



## Guidelines for Gymnasium Management of Tianhe District Guangzhou City the People's Republic of China

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### Abstract

**Background and Aim:** The facility that people are very interested in right now and which has quite a bit of problems in the current era is the Tianer County Gymnasium because this gymnasium is not perfect in its condition. The gymnasium may be too old, and in rather dilapidated condition, the equipment inside the gymnasium is incomplete, waiting for repairs to bring it up to date and be able to be used completely by those requesting to use it. The Objective is qualitative research and aims to present a guideline for study and create guidelines for Gymnasium Management in Tianhe district China.

**Materials and Methods:** The research interviewed 19 experts with a theory of Bridge and Roquemore planning, organizing, Implementing, and controlling. The sample of purpose was 19 persons. The present presidents of sports were current or experienced 4 persons. Gymnasium management working for 3 years were 5 persons, Gymnasium operators with 3 years of experience, 5 persons, and 5 persons who use the service with at least 3 years of experience. The 5-level estimation data were sent to experts in rounds 2 and 3 to conduct a focus group to find consensus, confirm the guidelines, and summarize the guidelines Delphi technique research uses the median and Interquartile (IR).

**Results:** The study and the creation of management guidelines for Tianhe City Gymnasium in Planning (Manager) that 1. strategic plan 2. policy 3. SWOT (Person) 4. People suitable for the job 5. Develop 6. Discipline (Academics) 7. Work reform 8. Training 9. Research 10. Work visits (Budget) 11. Plan budget use 12. Materials and equipment 13. income and expenses Organization (Manager) that 1. Structure 2. Marketing mix 3. Take care of users (Person) 4. Work teams 5. Safety department 6. Emergency Unit (Academic) 7. Organizing of structure 8. Provide income (Budget) 9. Budget structure 10. Worker bonus Implementing (Manager) that 1. Appoint a supervisor 2. Networking 3. Use of foreign languages (Person) 4. Professional 5. Honest and polite 6. Know the Innovation area (Academic) 7. Used current innovations 8. Accept change 9. Develop yourself (Budget) 10. Study income and expenses 11. Analyze income and expenses. Controlling (Manager) that 1. process evaluation system 2. Monitor and inspect 3. Promote Employees (Person) 4. Assess progress 5. Learn to evaluate 6. Practice evaluating (Academics) 7. Learn theory and practice 8. Solve problems into (Budgets) 9. Know financial regulations 10. Study to financial 11. Protect the organization's interests.

**Conclusion:** The management guidelines for Tianhe City Gymnasium focus on creating a strategic plan, establishing policies, and conducting a SWOT analysis during the planning phase. Organizational aspects include structuring, marketing, user care, and budgeting. Implementation covers appointing supervisors, networking, and embracing innovation. Controlling involves evaluating processes, monitoring performance, and adhering to financial regulations. This comprehensive approach ensures the gymnasium operates efficiently, meets community needs, and remains financially sustainable.

**Keywords:** Guideline; Management Function; Tianhe; Gymnasium

### Introduction

At present, there are many public service facilities in China, but those that provide convenience to citizens or those who use them for benefits include parks, football fields, exercise facilities, and other places such as theaters. Gymnasium because all the above are beneficial to the people in general. China attaches great importance to these places because they provide the people with good services and benefit the people in various areas. It has been widely used in various areas that have been created to satisfy the public, such as a place for exercising, a place to rest, a place for recreation, a place for aerobic dancing, a place for dancing, fitness, etc. Physical fitness testing, use of Community places, use of places for training, and much more as stated by Wang, (2021)

The facility that people are very interested in right now and which has quite a bit of problems in the current era is the Tianer County Gymnasium because this gymnasium is not perfect in its condition. The gymnasium may be too old, and in rather dilapidated condition, the equipment inside the gymnasium is incomplete, waiting for repairs to bring it up to date and be able to be used completely by those requesting to use it. Therefore, there must be a serious plan to improve this gymnasium.





Consistent with the concept of Zhang (2020), it has been stated that in developing a venue to support correct use, both the venue and the field must be ready in every aspect, such as field it is very good to make the people of this province satisfied like creation a business using the use of gymnasium services which can be used as income for the community and has Research supports the provision of places or the creation of facilities for the people who generate income from using the services of this shooting facility, which is a service characteristic of the present or modern era (Du, 2017).

