



### RESEARCH ARTICLE

## TRAINING IN MANAGEMENT SCIENCES AS A COMPLEMENT FOR PROFESSIONALS IN HUMAN MOVEMENT SCIENCES IN COSTA RICA

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### Abstract

Today, rapid, and continuous business growth requires employees who have a deep understanding of the market and can make timely decisions, so it is necessary for employees to receive specific training for this. The objective of this article is to determine the level of training in business administration and management that specialists in human movement sciences have in Costa Rica. A quantitative investigation was carried out in which 108 individuals related to the sciences of human movement participated, who completed the Training Needs Questionnaire. The results of the research show that the participants mostly have little training in entrepreneurship and administration, but they recognize their interest in receiving training in this area.

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### Introduction:-

Administration corresponds to the process of planning, organizing, directing, and controlling the human, material, technological, economic and time resources that organizations must make rational use of them, to meet the objectives. of the company. Therefore, it is necessary that the people in the company, both those who oversee the decision-making processes, as well as those who execute the processes, know the importance of administration for the fulfillment of objectives.

However, these previously mentioned resources are directly related to the financial aspects of the company, since despite being tangible resources such as machinery, equipment and plant, or intangible resources such as the human talent of collaborators or the software for production or the productive processes that are executed, all of them are linked to a cost (whether obtaining or maintaining) that translates into financial aspects.

Companies must then ensure adequate financial management, which allows them to obtain and use resources, as well as the actions required to make maximum use of these resources, and obtain the best benefits (Cela et al., 2013, Bozzi, 2014, Rodríguez, 2016).

This is because as long as companies have adequate financial administration, this will allow them to better manage the company's resources, especially economic resources, which in turn will allow them to optimize the company's analysis processes. , its valuation, as well as the control processes associated with the achievement of the company's results, and above all it will allow a better decision-making process in the company (Guerrero et al., 2018, Espinosa & Villacrés, 2018, Tovar & Muñoz 2018).

However, the professional in Human Movement Sciences (CMH) in Costa Rica is made up of professionals in the Teaching of Physical Education, Sports and Recreation, Physical Health Promotion, Human Movement Sciences, degree programs that are taught in two public universities in the country (University of Costa Rica and National University), and in three private universities (Catholic University of Costa Rica, Central American University and Florencio del Castillo University).

These teaching houses are responsible for the training of professionals in CMH, as well as a large part of the continuing education for such professionals. In turn, professionals in this area have the educational sector as their main labor market, since the career has its genesis and foundations in the teaching of physical education in the case of Costa Rica, however, these professionals have a wide field of action in the private sector, especially in companies linked to sports, physical conditioning, physical health, and recreation. In turn, they can undertake in these fields.

However, as the authors Arguello et al., (2020), Navarro & Delgado (2020), Martínez et al., (2022) point out, it is of transcendental importance that the people who collaborate in companies and even more so when these They are linked to the strategic planning and decision making of the company, since this will allow companies to perform better in their work.

The methodology to be used will be quantitative, being exploratory, descriptive, and explanatory, since it aims to determine what is the training in entrepreneurship and financial administration of professionals in human movement sciences in Costa Rica. For this, a self-directed online questionnaire will be applied with a battery of questions grouped by variables.

### **Methodology:-**

The methodology that will be applied in this research is a quantitative approach which has the purpose of “seeking an explanation for the phenomena by establishing regularities in them, that is, finding general laws that explain social behavior. For this purpose, science must use exclusively direct observation, verification, and experience” (Monje, 2011, p. 11), of an exploratory, descriptive, and explanatory type, since it aims to determine what is training in entrepreneurship and financial administration. of professionals in human movement sciences in Costa Rica.

In turn, the primary sources of information for this research are the people who graduated from human movement sciences courses in the period from 2018 to 2023, taking as reference the database contained in the National University. The instrument developed by the Regional Confederation of Business Organizations of Murcia, Spain (CROEM), called the Training Needs Questionnaire, will be applied to this population, adapting its content from which it seeks not only to know the needs for updating, training and education, but also to know the previous training in topics related to entrepreneurship and financial administration of the professional.

