

Studying and Identifying the Effective Management Factors on Talent Acquisition of Martial Sports Athletes

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ABSTRACT: This research has been done with the aim of studying and identifying effective management factors on the talent of martial arts athletes in 2024.

The method of this research is based on the purpose, applied and based on descriptive-survey data collection method of cross-sectional type. The data collection tool is a sample of library sources and studies and a researcher-made questionnaire, and the range of answering the questions is based on a 5-point Likert scale (very high, high, medium, low and very low). The statistical population of this research is all managers of high, middle and operational levels of the institutions under the Sports and Youth Organization of Mashhad, which is equal to 100 people, and for sampling, this number was selected as a whole number. The results obtained from the present research show that the factors of the athlete's individual capabilities, the ability to recognize talent, talent search methods, the support of officials and the presence of an expert coach have an impact on the management of combat sports talent.

Keywords: Management, Talent Search, Athlete, Combat Sports

INTRODUCTION

Problem Statement

According to the studies done, to better examine the topic of the current research, we will first explain sports management. As the research shows, sports management is an interdisciplinary knowledge and profession of different fields of humanities and social sciences, which presents a lot of common research fields to the researchers of these fields. Sports management is organization, planning, control, and supervision in sports and physical education, the purpose of which is to train and provide knowledgeable and skilled managers and experts to manage the affairs of sports organizations.

One of the complex and important concepts in the field of sports management is the management of sports talent search, talent search is one of the topics that is of particular importance in the world of sports and is considered one of the factors that help to identify successes and the way to reach its goals. To determine which athlete has more abilities than others in a specific field is one of the technical and specialized tasks that can show the importance and priority of talent search (Islami Pahoui, 2015).

Talent search and elite training is undoubtedly the most important thing in the country's sports. Among the pillars of the country's sports, the role of federations, clubs and educational centers is more pronounced. According to the theories of physical education researchers, every child is a potential champion of a sport, only his abilities and capacities must be identified and guided in the right direction (Katabi, 2017).

With the progress of science and the industrialization of sports in the world, the phenomenon of talent management has been more and more noticed in the field of modern sports. Searching and selecting the best and elite people for learning has been one of the human challenges since long ago. But the examination of the records and results of the world's best and elite champions shows that the majority of the records are related to those sports systems that have a comprehensive, scientific, and systematic program for the training of elite athletes. The study of countries that have pursued talent search in a targeted manner using systematic and comprehensive programs (former East Germany, former Soviet Union, Australia, Canada, North America, China, Russia, South Korea, Brazil, Hungary, Japan, ...) shows that the talent search process is implemented in a systematic, integrated and comprehensive manner in institutions such as sports clubs and venues, sports boards, and sports associations, the Ministry of Sports and Education, and the main implementing institution is education. and breeding (Qasmi et al., 2014). Basically, in sports where people's performance is measured by meters, kilos, and time, finding talent seems to be an easy task. For example, when among several athletes of the same age and elementary age, one runs faster than the others and with long strides, which has better running talent. However, in sports where the measurement criteria depend on the artist's art and intelligence, the task of finding talent becomes a little difficult, and combat sports are one such group. Because this style of sports is considered an art before being a sport (Fisher, 2013). On the other hand, martial sports are more interested in teenagers and young people, which shows the need to realize sports talent management in this field. (Sadeghi, 2017). Now, according to the above material, the basic question for the researcher is that what factors affect the management of sports talent in combat sports?

The Importance and Necessity of Research

Since physical training and sports as a wide and complex formations need to have skilled and efficient managers at different levels, therefore, the existence of efficient and effective managers for sports organizations is an obvious and inevitable thing, which shows the importance of management. on the other hand, the scientific study of sports along with the identification and cultivation of future champions is the task of sports sciences. The tendency to identify and cultivate talented people in sports is necessary for competition at the highest level of sports. Identifying talented people makes it possible to reduce the cost and time required to reach the elite, and identifying talented players becomes an effective means of earning and investing for sports clubs (Safaei and Mirmaradzehi, 2017). Another point which shows the importance and necessity of the research topic is that the poor performance at the international level and winning a small number of medals in a special competition is the main reason for managers to criticize the methods of finding sports talent and often the first step in international success Regular and correct identification of talent is dependent. Identifying talent, getting to know different sports disciplines and events and multiple selection is a complex and multi-dimensional process (Saber, 2013) which can be important to investigate the management of sports talent especially in combat sports which are known more individually.

