



## A Development of Athletes Towards Excellence Model for Chinese Table Tennis Association

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### Abstract

**Background and Aim:** Founded in 1955, the Chinese Table Tennis Association (CTA) is a national mass sports organization with an independent legal personality, headquartered in Beijing. It is a national social organization representing China's table tennis activities and the only legal organization representing China in international table tennis activities and the International Table Tennis Federation (FITT), and is the permanent office of the Table Tennis and Badminton Management Centre of the General Administration of Sport of China. However, in the process of the development of the Chinese Table Tennis Association (CTA), several problems have arisen, four of which are more prominent: the first is the problem of talent shortage, the second is the lack of sponsorship, the third is the institutional problem, and the fourth is the problem of competitive pressure. The objective of this research is qualitative research and aims to present a model for developing excellent athletes of the Chinese Table Tennis Association

**Materials and Methods:** How to conduct research to Structured interviews used Bridge and Roqnmere planning, organizing, implementing, and controlling. The sample of 19 persons was selected as follows: 1 former association executive; 5 people, 2 trainers, 7 people, 3 athletes, and 7 champions. The 1st round of interviews takes the data to estimate the scale 5 Level and takes it to the 2<sup>nd</sup> round there is no need to interview in the 2nd round. Third, it is considered that the data to focus on, summarizing the suitability and feasibility of bringing the data into a format by considering the data Statistical analysis of experts in the second or third round of inquiries; Median (Mdn), Interquartile Rang (IR), Mean (), and standard deviations (SD).

**Results:** The results that the 4 strategies and 28 factors as follows: 1 Strategy 1: Process planning strategy 1.1 Planning for organizing sports excellence 1.2 Find other organizations to join 1.3 Adding new athletes 1.4 Planning for recruiting talented athletes 1.5 Finding quantitative results for the number of athletes 1.6 Finding quantitative products 1.7 Budget 2 Strategy 2 Strategy for bringing factors that 2.1 Organizing the organization into a system 2.2 Bringing policy to use 2.3 Organizing the system of excellent athletes 2.4 Organizing the sports training 2.5 Organizing quality trainers 2.6 Preparing training equipment 2.7 Developing excellent athletes into careers 3 Strategy 3: Strategy of implementation 3.1 Stages the excellence practice 3.2 Testing fitness before training 3.3 Testing sports skills Excellent 3.4 Basic, middle and advanced athlete training 3.5 Organizing training for competitions with a program 3.6 Examples of striking exercises 7 Examples of striking exercises 4 Strategy 4: Proactive operational strategy, 7 factors 4.1 Assessing fitness of athletes 4.2 Creating a brand for athletes 4.3 A evaluation of training 4.4 A systematic evaluation of competition schedules 4.5 Applying sports science 4.6 Applying medicine and nutrition 4.7 Systematic measurement of excellent athletes.

**Conclusion:** The strategies presented offer a well-rounded blueprint for achieving sports excellence by encompassing strategic planning, systematic organization, and proactive operational measures. Together, these components form a comprehensive framework that addresses the essential aspects of talent management, training, and performance evaluation, fostering a holistic approach to success in the realm of sports.

**Keywords:** Table Tennis Association; Athletes Excellence



## Introduction

Table tennis has long been a popular sport in China. The popular sport of table tennis can create a reputation for the country, and there is no shortage of athletes who have won world championships, such as the World Table Tennis Championships, the Olympics, the Asian Games, and many other titles. By 2021, there will be 10 table tennis Grand Slam athletes in the world, including 9 Chinese table tennis players, of which Zhang Yining is also a double-loop Grand Slam. Thus, it is confirmed that China has many athletes who became famous for table tennis (Pu & Yuan, 2022), but at the same time, the main sponsor of table tennis in China is the government. It has been the state that gives the association administrative funds. The Chinese Table Tennis Association is one of the prominent associations that have made Chinese table tennis recognized worldwide. The association has been grooming new athletes to replace the old ones while the former champions take a back seat. So far, Chinese table tennis player champions can work for the Chinese Table Tennis Association after they quit the national team. For example, as a coach for the association, or as a coach for a different team, or as a university teacher. (Xie & Xu, 2021)

The Chinese Table Tennis Association, which is the foundation of the Tennis Association, is a must because of the present time. The Table Tennis Association was originally scheduled for the following reasons. It is not a selection of players from the association, which may be seen as the popularity of the people and the players who were champions. The Table Tennis study was the result of creating incentives from the senior athletes. That's always been a good thing, but the future could have made a difference if athletes weren't so popular and focused on other things than table tennis. So, it's possible that you have to find a way to get a Table Tennis player to take an interest in the sport by loving it. The Table Tennis tournament is based on several factors such as the establishment of Table Tennis. It is based on the principles that the Table Tennis Association is actively involved in managing the Table Tennis Association. Athletes from the Table Tennis Association are well-funded. The governing body is well-funded. There is a competition based on the principles of the table tennis association to find Table Tennis players (Liang, 2018).