The study population represented by people who graduated in human movement sciences in the period 2017-2023 is a total of 552 people. In this case, the calculation of the sample is required, which is probabilistic, which means that “the elements have the same probability of being chosen, a random or random selection of the elements or sampling units is made.” (Monje, 2011, p. 125). Additionally, it is highlighted that there is a margin of error of 5%, a confidence level of 95%, which corresponds to a sample of 227 graduated people.

The data analysis method to be used will be through descriptive statistics tools such as tables, tables, and graphs, which indicate the frequency with which the obtained values are repeated. The main risk related to this research is determined by the time required for its development, since there is one quarter for the formulation, execution, and presentation of the results thereof.

### **Results:-**

For this research, the Training Needs Questionnaire instrument was applied, in which 108 people linked to Human Movement Sciences participated, who responded to said questionnaire and from which the results presented below were obtained, to be able to compare the objective of the present investigation.

To present the results, the questionnaire applied is divided into ten areas: Administration/Secretary, Quality and Environmental Management, Economic/Accounting/Financial Management, Business Management, R&D and New Technologies, Languages, IT, Marketing/Sales / Communication, Occupational Risk Prevention, Human Resources/Labor Relations, which allows us to know specifically in which of the specific areas there is specific training or in which the participants wish to be able to opt for training.

Initially, the participants were asked to select, from the following training areas and specific courses, those for which they received training in their professional training. In the responses obtained, of the courses present in the questionnaire applied, in entrepreneurship and financial administration, only the courses linked to office applications (Word, Excel, Power Point) were selected 88%, English as a language 100%, marketing 67% and SME management 64%. Training in the areas of Administration/Secretary, Quality and Environmental Management, Business Management, R&D and New Technologies, Occupational Risk Prevention, Human Resources/Labor Relations is not recognized by participants.

On the other hand, the people participating in the application of the instrument were asked about which of the specific areas with specific training they would be interested in opting for training for their professional development, and the responses obtained are shown below. The response was obtained that there is a desire for training, training and updating in the German language 56%, in Word 74%, in financial management 83%, in Excel 86%, in human resources management 87%, in communication in the company 88%, in SME management 89%, in purchasing, storage and distribution management 90%, for marketing and commercial management 91%, in business administration and management 92%, in project management 93%, in customer service and attention, accounting and finance, accounting management and English 100%.

In this way, it is evident that, of the ten areas that make up the questionnaire, people are interested in training in seven of them: Administration/Secretary, Economic/Accounting/Financial Management, Business Management, Languages, IT, Marketing/Sales/Communication, Human Resources/Labor Relations, and leaving the areas of Quality Management and Environment, R&D and New Technologies, Occupational Risk Prevention, unselected, however, the areas of the questionnaire are not mutually exclusive, but rather All of them are part of the aspects linked to the company, entrepreneurship and corporate finance.

### **Discussion:-**

Nowadays it is essential that professional people have comprehensive training, which allows them to join, but above all to develop at a business level, being able to face and respond to each of the needs that arise in organizations for which that work. The authors León (2010), Quintá & Borrero (2014) and Espinoza (2018) recognize the importance of interdisciplinary training in professionals, which allows them a broader knowledge of the different events and social problems that they face as part of their daily tasks.

In this way, it becomes essential that companies incorporate people who have theoretical-practical capabilities that allow them to improve and guarantee quality in each of the processes and services that are carried out, however, it is also important that companies have mechanisms that guarantee constant training and updating of its collaborators.

When knowing what the training in entrepreneurship and financial administration of professionals in human movement sciences in Costa Rica is, it is possible to notice that although the study programs of these professionals have at least courses linked to the area of administration and management, not all of these recognize that the areas of Administration/Secretary, Quality and Environmental Management, Economic/Accounting/Financial Management, Business Management, R&D and New Technologies, Languages, IT, Marketing/Sales/Communication, Risk Prevention Occupational Risks, Human Resources/Labor Relations, were addressed.

At first, it is possible to highlight that this training sought in professionals in human movement sciences has implications for decision-making and efficient management of resources, for which Molina et al., (2018), Marcillo et al., (2021) and Díaz & Arias (2022), highlight that it is really important for companies to have trained personnel in the management area, which allows them, in addition to a better analysis of the environment, a better process for the making financial and non-financial decisions, which also allows better identification and control of costs, investments and financing and benefits for the business.