Research Purposes

Main Objective

Identifying factors affecting the management of sports talent among combat sports

Secondary Objectives

- 1 .Identifying the impact of the athlete's personal abilities on the management of sports talent among combat sports
- 2 .Identifying the impact of recognition ability on the management of sports talent among combat sports
- 3 .Identifying the impact of the support of officials on the management of sports talent among combat sports
- 4 .Identifying the impact of talent search methods on the management of sports talent search among combat sports
5. To identify the effect of the presence of an expert trainer on the management of sports talent among martial sports.

Research Questions

Main Question

What factors affect the management of sports talent in combat sports?

Sub Questions

- 1 .Does the athlete's personal capabilities affect the management of sports talent among combat sports?

- 2 .Does the ability to recognize affect the management of sports talent among combat sports?
- 3 .Does the support of the authorities have an effect on the management of sports talent among combat sports?
- 4 .Are the methods of talent search effective on the management of sports talent among combat sports?
5. Does the presence of an expert coach affect the management of sports talent among combat sports?

Scope of Research

Time Realm: This research takes place in 2024.

Spatial area: The present research was conducted in Mashhad city.

Background Research

In this section, the summary of the previous research that is close or related to the subject of the present research is mentioned in the table below.

Table 1. Summary Table of Previous Research

Researcher and year	title	result	research method
Asadi et al . (2016)	Examining the barriers to finding talent in Iranian sports	There are many obstacles in the country's sports talent search structure that need the attention of the managers and policy makers of the sports field so that by removing them, the country's sports can achieve what it has been set for.	Quantitative survey
Mahmoudpour (2015)	Pathology of the hothouse model of talent acquisition and elitism in Iranian sports	The communication section, with the highest average rating, has had the most important effect in identifying the damages of the greenhouse model.	Quantitative survey
Qasimzadeh Mirkelai (2014)	Investigating obstacles to the success and continuation of the implementation of the national talent search plan of Iran Athletics Federation	The priority in the structural part is the lack of stability of management in the athletics federation, in the part of project implementation, little interaction with school sports, and in the part of developing the plan, the large extent of the plan has been of the highest importance regarding the failure and continuation of the implementation of the national talent search plan for athletics in Iran.	Quantitative survey
Shahrjardi (2012)	Kataro talent search in karate sport	To achieve the championship, the athlete's family plays the most important role. Because at the beginning of the journey, the spiritual and material support of the family is very decisive for the athlete, also the sports officials such as the relevant board, the general administration of youth sports and the relevant federation also play a significant role. He must love his work to be able to make a hero.	Quantitative survey
Shukar Elahi Ardakani (2012)	Talent search in women's taekwondo	Acceleration parameters were determined as the main biomechanical parameters, chest circumference, waist circumference and hip circumference as the main anthropometric parameters, flexibility, agility and strength and endurance of the abdominal muscles as the main physiological parameters. A significant difference between elite and non-elite people. Among all the measured variables (except the range of motion in turning away movement) it was present.	Quantitative survey
Noahi (2011)	Examining and introducing talent search indicators in combat sports from the point of view of coaches and heads of teams and presenting a model	The prioritization of the indicators determined in combat sports according to the areas from the first priority to the last is as follows: a) Anthropometric indicators that include height, upper body to lower body ratio, leg length, weight to height ratio b.) physical indicators - movement which respectively include explosive power, coordination between organs, speed, reaction time, agility c) physiological indicators which respectively include the type of muscle fibers, high lactate capacity, maximum oxygen consumption d) indicators Psycho-social, which respectively includes interest and desire to progress, creativity and technical intelligence, self-confidence, commitment, focus and marketing focus.	Quantitative survey

Research Literature

Talent-Acquisition in Sports

Talent Search Methods

All researches and documents in the field of talent search methods show that talent search can be done in the following two ways.