The establishment of the Table Tennis Association is based on several aspects of the Table Tennis Association, which is designed to be administered by the Chinese Table Tennis Association. The practice of Table Tennis is based on the following principles: It is easy to find a way to choose from the association of Table Tennis. The authority of the trainer is the decision-maker, and the inclusion of the sport is to comply with all the rules and regulations of the association. Once a sportsman has received it, it must be taken into the system to create an athlete to excellence. The basic principle is that practice psychology in practice covered by a national team trainer, which must be considered in many areas of assessment, such as the status of the mind, or the evaluation of the work. Age, full body playing techniques, and preparatory testing, by creating a practice plan, practice it by allowing everyone to test separately from the athletes at which level the association is at. Scholars must say the player will be happy and develop to excellence automatically, the well-being of the body, the well-being of the living, the training of teammates, and other staff members that are concerned with the form of training for all aspects of the sportswoman, (Deng & Xiaoming, 2019).

China's official study of the Table Tennis Association, which is ready to advance to the excellence of the table Tennis association, is required to establish a strategic policy to create a selection system of athletes with the ability to reach full excellence. This means that it takes a step toward the goal,



the right strategy, and the means of casting. The Table Tennis team is provided with a system and quality, as the players who are good at Table Tennis have a full range of results. It is the best that you will challenge the world, but it is the best that you will ever find. However, it is the practice and the enjoyment that results will be placed in your mind to be ready for the challenge. The best practice for athletes is to enjoy their stay. The best practice for the sport is to treat the body, to be responsible, to be the best. The professional is to see the benefits of seeing the public benefits and not focus on the aspects of the crisis at any time. It is light and easy to fix the crisis at any time. It is said to be the results from the training process that will bring the Table Tennis player to the final for the next opportunity (Fan, 2019).

The invention of the table Tennis model to the excellence of the Chinese Table Tennis Association is a quality study that has been problematic based on the theory of management function (Bridges and Roquemore). The study of the work and literature has led to the researcher's interest in this study. To serve as an advantage to The Chinese Table Tennis Association, which could lead to a major and practical way to develop an athlete, an executive system to manage an association of creativity, and an executive system to manage athletes to become top-notch ready-to serve their country in training, China's table tennis association, which is the main goal of developing Chinese table tennis players.

## Objectives

The purpose of this research is to find out as follows:

### Main objective:

To create a model development of the Athletes Towards Excellence Model for the Chinese Table Tennis Association.

### Subsidiary objectives

1. Developing a model for developing table Tennis players towards excellence in Chinese table tennis associations.
2. Confirming the Chinese Table Tennis Association's Model Excellence Athlete Development Model for Implementation.

## Literature Review

Bridge and Roquemore (2019: 27) define management as coordinating the use of organizational resources to facilitate the achievement of certain goals.

Hicks, H. G. (2016: 240) states that planning refers to defining the goals or objectives of an organization and identifying the actions used to achieve them.

Koontz and Donnell (2017: 113) define planning as deciding ahead of time what is to be done and who will lead and take action to achieve the goal or make it a goal.

Dessler (2015: 68) states that planning is an action of developing options for goals and actions, setting rules and procedures, and predicting future outcomes.

Koontz and Donnell (2017) define managerial responsibilities into four areas: 1. planning. 2. organizing. 3. leading. 4. controlling.

1. planning means choosing how to work to achieve an organization's goals and deciding how to do it.



2. organizing means bringing out the defined work to determine the responsibilities of the people or groups of people who will perform it within the organization.

3. leadership refers to a person's ability to lead in an organization to help the organization achieve its goals. The role of leadership is to increase the productivity of the organization.

4. control is the managerial responsibility of managers to collect data and then use that data as a measure of organizational performance.