It is the planning of organization, practice, and control by interviewing experts using the principles of management function theory as the principles for creating a guideline in the form of structured interviews to obtain a leading guideline. It is a way to improve and develop the gymnasiums of this province by using the knowledge and abilities of experts to improve which will be used to provide services to the public and the public in the next order. The system is to earn income and have maintenance fees for each service request systematically and appropriately. There is an administrator to prevent problems and there are guidelines for systematically managing maintenance and repairs. This is consistent with the concept of Zhang (2020) Presenting methods for developing gymnasiums in Tianhe Province to create benefits for the community, citizens, and service users the principles, indicators, and indicators will be developed according to the principles of the national organizational objectives. China is that when the guidelines are created successfully and correctly, is consistent with Dai (2012) which states that the benefits of using a gymnasium or meeting room are desirable for the people of society and those who want to use them come to request the service because they It is thought that it is necessary to exercise in organizing activities that require the use of buildings and facilities from the said field to promote organizing activities or sustaining occupations. Remain in the community to make the people happy and beneficial. Therefore, the benefits which the government must be a facilitator to do well in both the sequence of steps and the use of the people in society to create satisfaction and present to the society in the community. The next step is to think that the operation is beneficial Xie, (2021).

Overall, the problem could be that the Tianer County Gymnasium is currently in poor condition, with outdated facilities and incomplete equipment. To address these issues, a comprehensive improvement plan is essential. Suggest utilizing expert interviews and management principles to create structured guidelines for enhancing the gymnasium, which will include systematic maintenance and repair strategies improved facility should support community activities and promote public satisfaction.

From studying the research literature and asking for advice from experts Consulting guidelines and asking for suggestions and opinions in studying problems and solving problems to improve the form of management of the gymnasium including preparation. to create a guidelines guideline for the management of gymnasiums in Qiang'o City, Guangzhou Province, China, the researcher is interested in studying. The importance of that will determine the users of the service is the people community is happy and able to use the benefits in order. Give importance to services in using them to make people happy and as expected in using the gym for exercising and doing other activities to bring happiness to the community in the future.

### Research objectives

- 1) To study the management of gymnasium development in Tianhe City, Guangzhou Province, China.
- 2) To create a management guideline for the gymnasium of Tianhe City, Guangzhou Province, China

### Literature review

The research on the management practices of gymnasiums of Tianhe District, Guangzhou Province, China aims to study the management practices of gymnasiums of Tianhe City, Guangzhou Province, China, and to establish a guideline. Management of the gymnasium of Tianhe City, Guangzhou Province, China has studied and researched the following documents and research related to principles and theories.

This research uses the management function theory of Bridges and Roguemore (2019) which includes planning, organizing, implementing, and controlling. The planning principle is to carry out the



work in the future in a sequence and correct steps, with working principles, working methods, and operations. Organization means organizing the organization in the correct format according to the management principles with steps and processes. Implementation means doing the work to produce results as planned and with objectives. Control is managing, supervising, and evaluating the results of the work that has already been carried out to be successful.

**History and Origins of the Gymnasium** Tianhe Sports Center Tianhe Sports Center is a large stadium on the core of Tianhe CBD, a standardized stadium established in Tianhe Stadium was built on August 30, 1987. Tianhe Stadium is in Guangzhou, Guangdong Province, China. It is one of the largest stadiums in China and a landmark of the city. The stadium started construction in 1987 and was completed in October 1988. It covers an area of 440 thousand square meters and can accommodate 80,000 spectators. The total investment for the construction of the Tianhe Stadium was 560 million yuan, including 350 million yuan of construction funds and 210 million yuan of equipment funds. The construction funds mainly come from central and local government grants, bank loans, and private capital. Tianhe City is a subsidiary city of Guangzhou, which consists of several cities Most of them are cities that in the past were prosperous until today. They are now a tourist center. There is a botanical garden that includes international flower growing and has continued to grow flowers in many different colors until now. There may be some damaged parts waiting for improvements and waiting for a new format to be more modern in the current era, which everyone must be satisfied with and be able to use the service on the next occasion. (Xie, 2021)

**Principles of Gymnasium management** the management of Tianer Gymnasium from the past until the present day has been managed as follows. Management principles Organizational management refers to the organizational management guidelines of a gymnasium using the following management principles. Office administration is divided into the administrative department Activities Department Finance Department Materials and Equipment Department personnel Management The highest executive is the director. Deputy Director Deputy Director of Human Resources Deputy Director of General Administration Deputy Director of the Budget Department Deputy Director of the Materials and Equipment Department Various department officials Janitor Security guard Budget Management Director of the Budget Division Budget Management Department Revenue Procurement Department Management and Expenses Department Budget Unit Evaluation Department External Management Contacting external organizations

**Measurement and evaluation** Measurement of operating systems Measuring a measurement system that is a process Organizing a separate evaluation system Personnel evaluation Individual evaluation design evaluation of personnel according to position Evaluation of external coordination Network coordination Special contact.