▪ **Systematic Method**

A: System-based method: In this method, a private or state institution discovers talented people with systematic and organized methods. People are discovered through tests and competitive methods.

B: Person-based method: The basis of this method is public sports. In this way, the sports structures provide the nurturing situation for the athlete who is known to be talented in the natural path of sports development. The above method is a traditional way to discover talented people in many countries.

▪ **Unsystematic Method**

In this method, through field observation in competitions, he is recognized as a talented person with the ability required for high-level sports. Therefore, sports structures and organizations do not contribute much to help the development of talented people. This method is in progress in many developing and backward countries.

Talent Search Steps

The identification of talents takes place over several years and during different stages. Now, three different models of the talent search process will be briefly discussed:

The first model: In this model, talent search is done in three stages. The above steps are:

A: The first stage: in most sports, it is done between the ages of 3 and 8. At this stage, medical tests are conducted regarding health and general physical development. The above step is to identify any physical disorders in terms of practicality or possible diseases.

B: The second stage: In most cases, it takes place between the ages of 9 to 15 for girls and 9 to 17 for boys, and it is the best stage for selection. This stage is used for teenagers, who have the experience of consistent training, in the above stage sports psychologists play their role.

A: The final stage: It is used for national team players, among the factors that must be evaluated are the athlete's health, his physiological adaptation to training and competition, his ability to deal with pressure and most importantly, the athlete's ability to improve in the future.

- Preliminary stage: 3-8 years old
- Selection stage: girls aged 9-15, boys aged 9-17
- Final stage: girls 15 years old and above, boys 17 years old and above

The second model: This model depicts the four stages of an athlete's sports path. These 4 steps are:

▪ The first stage: it is the sampling years, this stage is between the ages of 6 and 13 in most sports fields, in these stages, children should play sports for fun and enjoyment, the specialization of the sports field in this stage replaces negative approvals. will put

▪ The second stages: special years, this stage is between the ages of 13 and 15 in most sports fields. At this stage, the focus is on one or two sports. The specialization of sports is somewhat evident at this stage.

▪ The third stage: it is years of investment, this stage in most sports fields between the ages of 15 and 18, the specialization of the sports field is fully specialized, in this stage, the goal is to reach the elite status in a sports field.

The fourth stage: It is the stage of evolution and it is at ages above 18 years. This stage is for developing or maintaining skills.

- Sampling stage: 6 to 13 years old
- Special stage: 13 to 15 years old
- Investment stage: 15 to 18 years old
- Stage of development: 18 years old and above

The third pattern: In this pattern, there are four steps as follows.

1) Familiarization stage: In this stage, children participate in light and low-intensity exercise programs in the preliminary stages of development. Training programs at this stage should avoid focusing on the implementation of a specific sport and focus on their comprehensive and complete growth and development.

2) Sports formation stage: In the above stage, the intensity of the exercises increases gently and gradually. In this stage, the growth and development of motor skills and abilities are emphasized.

3) Specialization stage: In this stage, the athlete is specialized in only one sport, and the goal of this stage is to develop performance and reach the peak of performance.

4) Peak performance stage: The main goal in this stage is to achieve the highest and best possible performance.

- Acquaintance stage: 6 to 13 years old
- Sports formation stage: 11 to 15 years old

- Specialization stage: 15 to 18 years old
- The peak stage of action: 18 years old and above.

Talent Search Criteria

In the systematic method of finding talent, different scientific tests and tests are used to identify talent in people, these tests are for measuring the criteria of talent. Therefore, the criteria for finding talent have been identified.

In some sources, these criteria are:

- 1 .Characteristics of physical health
- 2 .Body measurement
- 3 .Psychomotor characteristics (skills)
- 4 .Physiological characteristics and physical fitness
- 5 .Physiological characteristics and physical fitness
6. Practice characteristics.

In some other sources, the criteria are divided into four categories:

1. Body measurement features
2. Physiological characteristics
3. Psychological characteristics
4. Psychomotor characteristics (skills).

Body Measurement

Physiometry is the investigation and study of the dimensions, shape, composition, effects of maturity and function of the human body for use, comparison and anthropological categories, which includes body measurements (height, weight, length, widths, circumferences, fat percentage, body type).