Pradas, et al (2021) The results show that children who regularly played table tennis had greater bone development and superior physical fitness compared to those who were physically active but not engaged in regular physical activity. This is the largest study to date presenting data about the potential of table tennis to benefit health in children. These results constitute an important first step in clarifying the effectiveness of table tennis as a health-promotion strategy to encourage children to undertake regular physical activity and limit sedentary behavior.

Studnicki, (2022) Table tennis is a useful sport to investigate visuomotor feedback, anticipation, strategic decision-making, object interception, performance monitoring, and more. Many studies use simulated or virtual racquet sports paradigms, while very few studies measure brain processes during active play. Properly handling artifacts in mobile table tennis experiments is important for confidence in interpreting neural data in the sport.

Pradas, et al (2021) It seems confirmed that regular table tennis practice during childhood is associated with a healthy body composition status, that appears to be maintained across older ages if keeping the practice. Senior table tennis players showed a fat mass <20% and lean mass ~45% in men and ~37% in women. A new contribution is that higher lean mass in the upper limbs was associated with higher ranking position (i.e., better performance), endomorphic somatotypes were negatively related to performance, and ectomorphic profiles seem more effective, which suggests the potential influence of morphologic changes in table tennis competition performance.

Pluta, et al (2020) Table tennis is a compound and technically difficult game because the player must act quickly, accurately, and in changing conditions. Coaches should suggest low-intensity and pleasurable PA as a form of breaking the sport-specific intense routine, maintaining the fitness levels, and optimizing recovery and injury prevention through active recovery while counseling them on how to use sedentary behavior for the benefit of table tennis players' health, wellbeing, and performance.

Bańkosz, (2020) Various studies have highlighted the benefits of playing table tennis as a form of recreation and leisure, such as improving hand-eye coordination (1), improving balance, coordination, brain stimulation and development of cognitive functions (2), development of body build, and improving fat distribution (3). Furthermore, as a sport practiced by professional players, table tennis is extremely demanding. The skill level in this sport is determined by a great number of factors, which are combined in terms of physical preparation (fitness and coordination aptitudes), technical preparation (e.g., perfection, variability, and variety of playing techniques), tactical preparation (e.g., planning and "reading" the game and adjustment), and mental preparation (e.g., positive attitude, attention, level of emotions, etc. (4) Providing opportunities for sustainable development of all skills in the above-mentioned areas seems to be a very important aspect of the training process. The basic principles of training involve individualization, the aim of which is to adjust the load and training programs to the various individualized needs of the athlete (5). Their diversity may result not only from differences in anatomical body build, and level of development of motor skills but also from age, gender, level of



technology, or psychological determinants. The diversity described may be manifested in the variety of techniques, characterized by the different movements in joints and kinematic or angular parameters. Differentiation of kinematic parameters in table tennis has been explored in previous studies.

In this paper, we review several pieces of literature related to ping-pong and management. Firstly, Bridge and Roquemoire (2019) define management as the process of coordinating organizational resources to achieve specific goals. Hicks (2016) further explains that planning is the process of identifying the goals or objectives of an organization and determining the actions that will be taken to achieve these goals. Koontz and Donnell (2017) also emphasize the importance of planning, which they see as deciding what is to be done, who is to lead and the actions to be taken to achieve the goals before the actions are taken. Dessler (2015) describes planning as the process of setting goals, actions, rules, and procedures, and predicting future outcomes.

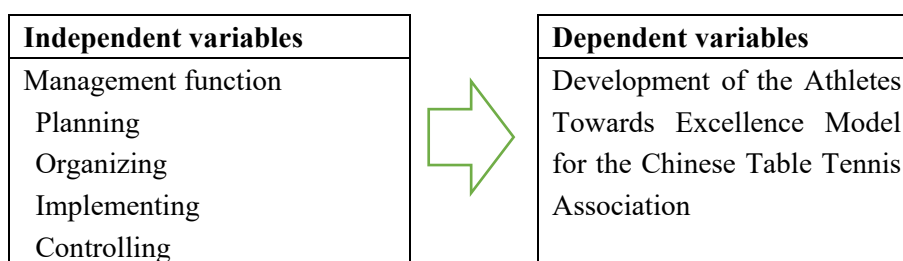
Furthermore, Koontz and Donnell (2017) classified management responsibilities into four areas: planning, organizing, leading, and controlling. Of these, planning is the process of choosing how to work to achieve the organization's goals and deciding how to do it; organizing is the process of determining the responsibilities of people or teams within the organization; leading is the process of helping the organization's ability to achieve its goals and increase its productivity; and controlling is the process of collecting data and using this data as a measure of the organization's performance.