**Guidelines** The study of guidelines and guidelines development revealed that there are different steps in guidelines development, but they can be divided into two steps: guidelines construction and image accuracy. Depending on the nature and legality of the material, the guidelines detail each step in the process.

**Expert** That an expert is a person who has the knowledge and ability to comment on experience in any field to recommend work to accomplish an objective by the expert's competence and his or her own existing experience.

**Focus Group** That focus group interview is an important research tool that can be applied to discover, explore, and verify several issues. It is worth noting that focus groups are a dynamic and flexible technique that cannot be dependent on a particular format. When using this method, the participants can change according to the situation and the time, place, conditions, and subject matter to ensure that the research questions are carried out smoothly. Therefore, when choosing to use focus group interviews, it is necessary to consider its strengths and weaknesses or to consider using it in conjunction with other methods.

This paper is based on the need to study the development of guidelines for the training.

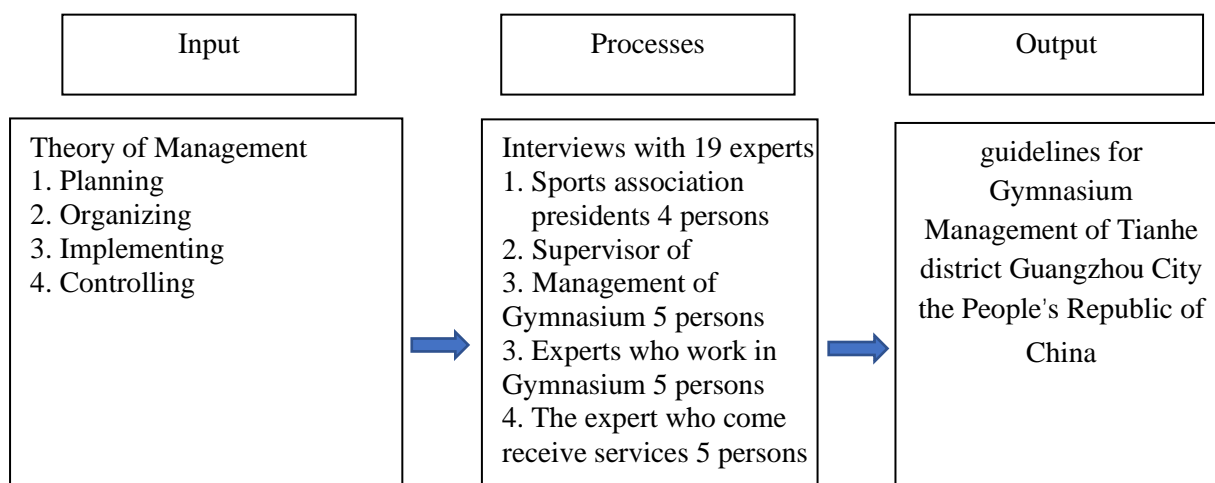
**Delphi Technique** The Delphi method obtains data from questionnaires and other sources that do not require experts to come together. All questionnaires must be answered reliably. The first round of

questionnaires is usually open-ended. Next, a closed-ended questionnaire is conducted. Ensure that each expert can answer the questionnaire through a careful filter. The opinion with which the experts agree on each response to the questionnaire. The previous responses are expressed in the statistical form of median and interquartile range.

The principles for selecting gymnastics guidelines for use are based on research as follows: Fan (2019) Factors affecting the decision to choose a location to exercise in a gym. Objectives: 1. Study exercise within a gym by choosing a location. 2. Select a gym that is modern in the present era for exercise and activities. Another sample group of 200 Persons by random analysis of people aged 20 years and overusing a questionnaire with 5 statistical scales: frequency distribution, percentage, and standard deviation. The results of the research found that there were 40 female persons aged between 21-30. Years of age choose to exercise in the gym, accounting for 45.07% Women aged 31 and over like to exercise in the gym, with aerobic dance accounting for 15.05% Men aged 21.30 years 30 persons accounting for 20.03% like Jogging in the gym: Men aged 31 years and over like to play indoor sports, accounting for 19.30% Users have a significant relationship with the gym at 0.05.