This is completely linked to what was established by Rojas (2020), Arguello et al., (2020), Navarro & Delgado (2020), who are emphatic when pointing out that, through financial administration, people and Companies achieve a better decision-making process, which is based on financial and accounting information, which allows organizations to effectively achieve their goals in the short term.

In line with what was pointed out by the authors, Bravo (2007) adds that training in financial administration also promotes making timely decisions that allow the company to achieve the stated objectives. However, it is necessary to highlight that this is achieved because companies will be able to make more rational use not only of their financial assets, but also of their material, technological, human resources and, above all, time, company resources that must be valued constantly and permanently, as pointed out by Guerrero et al., (2018).

A second aspect that is important to highlight about training in entrepreneurship and financial administration is linked to the understanding of the company, covering new markets and the incorporation of innovation and creativity in the business, since, as Gamboa et al. points out, (2019) and Gómara (2015), the proper management of the business through the understanding of the business and sales management, provide the key gear for one of the main engines of the company to remain active. This is possible if, through this reading and understanding of the market, the company can creatively develop its products and services, to respond to the needs, tastes and demands of customers and markets, but at the same time, it is committed in guaranteeing quality in products and services and therefore, it will be able to position itself in current markets, but with the possibility of entering new markets.

Another aspect to highlight about the importance of the training of these professional people is in the professional capacity for the development of ventures in the industry of human movement, sports training, fitness and wellness, as well as greater diversification of their skills and autonomy in and for their professional work, this goes hand in hand with what was established by Martínez et al., (2022), Cuadrado et al., (2022), since this training and training in the specific area allows them to have a better understanding for the management of human talent, financial resources, process controls, economic capital, technological development, as well as leadership and business innovation.

In addition to this, this knowledge will allow a more solid structure of the company and a better identification and presentation of the financial and non-financial information of the business, which is one of the main current problems according to Morera (2016), Canossa & Rodríguez (2019). But with this you will be able to attract more and better sources of financing, whether new investments or access to debt through bank loans with attractive financing rates, which allow business sustainability, profitability, and recovery of investment.

However, as was evident, within the main implications of the research, only a low number of professionals in human movement sciences recognize themselves with entrepreneurship and financial management training, a significant proportion of these professionals are willing to participate in training in the area, recognizing the importance that these areas have as a complement to their professional training and the important value for companies.

Among the important limitations to highlight in this research is the lack of a specific space that concentrates professionals in human movement sciences, and from which it is possible to contact and interact constantly, to know their needs. and work together in permanent training and updating processes that allow them to stay at the forefront.

### **Conclusion:-**

After having presented the information and the corresponding discussion of the information contrasted with the theoretical references selected for the present research, it can be concluded in the first instance that financial administration is essential for all the processes that are executed in companies, since it is from financial administration that an effective management process of human, material, economic, technological and time resources is achieved in companies.

Additionally, training in entrepreneurship allows professionals in different areas of knowledge not only to provide them with the ability to create a company or a project, which many people in the world already do empirically and without the need for training, but rather it allows them a deeper knowledge of the importance of

entrepreneurship, the implications that this entails, the formalism behind ventures and an improvement in decision making.

At the same time, for the professional in human movement sciences, training in entrepreneurship and financial administration truly becomes an ally for their professional work, since, as mentioned at the beginning, despite the fact that these professionals currently count as their main employer, the public sector and specifically in the physical education part, there is also the possibility of developing in different private companies linked to sports, recreation, health, fitness and wellness, as well as others.

Despite the little recognition by professionals in human movement sciences of their training in entrepreneurship and financial administration, the desire of these professionals to train in this area is highlighted, from which administration is linked to quality management. , economic, accounting and financial management, business management, languages, computing, research, development and new technologies, marketing, sales and communication, human resources and labor relations, corporate social responsibility and environment, occupational health and prevention of occupational risks.

Therefore, it becomes essential that specific training is promoted in the market to meet the needs of these professionals and the companies in the area in which they operate, so that capacities, skills, and abilities are developed in professionals. knowledge that they can carry and apply in their jobs.

In addition to this, that the training offered responds in a timely manner to the current demands of the markets, including the financial markets, so that professionals in human movement sciences, from their ventures or companies, can formulate and present the information required by entities regarding financing to opt for credits or other financial products according to their needs.

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