Finally, a study by Pradas, et al (2021) showed that children who played table tennis regularly had better bone development and physical adaptations compared to those who were physically active but did not engage in regular exercise. This study is the largest to date to provide data on the health benefits of table tennis for children. These results provide an important basis for the effectiveness of table tennis as a health promotion strategy to encourage children to engage in regular physical activity and limit sedentary behavior.

In conclusion, table tennis as a form of exercise not only helps to improve physical health and bone development but can also be used as a management tool to improve organizational performance and productivity. This literature provides us with links between table tennis and management, highlighting the potential of table tennis to promote health and improve organizational effectiveness.

### Conceptual framework

In this study, the researcher used the management function of Bridge and Rogemore (2019) as a theory for constructing a conceptual framework.



Pictures 1 Conceptual Framework





## Methodology

**Research Tools:** This study modeled the development of the Chinese Table Tennis Association towards excellence through the expert interview method and focus groups

1. Structured interview 2. Rating scale 3. Check the applicability of the model through focus groups. 4. Confirming Consensus 5. Confirmation of the opinion is consistent

**Population and Sample:** The population used in this research was 21 professionals who are more or current presidents of the Chinese Table Tennis Association national team coaches and table tennis players. Samples mean the 19 experts selected for the snowball sampling were as follows: 5 table tennis association presidents, 7 national team coaches, and 7 table tennis players using Delphi techniques.

**Study Variables:** The independent variables are Management Function, Planning, Organizing, Implementing, and Controlling. The dependent variables are the Model for the development of table tennis athletes towards excellence of the Chinese Table Tennis Association.

**Data Collection:** (1) Bring the books from Thonburi University in Bangkok to all 19 experts. (2) Conduct the first round of management function theory interviews with structural experts. (3) Second round of interviews with experts through rating scales. (3) 3<sup>rd</sup> round of interviews with experts. (4) Experts make corrections in round 2. (5) Getting focus groups to reach a consensus. (6) Analyzing the data. And (7) Summarize the model.

### Data analysis and statistic in Research

Data analysis using statistics: (1) Analysis of data from the interview of 19 experts, analyzing quality information by analyzing Content analysis. (2) Data analysis from group discussions to determine fit and find me qualified Congressman resolution from the table tennis association, set out as a list. (3) Statistical analysis of experts in the second or third round of inquiries; Median (Mdn), and Interquartile Rang (IR). And (4) Data analysis, for statistics used to confirm the model; mean ( $\bar{X}$ ) and standard deviations. (SD)

## Result

The fact that the expert participated in group discussions to listen to a summary of objectives research conceptual fanworks and research methods for group participants to discuss issues about the development of athletes toward excellence model for the table tennis association

**1. Planning** that Plan the process for excellence, must have Add organization and athletes to join. It is Planned to add new athletes and Plan to find talented athletes. Must have the outcome quantitative results and the output qualitative results. Including the Plan and the financial budget, Involving parents must be included in the support plan. to Planning for table tennis to go international because need to plan for table tennis to a professional level. To give Athlete trading plans must be developed and executed at a professional level. To Plan and set goals for training and testing systematically. by Trainers must plan annual, monthly, and weekly training appropriately. Will make Associations must plan for table tennis to become a world championship. Associations must develop training for coaches and athletes to be up-to-date at all times. Associations must plan the evaluation of dissemination in a practical format for the general public who are interested in practicing through the channels. Xiaohongshu, mooc You ku and TikTok.



**2. Organizing** that Organization of sports excellence must have an Organized sports excellence policy. There is a method of Selecting outstanding athletes organizing a sports training center of excellence and Arranging quality Trainers. Including the Arrangement of equipment and facilities with Organizing excellent athletes into team athletes the format of table tennis is international and played professionally all over the world. to Budget allocation comes from the National Sports Committee, Ministry of Finance. Special funds sponsors and Competition formats must include competitions for athletes aged 7 years and up. for Organizing the competition mechanism is to arrange the promotion and relegation of national teams. There must be a system of organization. and Associations must systematically train athletes and promote them to the national team when they reach a certain age. because an athlete's ranking must not have any weaknesses and must be. The coach must be the one to stop the leaks of that athlete. by the Organization of athletes when they retire to have care and work and Programming athletes for excellence must be a core policy to train athletes to become champions. for the association must give importance to creating a level of change for both new and old athletes of the association.

