, and performance, limited research has focused on how organisational opportunities specifically influence self-efficacy and professional development among sportswomen in the Indian context. Most available studies are conducted in Western or non-Indian settings, focusing on athletes in general rather than women athletes. There is also a lack of integrated analysis linking different forms of organisational support, such as training, resources, mentorship, and recognition, with both self-efficacy and professional development.

Hence, the present study aims to fill this gap by exploring how organisational opportunities impact the confidence and career growth of sportswomen in Chennai, providing insights relevant to gender-inclusive sports management and development.

## **3. Statement of Research Problem**

Sportswomen often face challenges in building their careers due to limited organisational support and resources [18]. In many sports settings, opportunities for training, mentorship, and recognition are not equally available to women [19]. This lack of structured organisational support can affect their confidence, performance, and overall growth [20]. When sports organisations fail to provide adequate training facilities, guidance, and encouragement, sportswomen may struggle to reach their full potential. Such barriers can also lead to lower motivation and reduced belief in their abilities, affecting both their self-efficacy and long-term career progress [17, 21, 22].

In the context of cities like Chennai, many talented sportswomen continue to face difficulties in balancing their ambitions with the support offered by their organisations. Although women's participation in sports is increasing, the extent to which organisational opportunities influence their self-efficacy and professional development remains unclear. Understanding this relationship is crucial for identifying gaps and improving support systems for women athletes [23]. Therefore, the present study seeks to examine how organisational opportunities, through training, resource support, mentorship, and recognition, impact the self-efficacy and professional development of sportswomen in Chennai.

## **4. Objectives of the Study**

The main objective of the study is to examine how organisational opportunities influence the self-efficacy and professional development of sportswomen in Chennai. Specifically, the study aims to assess the role of training and development, resource support, mentorship and guidance, and recognition and rewards in enhancing sportswomen's confidence and career growth. It also seeks to identify how these organisational factors collectively contribute to strengthening their professional development and overall success in the field of sports.

## **5. Development of Hypothesis**

This study is designed to test how organisational opportunities affect the self-efficacy and professional development of sportswomen in Chennai. It focuses on four main areas, namely, training and development, resource support, mentorship and guidance, and recognition and rewards [8]. These opportunities are expected to help sportswomen build confidence and grow in their careers [10, 13]. The study aims to find out whether organisational opportunities are related to and influence both self-efficacy and professional development. It also looks at how self-efficacy contributes to the professional growth of sportswomen.

Based on insights gathered from the existing literature, the following hypotheses were formulated:

- **H1:** Organisational Opportunities have significant relationship with Self-Efficacy and Professional Development of Sportswomen.
- **H2:** Organisational Opportunities have significant influence on Self-Efficacy of Sportswomen.
- **H3:** Self-Efficacy has significant relationship with Professional Development of Sportswomen.

Through statistical analysis, the study tests whether these relationships are strong and meaningful. It also aims to understand how organisational opportunities directly and indirectly help sportswomen gain confidence, improve performance, and achieve professional success.

## 6. Methodology Adopted

The study employed an exploratory research design and followed a mixed-method approach, combining both qualitative and quantitative techniques within a cross-sectional framework. From an initial pool of 200 participants, a final sample of 175 sportswomen was selected using the convenience sampling method. Data were collected through a well-structured questionnaire that covered all key variables of the study. The collected responses were then analysed using descriptive and inferential statistical tools to fulfil the research objectives and to test the formulated hypotheses. This design enabled a comprehensive understanding of how organisational opportunities influence self-efficacy and professional development among sportswomen in Chennai.

## 7. Result

The research instrument consisted of twelve structured statements designed to assess the perceptions of sportswomen regarding organisational opportunities provided to them. Each of the four major dimensions, namely, Training and Development, Resource Support, Mentorship and Guidance, and Recognition and Rewards, was measured using three carefully framed items that reflected specific aspects of each construct. Additionally, five statements each were developed to measure Self-Efficacy and Professional Development, capturing the confidence levels and career growth experiences of the respondents.

A five-point Likert scale was employed to record responses, ranging from Strongly Disagree (1) to Strongly Agree (5), enabling participants to express their level of agreement with each statement. The collected data were subjected to descriptive statistical analysis, particularly mean analysis, to evaluate the perceptions of sportswomen across the different variables. This helped in identifying how organisational opportunities influence their confidence and professional growth. The findings provided valuable insights into the areas where organisations effectively support women athletes and where further initiatives are required to strengthen their development in the sports field.

### 7.1. Perception of Sportswomen on Organisational Opportunities – Mean Analysis

The mean analysis shows that the overall perception of sportswomen towards organisational opportunities is positive, with an average score of 43.54 out of 60, which equals 72.56%. This suggests that most sportswomen feel satisfied with the support and opportunities provided by their organisations. Among the four areas studied, Training and Development received the highest mean value (11.63), showing that sportswomen appreciate the training and learning opportunities available to them. Mentorship and Guidance followed with a mean of 11.32, indicating that guidance from mentors and coaches is valued and shown in Table 1.