### Conceptual Framework

The research on management practices of gymnasiums in Tianhe City, Guangzhou Province, China used interviews with 19 Expert persons based on Bridge's and Roquemore's management function theory of Planning Organizing Implementing, and Controlling.



**Figure 1** Conceptual framework

### Methodology

#### Population

The experts and experts who will provide information in the interviews for the creation of the Tianhe Gymnasium management Guidelines based on the Delphi technique have the following qualifications: Experts who are executives of the current or past presidents of sports associations with management experience of not less than 5 years, qualified experts or experts who are supervisors of gym management or a fitness facility with not less than 3 years of management experience as a supervisor, a qualified person or an expert who is an operator in a gym or exercise facility with not less than 3 years of experience Years of qualified experts or experts who come to use gyms and exercise facilities with experience of not less than 3 years.

#### Samples

The sample group came from a population of 21 Persons, selected by purposive methods using the Delphi technique, leaving a total of 19 Persons as follows: 1) the experts who are current or past executives of sports association presidents who have experience of not less than 5 years, 4 persons, 2) the experts who are supervisors of management of Gymnasium or exercise places with experience in managing supervisors of not less than 3 years. 5 Persons 3) experts who work in gyms or exercise places with work experience of not less than 3 years, 5 persons. 4) the experts who Come receive services in



the use of gymnasiums and exercise facilities with experience requesting services of not less than 3 years, 5 persons.

#### Research tools

##### 1. Structured interview

Interview 19 experts in the first round based on the management ten action theory of Bridges and Roguemoore the Planning Organizing Implementing and Controlling

##### 2. Rating scale

Interviewing experts in the 2 rounds by taking the answers in the 1 round to mate Rating scale 5 levels in the 2 rounds to consider the suitability of the content and expressing opinions in the 2 rounds. If the experts do not comment in the round this indicates that the data is saturated there are no 3 cycles.

##### 3. Checking the applicability of the Guidelines by focus group.

Use experts to bring information from Round 2, saturated data, or data from Round to the group meetings. People who do not belong to the same group but have the same qualifications participate in the group meeting to seek consensus on the Guidelines for come Gymnasium Management of Tianhe District Guangzhou City China.

##### 4. Confirmation Consensus

Review the appropriate and possible form of Gymnasium Management in Tianhe District Guangzhou City China.

##### 5. Confirmation of the opinion is consistent

Confirmation of opinions for consensus of consistent opinion. To be analyzed median and Interquartile range to define the creation of a format. The Gymnasium Management of Tianhe District Guangzhou City China.

#### The process of creating the tools

1. study Bridges and Roquemore's theory of the management function, planning, organizing, implementing, and controlling.

2. design close-ended questions for the first round of expert interviews second round.

3. construct five levels of answers in the first round, which are the questions in the second round.

4. present each created question to the experts and consultants to check the accuracy of the content.

5. interview the experts.

#### 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.

4. 3rd round of interviews with experts. Experts make corrections in round 2.

5. Getting focus groups to reach a consensus.

6. analyzing the data

7. summarize the Guidelines

#### Data analysis

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 Guideline for Gymnasium Management of Tianhe district Guangzhou City China.

3. Statistical analysis of experts in the second or third round of inquiries

3.1. Median (Mdn)

3.2. Interquartile Rang (IR)

#### Results

Summary of Objectives

1. Study of measurement of Tianhe Gymnasium.

2. Creating a management guideline for Tianhe Gymnasium

**Table 1** Answers to objective material number 1, study of management of Tianhe Gymnasium, Guangzhou Province, China are as follows.

##### 1. Planning

##### 2. Organizing

NO.	Planning	NO.	Organizing
<b>Manager</b>		<b>Manager</b>	
1	Strategic planning	1	Administrative structure
2	Policy planning	2	Structuring the marketing mix