**3. Implementing** that Developing Table Tennis towards excellence with Physical fitness tests according to the format and Practice tests to measure athletes' abilities must have Practice according to basic intermediate and setting goals for training and skill competition. There are samples of Counterattack practice tests and fighting and so on Ball hitting practice tests there are Excellence athletes must have strict self-discipline both in their posture, training, and obeying the coach by Module of practice for excellence ass follower: 1. Capital/ budget 2. Practice/trainer 3. Show off skills/showdown 4. Practice your skills/competition 5. Advance your skills and Excellence athletes must have the skills to practice, build physical fitness, and compete systematically and regularly. Athletes must have experience and practice strategies regarding training, competition, self-assessment, and evaluation. Athletes must train their physical fitness regarding strength, endurance, agility, and speed, and train systematically and regularly. and Athletes must practice until they find out how they play to be unique. will make Athletes train from a coach and then find a way to train like an athlete who has become a champion in their form as much as possible for experience. Athletes must enter 1st place. 2 and 3 of the national team will have the right to enter the professional level at the international level, Excellent athletes must not be obsessed with all kinds of vices. They must determine their lives to play sports correctly and appropriately. Organization of the tournament system: After every tournament is completed, one must evaluate one's playing skills to improve them. and Organization of tournaments to promote skill level to professional playing.

**4. Controlling** that Measures fitness and athletic skills excellence Test must Models for building an excellent brand there are Training coaches and athletes for excellence dong with Scheduled Training Program by Training according to sports science principles and Applying medicine to training and competition for Creating concentration in Training and competition and act on Thinking of a measurement and evaluation format must consult and listen to suggestions from experts to improve the training methods for playing competitions and competitions. and the development of students towards excellence must strictly refine their skills and target techniques in practice, competitions, and competitions. Coaches must systematically evaluate performance to test the skill level of players. will make Excellent athletes practice mental imagery to use in training, competitions, and competitions very well. and Player evaluations compared to two previous matches to see Weak points, strengths, and



shortcomings that can be improved and corrected. will make Evaluation through skill testing and submission to national and international competitions considered a valid test for skill promotion. to the association must be the one who evaluates and ranks athletes' performance at what level to improve and make improvements. Self-evaluation to develop your skills as a professional player increases your income and improves your living skills. and Evaluation formats are as follows: skill testing with practice exercises, trimming testing, competition testing, Analyzing results, and Ranking athletes' skills

A summary of the model obtained from creating the research model can be explained in conclusion that the model cannot explain the correctness of using the model or the success of the model at all, but only one that is successful and There may be one or the other that fails, so the implementation of the model must be combined. The association can take the model that it deems appropriate to formulate an excellence policy and apply 4 strategies and 28 factors to develop personnel to Develop the next generation of excellent athletes from the China Table Tennis Association

## Discussion

### 1. Planning

Planning for Athlete Excellence What we want to achieve for Athlete Excellence to be effective involves collaborating with other organizations and planning for the selection of new athletes. must be added all the time as it has been said that creating excellent athletes requires knowing how to create a planning system and finding athletes to reinforce the team. It is considered that planning is extremely important. After that, one must search for talented athletes It will be used to strengthen the training planning team to produce quantitative results and the planning for training must produce qualitative results for the athletes. The next important thing is to organize the budget as follows. As Zhao & Tang (2018: 23) say good planning is strategic planning because it is sustainable and reliable planning. Setting up a system that will require experts to carry out the development of players, coaches, administrators, and especially athletes must start with players from the region before reaching the central government where they can develop. To become a champion of the country, a champion of the world, and continue to develop into a professional player, training must be organized, finding new training models, creating training models for athletes to achieve excellence, and making them practical by showing them to youth who want to be athletes. The sport of excellence has been practiced by hanging it on the Xiaohongshu you Ku Mooc and Tik Tok It has been said that creating

**Summary Planning:** Planning is considered a necessary matter in managing the issue of excellent athletes in the China Table Tennis Association. What is necessary in terms of planning is to create a plan to create excellent athletes. There must be an increase. The organization joins in facilitating training and searching for new athletes to join as well as finding talented athletes to train to increase the quantifiable results when training is obtained. Qualitative output is reflected in planning and financial and budget planning is also required in the planning stage.