**Table 1:** Perception of Sportswomen on Organisational Opportunities – Mean Analysis

Organisational Opportunities	N	Mean
Training and Development	175	11.63
Resource Support	175	10.47
Mentorship and Guidance	175	11.32
Recognition and Rewards	175	10.12
Perception Of Sportswomen On Organisational Opportunities (Primary-Data Source)	517	43.54

However, Resource Support (10.47) and Recognition and Rewards (10.12) received lower mean scores, showing that these areas need further improvement. Overall, the results indicate that while sportswomen have a good opinion of organisational opportunities, better recognition and stronger resource support could make their experiences more encouraging and complete.

### 7.2. Relationship between Organisational Opportunities and Self-Efficacy and Professional Development of Sportswomen - Correlation Analysis

The correlation analysis was conducted to test H1: Organisational Opportunities have a significant relationship with Self-Efficacy and Professional Development of Sportswomen.

**Table 2:** Relationship between Organisational Opportunities and Self-Efficacy and Professional Development of Sportswomen - Correlation Analysis

Variables	N	'r'Value	P -Value	Relation ship	Result
Organisational Opportunities dimensions and Self-Efficacy of Sportswomen	175	0.754**	0.000	Positive	Significant & H1 Accepted
Organisational Opportunities dimensions and Professional Development of Sportswomen	175	0.711**	0.000	Positive	Significant & H1 Accepted

(\*\*Correlation is significant at 1%)

The correlation analysis shows a strong and positive relationship between Organisational Opportunities and both Self-Efficacy and Professional Development of sportswomen. The correlation coefficient between organisational opportunities and self-efficacy is  $r = 0.754$  ( $p < 0.01$ ), indicating a high and significant association. This means that as organisational opportunities increase, the self-efficacy of sportswomen also improves. Similarly, the relationship between organisational opportunities and professional development is also strong and positive, with a correlation value of  $r = 0.711$  ( $p < 0.01$ ). Since both relationships are statistically significant at the 1% level, the null hypotheses are rejected and confirming the acceptance of H1. These results confirm that better training, guidance, resources, and recognition provided by organisations contribute directly to enhancing both confidence and professional growth among sportswomen in Chennai are shown in Table 2.

### 7.3. Influence of Organisational Opportunities on Self-Efficacy of Sportswomen – Multiple Regression Analysis

A multiple regression analysis was carried out to test H2: Organisational Opportunities have a significant influence on the Self-Efficacy of Sportswomen. The overall model was found to be statistically significant with an F-value of 532.254 and a p-value of 0.000, which is below the 0.01 level, confirming a strong model fit. The adjusted  $R^2$  value of 0.759 indicates that approximately 76% of the variation in self-efficacy is explained by organisational opportunities, showing a large and meaningful effect size. This suggests that organisational factors play a major role in shaping sportswomen's confidence and belief in their abilities.

**Table 3:** Influence of Organisational Opportunities on Self-Efficacy of Sportswomen – Multiple Regression Analysis

Predictors	Unstandardized Coefficients		SC (Beta)	t	Sig (P)	Collinearity Statistics	
	(B)	(SE)				Total	VIF
(Constant)	5.698	.614		4.125	.000		
Training and Development	.875	.062	.410	8.554	.000**	.336	2.887
Resource Support	.115	.086	.056	1.112	.457	.310	3.115
Mentorship and Guidance	.368	.071	.254	3.568	.008**	.452	3.891
Recognition and Rewards	.199	.080	.185	2.887	.012*	.328	2.844

Dependent Variable: Self-Efficacy of Sportswomen

The collinearity statistics show tolerance values ranging from 0.310 to 0.452 and VIF values between 2.844 and 3.891, which fall within the acceptable range (VIF 1 to 5 or  $< 10$  and Tolerance  $> 0.10$ ), indicating that no multicollinearity problem exists among the predictors [24].

Among the four predictors, Training and Development ( $\beta = 0.410$ ,  $p < 0.01$ ) made the strongest and most significant contribution to self-efficacy, followed by Mentorship and Guidance ( $\beta = 0.254$ ,  $p < 0.01$ ) and Recognition and Rewards ( $\beta = 0.185$ ,  $p < 0.05$ ). However, Resource Support ( $p = 0.457$ ) did not show a significant influence. These results imply that sportswomen's confidence improves when organisations provide effective training, meaningful mentorship, and recognition for their achievements. Thus, H2 is accepted, confirming that organisational opportunities significantly influence the self-efficacy of sportswomen in Chennai, particularly through well-structured developmental and mentoring initiatives are shown in Table 3.

### 7.4. Relationship between Self-Efficacy and Professional Development of Sportswomen - Correlation Analysis

The correlation analysis was conducted to test H3: Self-Efficacy has significant relationship with Professional Development of Sportswomen.