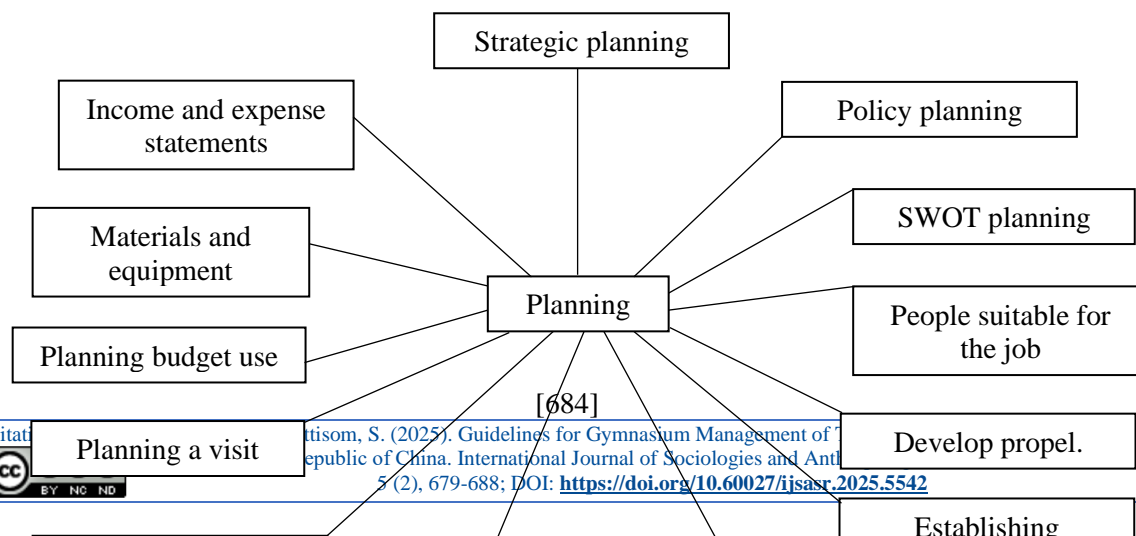
3 <b>Person</b> 4 People suitable for the job 5 Develop propel 6 Establishing discipline <b>Academics</b> 7 Work reform 8 Training planning 9 Doing Research 10 Planning a visit <b>Budget</b> 11 Planning budget use 12 Materials and equipment 13 Income and expense statements	3 Take care of users <b>Person</b> 4 Organization work Teams 5 Security team 6 Emergency team Unit <b>Academics</b> 7 Organization of the training team structure 8 Provide income <b>Budget</b> 9 Budget structure 10 Worker bonus structure
<b>3. Implementing</b>	<b>4. Controlling</b>
<b>NO. Implementing</b>	<b>NO. Controlling</b>
<b>Manager</b> 1 Network coordination 2 Appoint a supervisor 3 use of foreign languages <b>Person</b> 4 Personnel must work professionally. Personnel must use modern communication systems 5 <b>Academics</b> 6 Accept change to develop yourself 7 Personnel must be polite, humble, and honest. 8 Know the Innovation area <b>Budget</b> 9 Study the income and expenditure system to be correct, concise, and honest. 10 Analyze income and expenses	<b>Manager</b> 1 Process Evaluation 2 Monitor and inspect 3 Promote Employees <b>Person</b> 4 Assess progress. 5 Learn to evaluate. 6 Practice evaluating <b>Academics</b> 7 Learn theory practice 8 Solve problems into 9 Behave as a person who brings income to the organization <b>Budget</b> 10 Know financial regulations 11 Study to financial

### Summary

The answer to objective number 1 is to study the management of Tianhe Gymnasium, Guangzhou Province, China.

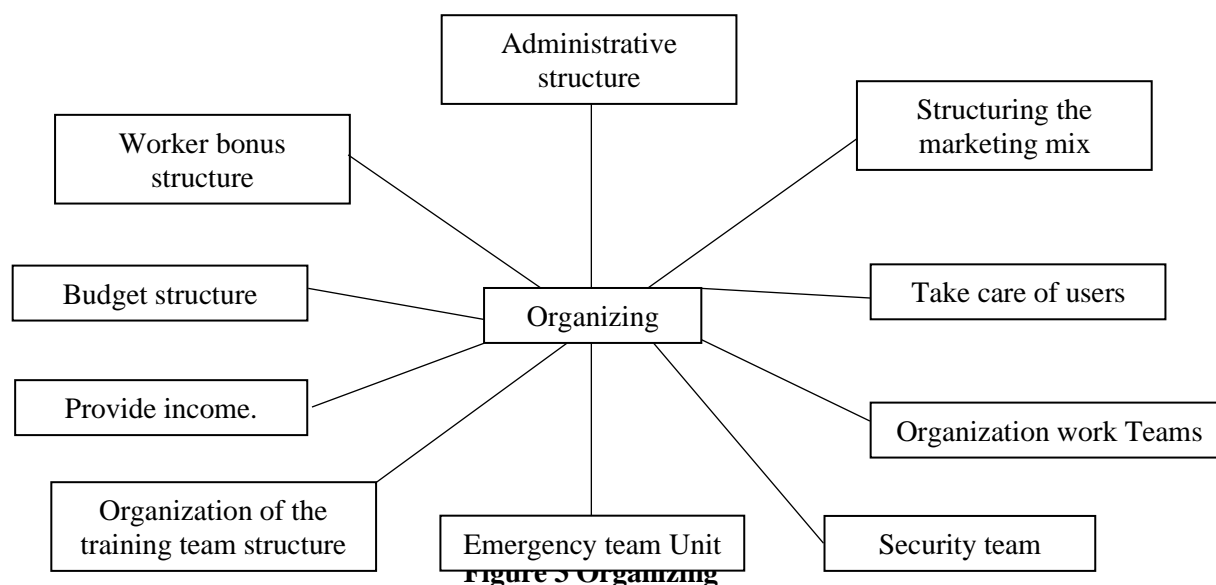
Objective number 2, creating a management guideline for Tianhe Gymnasium, has the following format.