Sports scientists, doctors and specialists benefited from different body measurement techniques in important matters such as discovering sports talents, measuring body composition, measuring the results of exercises and physical abilities.

One of the most important applications of body measurement in sports is determining somatotype or body type and selecting suitable people for specific sports.

Somatotype has 3 components: endomorphy (body fat) suitable for sumo wrestling - mesomorphy (body muscles) suitable for fighting sports - ectomorphy (body thin) suitable for endurance sports.

The body type of different people is a combination of these 3 components and thus different people will have different body type formulas. The type and body composition of people is a mainly genetic characteristic that is inherited from parents to children, and with physiognomy, it is possible to determine the physical formula of people and their compatibility with different sports.

Standard body measurement method

Standard physique measurements benefit from the benchmarking and standard methods of the International Pipeboard Sports Body Measurement Association. In standard physique measurements, all the actions performed are based on determining the technical measurement error, so that the results of measurements and evaluations obtained are based on standard references and have the necessary validity.

Conditions for finding sports talent by the body measurement method:

- Age of people 8 years and above
- 44 sports for boys and 34 sports for girls.
- The choice of sports field is under the supervision of the ISAK international body measurement organization in Australia.

Physiological Criteria and Physical Fitness

background aerobic capacity, background anaerobic capacity, diagnosis and type of muscle fibers (by the biopsy method), strength, power, reaction, speed, flexibility, agility.

Psychological Criteria

1. Ability to deal with nervous pressure.
2. Intense passion: a desire to play that is impossible to ignore.
3. Internal motivation: excessive desire for success, motivation for progress.
4. Stability: the ability to control stress, calmness.
5. Stubbornness: self-confidence, self-esteem.
6. Positive attitude: enjoying competition, avoiding negative thoughts.
7. Realism: overcoming limitations, learning from past experiences.

8. Concentration: avoiding distractions, being immersed in the game.
9. Effort: Use full training time, pay attention to progress.
10. Tolerance: controlling desires to achieve perfection, patience against external factors.
11. Competitiveness: not accepting failure, interest in competing with others.

Perceptual and Motor Learning Criteria

Coordination, static and dynamic balance, sense of movement, acuity

Stages of Finding Sports Talent

1. Medical checkup test and paraclinical tests
2. Test of corrective movements
3. Physiometric test
4. Physical fitness test: strength, flexibility, cardiovascular endurance, muscular endurance
5. Psychological test
6. Motor and perceptual (skill) learning test: speed, reaction, agility, power, static and dynamic balance, coordination
7. Technical and tactical test ([Saber et al., 2011](#)).

Martial Arts

Martial sports are defined systems and traditions of combat techniques and techniques that are practiced with different motivations and reasons; for self-defense, competition in competitions, physical health and fitness, entertainment and recreation, as well as mental, physical and spiritual growth and excellence; The term martial arts mostly refers to East Asian martial arts such as wushu or kung fu, karate, taekwondo, silat, but western disciplines such as boxing, sawate, pankration and all types of wrestling are also included in the martial arts collection.

From the point of view of weapons, martial arts can be divided into three groups: "armed", "unarmed" and "armed and unarmed". The first includes skills such as archery, fighting with a spear, and swordsmanship, and the second, unarmed combat disciplines, emphasize hand and foot strikes, and the third refers to martial arts, which include armed combat in addition to unarmed combat. Today, some weapon fighting skills such as kendo (Japanese swordsmanship) and kyudo (Japanese archery) are practiced as sports, and unarmed disciplines such as karate, judo, taekwondo, muay thai, sanda, kickboxing and jujitsu are also practiced as sports. Self defense methods are practiced. Martial arts Wushu or Kung Fu, Aikido and Hapkido are practiced as unarmed and armed martial arts. Also, simplified forms of Tai Chi Chuan, a form of Chinese Wushu, stripped of its martial nature, are widely practiced to maintain health. The discipline of Wushu or Chinese Kung Fu is the only discipline that is categorized in all the martial arts collections ([Haqshohan, 2014](#)).