**Table 4:** Relationship between Self-Efficacy and Professional Development of Sportswomen - Correlation Analysis

Variables	N	'r' Value	P - Value	Relation ship	Result
Self-Efficacy and Professional Development of Sportswomen	175	0.789**	0.000	Positive	Significant & H3 Accepted

(\*\*Correlation is significant at 1%)

The results show a strong and positive correlation between self-efficacy and professional development, with a correlation coefficient of  $r = 0.789$  ( $p < 0.01$ ). This indicates that as sportswomen's self-efficacy increases, their professional development also improves significantly. Since the p-value is less than 0.01, the relationship is statistically significant at the 1% level, leading to the acceptance of H3. This finding suggests that higher confidence and belief in one's own abilities play a vital role in promoting career growth, skill enhancement, and overall professional advancement among sportswomen in Chennai.

## 8. Discussion

### 8.1. Discussion on Findings

The findings of the present study reveal that organisational opportunities have a strong and positive influence on both self-efficacy and professional development among sportswomen, aligning well with the evidence reported in previous research. Similar to [7, 10], the current results confirm that higher self-efficacy leads to improved confidence, motivation, and career growth. The strong relationship between training, mentorship, and self-efficacy observed here is consistent with [8], who emphasized the role of coaching quality, cultural support, and training in enhancing athletes' confidence and performance. Furthermore, the significant influence of recognition and organisational encouragement on professional growth supports the findings of [14, 15], which highlighted those organisational practices and supportive environments are essential for women's advancement in sports. In line with [16], this study also reinforces that leadership and self-belief directly contribute to higher engagement and achievement. Overall, the present study strengthens existing literature by confirming that when sports organisations offer adequate training, mentorship, recognition, and resources, they significantly boost sportswomen's self-efficacy and professional development, particularly within the Indian sports context.

### 8.2. Suggestions and Recommendations

Based on the study results, a few practical suggestions can help improve the support system for sportswomen. Sports organisations should conduct regular training and development programmes that help women athletes improve their skills, confidence, and performance. Coaches and officials should focus on both physical and mental training to build self-belief among sportswomen. Creating a strong mentorship network is also important, where experienced players and coaches guide young athletes in setting goals and handling career challenges.

Better resource support should be provided by ensuring access to modern facilities, quality equipment, and healthcare assistance. Organisations should also introduce fair recognition and reward systems to appreciate the achievements and efforts of women athletes. Such recognition can increase motivation and commitment towards their sport. It is also suggested that sports authorities promote an inclusive and supportive environment where women athletes are treated equally and given opportunities to grow. Collaboration with educational bodies and sponsors can further help in offering scholarships, financial support, and career counselling to ensure the all-round professional development of sportswomen.

## 9. Implications, Limitations, and Conclusion

### 9.1. Contribution and Implication

The study contributes to understanding how organisational opportunities influence the confidence and career growth of sportswomen. It highlights that structured training, proper mentorship, recognition, and access to resources play a vital role in developing self-efficacy and promoting professional development. The findings add value to existing research by focusing on women athletes in the Indian context, an area that has received limited attention. This study also strengthens the evidence that supportive organisational practices can help sportswomen perform better, stay motivated, and progress in their careers.

In practical terms, the results have important implications for sports organisations, policymakers, and coaches. Sports administrators can use these findings to design policies that focus on skill improvement, psychological support, and career advancement. By applying these insights, organisations can help build a stronger foundation for women in sports and contribute to gender equality and long-term professional growth in the athletic field.

### 9.2. Limitations and Future Scope

This study has certain limits that should be considered. The findings are based only on data from sportswomen in Chennai, so they may not reflect the situation in other places or sports fields. The responses were self-reported, which might include personal opinions or bias. The study also focused on four organisational aspects, training, resources, mentorship, and recognition, leaving out other possible factors such as motivation, leadership, or organisational culture. Since the study used a cross-sectional method, it could not examine changes or long-term effects over time.

Future research can include sportswomen from different regions and various sports to make the results more comprehensive. A long-term study design can also be used to observe how organisational opportunities affect confidence and professional growth over time. Including other variables like work-life balance, emotional support, and leadership can provide a fuller picture of the challenges faced by women athletes. Qualitative research through interviews or discussions may also help to better understand their experiences. Such studies can guide organisations and policymakers in creating better support systems for women in sports.

### 9.3. Conclusion

The study concludes that organisational opportunities play a key role in enhancing the self-efficacy and professional development of sportswomen. The findings clearly show that when organisations provide proper training, mentorship, recognition, and adequate resources, sportswomen develop greater confidence and perform better in their careers. Among these factors, training and mentorship have the strongest influence, showing that continuous learning and guidance are essential for growth. Recognition and rewards also contribute to motivation and career satisfaction. Overall, the study highlights the importance of supportive organisational practices in helping sportswomen build self-belief, achieve professional progress, and contribute more effectively to the field of sports.

## Article Information

**Disclaimer (Artificial Intelligence):** The author(s) hereby declare that NO generative AI technologies such as Large Language Models (ChatGPT, COPILOT, etc.), and text-to-image generators have been used during writing or editing of manuscripts.

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