### 1. Planning

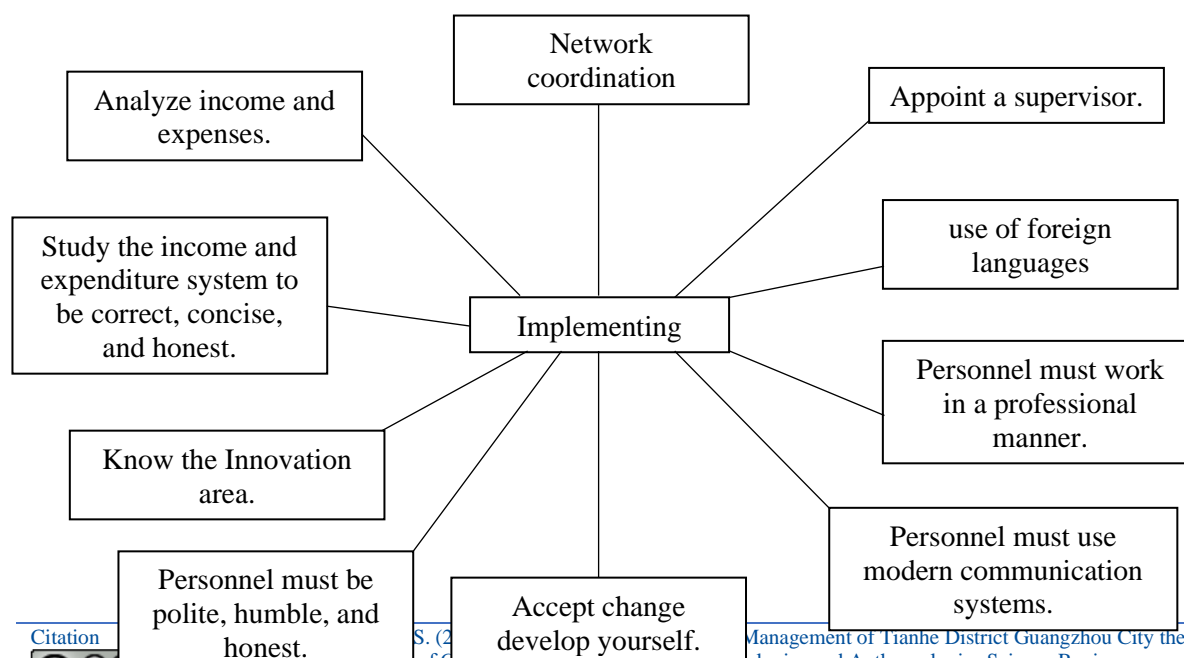


**Figure 2 Planning**

## 2. Organizing

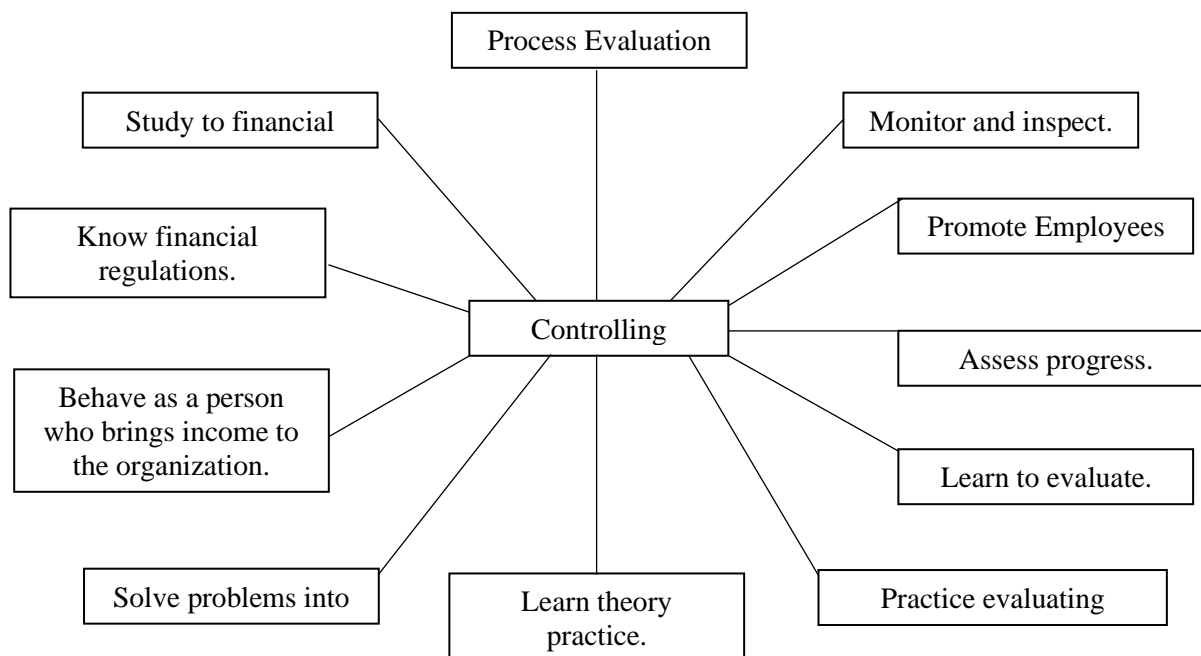


## 3. Implementing



**Figure 4** Implementing

#### 4. Controlling



#### Discussion

##### The Planning

Policy planning is planning to manage and improve the structure of the Gymnasium, which must find strengths and weaknesses by doing a SWOT to plan for creating a Gymnasium format that is consistent with Ding (2018) That said, creating public things that are useful for society to use, whether it's building a Gymnasium or building a stadium to serve the community, is a good thing. Fan (2019) That said, creating public things that are useful for society to use, whether it's building a Gymnasium or building a stadium to serve the community, is a good thing. In terms of personnel, personnel must be found to be suitable for the job. There must be a plan for enhancing the quality of personnel and the tools of discipline must be established so that personnel have good minds and can serve users or the community in line with Gao (2022) That said, the news aspect of the service, whether it is about the gymnasium or sports stadium, for people to use such as the general public or people in the community to make them happy in academics is very important. It is necessary to develop the work of organizing and developing educational personnel, good education must be the characteristics of contemporary education.

##### Summary Planning

Planning is an important method as the starting point for managing the Tianhe Gymnasium because planning is the starting point. There must be principles in every aspect, such as management principles, personnel organization principles, practice management principles, and Principles of measurement and evaluation, all of which must be planned and organized into policies in advance.

##### Organizing

The Organization is a form of preparation that is inherited from planning to systematization. In organizing the management structure, the marketing mix must be brought together to provide steps and processes for organizing the guidelines. Completely and must be brought into a strategic plan to reorganize the structure, which is in a manner that has changed just like the consistent statement of Qiao (2023) It has been said that love and management of the structure is like building a village for people to live in. If the planning or organization of the structure is not good, the people inside will not be happy. Therefore, arranging the structure to build a gym is something that is important Alber (2020) For the organization of personnel, it must be organized in the form of a team. Everyone knows their duties,



such as arranging teams for sports services, exercise services, security, emergency departments, these things. It is necessary to take place in the gymnasium the concept of Griff, (2019)

### **Summary Organizing**

In organizing the organization to create a management guideline for Tianhe Gymnasium, it can be concluded that the organization must focus on organizing the structure of management, organizing personnel correctly, and organizing work related to academic work. The personnel must be knowledgeable and able to act and, most importantly, is the budgeting structure that must be managed and taken care of in the next use of Indium.