### 2. Organizing

The organization is important in organizing sports excellence. You must know how to set policies for selecting excellent athletes, setting up training centers, finding quality trainers, as well as allocating equipment to be used. Training and having organized training to develop sports excellence for athletes to become professional athletes. As mentioned, Macintosh (1987) said. Organizing an organization to be successful and able to develop and progress must have prepared elements. Personnel, athletes, places,





and equipment in the administration will be effective. Therefore, training athletes must rely on training in various strategies to be successful. Mao, et al (2018) That said, strategic planning in every aspect represents working as a correct system and strictly following the system which will result in the successful management of the work. The association must be aware of the organization of the system for the promotion of athletes. Athletes must be selected from the province to the country and internationally. They must know the strengths and weaknesses of every athlete because they must be organized into a program for training for competition. Competition must be related to the association, especially the athletes, coaches, and president of the association, and sponsors must be of the same type, in line with Sylves (2019) what has been said. The work of the organization must be serious and must be organized so that everyone can be very fulfilled. as much as possible for organizational success and athletic excellence.

**Summary Organization:** The organization of the sports organization for excellence to be successful must have a process linked to the excellence policy, have a method for selecting athletes, and have a quality training center with facilities to develop the athletes. Excellence for professional athletes

### 3. Implementing

Implement on the steps of organizing the China Table Tennis Association's model athletes for excellence must rely on practical methods to develop towards excellence. There must be physical fitness training and testing. Sports training skills must be learned. Basic excellence at the middle and advanced levels must have a place to practice to develop their skills and know how to develop themselves, with examples of counterattacking exercises and video exercises in counterattacking, training the ball correctly, and practicing like In sports excellence, practice, as Li Qing He (2022) has said, for an athlete to be good, there must be training, training, competition, and good physical fitness. Being a good athlete requires correct conduct. Must be in discipline as Bateman & Snell (2017) in skills is training the strategy of the training system, creating boundaries, strategic planning regarding preparation, game analysis, competition, results, and losses from the competition to improve and correct for development. Better

**Summary Implementing:** The practice of the model athletes towards excellence of the China Table Tennis Association has stepped to develop towards excellence. There must be a selection of talented athletes of excellence, and knowledgeable and capable coaches must be present. Testing in creating heavy training, there are training programs, and competition programs to develop playing skills, such as the example given to see about counter-attacking training and advanced skills training, batting practice in Various forms of principles of practice for sports teachers, excellence in practice

### 4. Controlling

The controlling regulates sports excellence, the China Table Tennis Association must evaluate physical fitness, measure sports skills, and establish its brand to build a reputation and constantly develop through training. Train both coaches and players using the principles of sports science to help, including the principles of strategic magic. In training, meditation must be practiced together to achieve success in the assessment and evaluation stage Liang (2018) said It has been said that measuring and evaluating the system is essential. Measurement will show the progress of every part of the system well. Knowing how to develop systematically the evaluation must be tied to Chinese culture, with hard training and controlled emotional and psychological aspects to become a Champion. Skill training and



promotion of athletes, and development towards excellence require training techniques. Contests and competitions are consistent with what Deng & Xiaoning (2019)) what has been said. Measurement and evaluation in competitions, competitions, skill rankings, building organizations, and associations must rely on evaluation to do these things for everyone to know in every aspect of development. of the entire system Developing toward excellence requires the skills of athletes. There is a test of training skills that must be compared with past competitions at the national and international levels. The association must show skill. To make athletes excel in professional sports, there is a whole assessment system that is Training and competing is consistent with, Deng & Xiaoning (2019) what has been developed requires a good training system that is tested in a variety of formats, requiring control and evaluation in many forms to enable the development of athletes towards excellence.

**Summary controlling:** Evaluation and control of the China Table Tennis Association's model athletes of excellence in the control and evaluation stage requires testing of physical fitness and sports skills, and building one's brand as an imprint on the entire training. Players and coaches must bring in sports science and medicine to develop sports excellence and quality, including having to practice meditation every time whether it is training or competing in sports evaluation and control. excellence

## Recommendation

### Research Recommendation

1. The interview must identify experts with higher potential.
2. The model creation will require better data than this time.
3. Setting the implementation steps must include information and be clearly defined.
4. Finding experts with more experience
5. Measurement and evaluation must include a variety of evaluation methods.

### Further Research Recommendation

1. Future research on this matter must select experts with better abilities and qualifications
2. The use of the excellence system must be different this time
3. Research results must be put into practice



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