Theoretical

Behavior Reinforcement Theory

In this theory, we are dealing with a behavioral approach. In this theory, the environment is considered the cause of the type of behavior, not the internal events of individuals. One of the most famous theories explaining the process of motivation is the theory of strengthening and modifying behavior, which is attributed to the famous psychologist Skinner and his colleagues. In this theory, two types of behavior are distinguished: reactive (involuntary) behaviors and active (voluntary) behaviors. In the reinforcement theory, it is emphasized that the voluntary behavior of humans should be taken into consideration; In this way, after differentiating useful voluntary behaviors from useless or harmful voluntary behaviors, useful voluntary behaviors should be strengthened and useless or harmful behaviors should be weakened or eliminated. This process of "checking" and "reinforcing the elimination" of behavior is called "behavior correction".

Maslow's Hierarchy of Needs Theory

In the book he published in 1954 titled "Motivation and Personality", Abraham Maslow proposed the theory of how people satisfy their multiple personal needs in the context of their work. According to his observations as a human psychologist, he proposed that there is a general pattern for satisfying and understanding needs that people generally follow in a single order. He also theorized a concept called superiority or dominance, which means that a person cannot satisfy a higher need in the pyramid. understand or pursue needs until the perceived (lower) need is fully and effectively satisfied (Gavel, 1997).

Table 2.

level	type	samples
First	biological	Drinking, eating and sexual desire
Second	security	Safety, stability and support
Third	Love and belonging	To love and be loved
Fourth	respect	Respect for yourself and others
fifth	self-actualization	Realization of one's talents

Theoretical Approach

According to the theories that were presented in the theoretical discussion section and in line with the research topic, which is to investigate the factors affecting the management of sports talent among martial arts, it can be said that martial arts athletes, as members of a social system, need to provide a comprehensive program. They are to answer the needs that they face during their sports life. Sometimes the managers of this arena in response to their needs present methods and programs that do not meet the expectations and needs of the athletes, which causes their dissatisfaction. If they are not left, his satisfaction will decrease. According to Homans, the more valuable a reward is for a person, the less satisfied he will be with the amount of reward he has received so far. As a result, it can be said that the level of satisfaction of people's needs It has a direct relationship with their level of satisfaction and this issue can be effective in the management of sports talent, hence the theoretical approach of the current research is "Theory of Needs".

Theories

- 1 .It seems that the personal capabilities of the athlete have an impact on the management of sports talent among combat sports.
- 2 .It seems that the ability to recognize influences the management of sports talent among combat sports.
- 3 .It seems that the support of officials has an impact on the management of sports talent among combat sports.
- 4 .Talent search methods seem to have an impact on the management of sports talent search among combat sports.
5. It seems that the existence of an expert coach has an impact on the management of sports talent among combat sports.

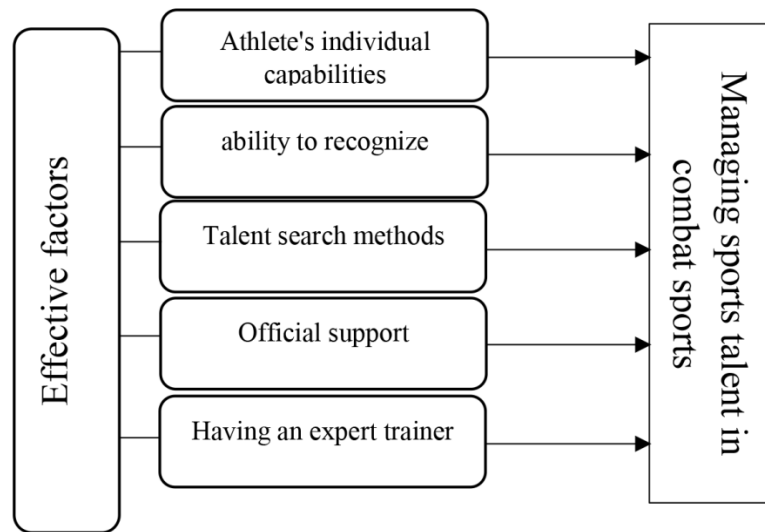


Figure 1. Research Conceptual Model

RESEARCH METHOD, STATISTICAL POPULATION AND SAMPLE SIZE

A statistical community is: "a number of desirable elements that have at least one characteristic feature". A characteristic feature is an attribute that is common to all the elements of a statistical community and distinguishes the statistical community from other communities (Azer and Momeni, 2013; 6).