### **Implementing**

Practices in organizing the gymnasium management guidelines. In practice, there must be administrative work that must be arranged with a supervisor for each department, such as the sports department, activity department, and recreation department head, and there must be a network to have internal and external practice in the practice stage is the most important stage, so you must understand the language. Learning a foreign language such as English will be very good in providing services. Practices that will make people trust you must know how to create a social service network that is consistent with Gao (2023) when there are principles of practice, talented personnel will be able to bring income into the organization by being able to contact outsiders, providing convenience to the community and having these people use the service, which will create a good feeling towards the organization. In terms of academics, personnel must know about structuring innovation into modern knowledge. Personnel must know how to accept change. Personnel must develop themselves to be prepared to take care of those who come to receive services in the Gymnasium. This is considered an important matter consistent with the concept of Ling (2021) Having said that, if we have management methods, whether it be personnel work or academic work, it shows that we can arrange the house beautifully. It's like a village or a place where everyone is happy, and everyone wants to come and work together. And this is consistent with Diny (2018) It has been said that budget management is necessary and must have the ability to manage both external and internal money, including providing benefits to staff. Employees must study the system, must know how to organize finances, and everyone must maintain and maximize the organization's benefits.

### **Summary Implementing**

The principles of practice in the management of Tianhe Gymnasium are matters that will require a system of extensive practices, such as having to appoint supervisors of the sports department, exercise department, recreation department, and other departments to learn from the abilities of individuals. Each person must use their skills to work professionally and must learn how to use modern information systems and understand the issue of budgeting which is very important. Everyone must learn to understand and maintain the organization's benefits. the most

### **Controlling**

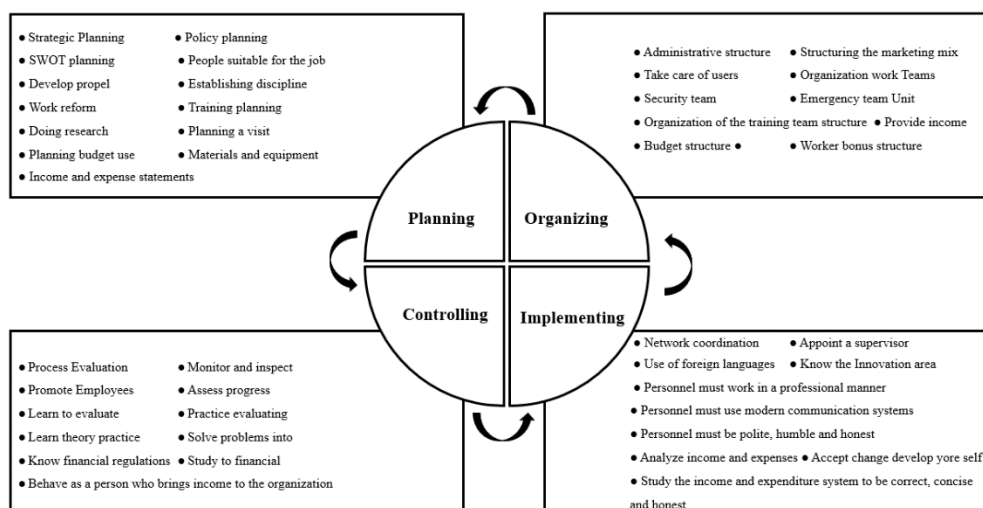
Control and evaluation are the most important matters in the management of Tian'er Gymnasium. There must be management, a measurement and evaluation system, and follow-up on the performance of personnel. Opportunity for personnel to work and learn seriously about various regulations and methods which are consistent with Wang (2021). The accordance with Zhang (2020) It has been said that the principle of providing service in a gym is like providing natural service to make people who come to use the service happy and without excessive regulations. If the service is natural, then it will always make the management of the organization happy. As for budgeting, controlling, and evaluating the budget is the most important matter. You must know the financial regulations; you must communicate the regulations for using the budget and income. Personnel must help in this area so as not to lose benefits. The concept of Fan (2019) It has been said that any person who can control and manage the budget well shows that he or she is skilled and understands the system. Others should follow their example.

### **Summary controlling**

Control principles: To create a management guideline for Gymnasium Tian, you must learn the correct measurement and evaluation methods. Individuals who come to use the service must understand the context and know the control principles. The matter of the financial system, income, and expenditure does not allow fraud or misappropriation in matters of finance, which is important.

The guidelines for gymnasium management of Tianhe District Guangzhou City the People's Republic of China can be summarized as follows:





**Figure 6** Guidelines for Gymnasium Management

## Recommendations

### Recommendation for this research

1. Interviewing experts should add more theories or methods.
2. The number of experts when doing research must be increased
3. Study the guidelines for the story and the things to be searched to increase accordingly.
4. Finding experts as the content becomes more detailed, there will be a need for more experts.

### Recommendation for further research

1. If you want to do this, you will have to add more content and intensity.
2. The assignment of theoretical experts and the literature search must also be increased.

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