The statistical population of this research is all managers of high, middle and operational levels of institutions under the Sports and Youth Organization of Mashhad city, which is equal to 100 people, and for sampling, this number was selected as a whole number. The method of this research is a survey and the data collection tool is a sample of library sources and studies and a researcher-made questionnaire, and the range of answering the questions is based on a 5-point Likert scale (very high, high, medium, low and very low).

Statistical analysis tools

The obtained information of this research, which was processed through the questionnaire, was first processed as described below, and then using spss software (version 26), the required statistical operations were performed according to the hypotheses and variables of the research. The collected information has been studied using two types of statistics, which are:

- **Descriptive Statistics**

In order to analyze the information collected in order to describe and introduce the structure, components and the current state of the sample population (as a representative of the statistical community), the statistics of the one-dimensional and two-dimensional frequency distribution tables, the mean index, were used.

- **Inferential Statistics**

In this part of the research, in order to analyze the research information that has been collected in order to test the hypotheses and explain the research, inferential statistics such as the comparison of means (T-Test), analysis of variance and independent t-test (one-sample) Used.

Validity of the Questionnaire

Validity: Content validity method was used to measure its validity. In the first stage, based on research questions and hypotheses and in-depth and free interviews, as well as preliminary free observations from the field, a preliminary questionnaire has been compiled and organized. In the second stage, the above-mentioned questionnaire was randomly completed by 30 managers. By doing this, while the highest amount of variance of the research variables was obtained to calculate the sample size of the research, some necessary corrections were also made in the mentioned questionnaire.

Reliability: Cronbach's alpha method was used to measure the reliability of the questionnaire. Considering that the Likert spectrum scale was used in the research questionnaire, after aligning its items and measuring their internal consistency, Cronbach's alpha coefficient was calculated, and after comparing the Cronbach's alpha coefficient, it was determined that all items with They are compatible and reliable.

Table 3. Table of Cronbach's Alpha Coefficients

Indicator	Alpha	The degree of reliability
Athlete's individual capabilities	0.7	medium
ability to recognize	0.9	Excellent
Talent search methods	0.8	Good
Official support	0.8	Good
Having an expert trainer	0.8	Good

Testing Hypotheses

It seems that the personal capabilities of the athlete have an impact on the management of sports talent among combat sports.

Table 4. Descriptive Table

standard error	standard deviation	mean	Number	Athlete's personal abilities
0.04	0.77	3.20	100	

Table 5. Independent t-table (Single Sample)

Test Value = 3						Athlete's personal abilities
95% confidence interval of the difference						
higher level	Lower level	result	sig	d	t	
0.59	0.41	confirmation	0.000	99	13/41	

Based on the values obtained from the sample and performing the one-sample T test, the analysis results are shown in the table above. As can be seen, the average of the athlete's personal abilities is 3.20 with a standard deviation of 0.77, and the significance level of the result is 0.00, which is smaller than 0.05. 3 is more than the theoretical value of 3, considering that both upper and lower limits are positive, so it can be concluded that the desired hypothesis is confirmed and accepted with 95% confidence. Therefore, the personal capabilities of the athlete have an impact on the management of sports talent among combat sports.

It seems that the ability to recognize affects the management of sports talent among combat sports.

Table 6. Descriptive Table

standard error	standard deviation	mean	Number	ability to recognize
0.05	0.71	3.50	100	

Table 7. Independent t-table (Single Sample)

Test Value = 3						
95% confidence interval of the difference						
higher level	Lower level	result	sig	d	t	ability to recognize
0.59	0.41	confirmation	0.000	99	13/17	

Based on the values obtained from the sample and performing the one-sample T test, the analysis results are shown in the table above. As can be seen, the average detection ability is 3.50 with a standard deviation of 0.71, and the significance level is 0.00, which is smaller than 0.05. 3 is more, considering the positiveness of both the upper and lower limits, so it can be concluded that the desired hypothesis is confirmed and accepted with 95% confidence. Therefore, the ability to recognize influences the management of sports talent among combat sports.

It seems that the support of officials has an impact on the management of sports talent among combat sports.

Table 8. Descriptive Table

standard error	standard deviation	mean	Number	Official support
0.03	0.51	3.72	100	

Table 9. Independent t-table (single sample)

Test Value = 3						
95% confidence interval of the difference						
higher level	Lower level	result	sig	d	t	Official support
0.71	0.65	confirmation	0.000	99	13/74	

Based on the values obtained from the sample and performing the one-sample T test, the analysis results are shown in the table above. As it can be seen, the average support of officials is 3.72 with a standard deviation of 0.51, and also the value of the significance level is 0.000, which is smaller than 0.05. Theory 3 is more, considering the positivity of both the upper and lower limits, so it can be concluded that with 95% certainty, the desired hypothesis is confirmed and accepted, therefore, the support of the officials has an impact on the management of sports talent among combat sports.

It seems that talent search methods have an effect on the management of sports talent search among combat sports.

Table 10. Descriptive Table

standard error	standard deviation	mean	Number	Talent search methods
0.13	0.57	3.27	100	

Table 11. Independent t-table (single sample)

Test Value = 3						
95% confidence interval of the difference						
higher level	Lower level	result	sig	d	t	Talent search methods
0.56	0.43	confirmation	0.000	99	13/57	

Based on the values obtained from the sample and performing the one-sample T test, the analysis results are shown in the table above. As can be seen, the average of the talent selection methods is 3.27 with a standard deviation of 0.57, and the significance level of the result is 0.00, which is smaller than 0.05. Therefore, considering that the average value of the talent selection methods is 2.3 Theory 3 is more, considering the positiveness of both the upper and lower limits, so it can be concluded that the desired hypothesis is confirmed and accepted with 95% confidence. Therefore, talent search methods have an impact on the management of sports talent search among combat sports .

It seems that the presence of an expert coach has an effect on the management of sports talent among combat sports.

Table 12. Descriptive Table

standard error	standard deviation	mean	Number	Talent search methods
0.04	0.51	3.71	100	

Table 13. Independent t-table (single sample)

Test Value = 3						Talent search methods
95% confidence interval of the difference		result	sig	d	t	
higher level	Lower level					
0.34	0.65	confirmation	0.000	99	14/74	

Based on the values obtained from the sample and performing the one-sample T test, the analysis results are shown in the table above. As it can be seen, the average of the presence of an expert trainer is 3.71 with a standard deviation of 0.51, and also the significance level of the result is equal to 0.000, which is smaller than 0.05. Therefore, according to the calculated average value of the presence of an expert trainer is 7. 3 is more than the theoretical value of 3, considering that both upper and lower limits are positive, so it can be concluded that the desired hypothesis is confirmed and accepted with 95% confidence. Therefore, the presence of an expert coach has an impact on the management of sports talent among combat sports.

RESULTS

The results obtained from the current research which investigated the impact of sports talent search management in combat sports and the factors affecting it show that the factors of the athlete's individual capabilities, the ability to identify talent, talent search methods, the support of officials and the presence of an expert trainer on the management of combat sports talent. It is impressive that these results are in line with the findings of Shahrjardi's research (2013) which investigated the talent of Kataro in the sport of karate. The relevant federations also play a significant role. The next issue is the presence of an experienced, compassionate and skilled coach who must love his work in order to create a champion. Also, the results of Nohi's research (2013) which examines and introduces indicators of talent in martial arts from the point of view of coaches and The heads of the committees and the presentation is modeled, it also shows that the prioritization of the determined indicators in combat sports by areas, which are a) anthropometric indicators, which respectively include height, ratio of upper body to lower body, length of legs, ratio weight to height b) physical indicators - movement, which respectively include explosive power, coordination between organs, speed, reaction time, agility c) physiological indicators, which respectively include the type of muscle fibers, high lactate capacity, maximum oxygen consumption d) Psychological-social indicators, which respectively include interest and desire to progress, creativity and technical intelligence, self-confidence, commitment, focus and marketing focus, which are part of the athlete's individual abilities and effective on the management of sports talent.

Offers

According to the results obtained from the present research, it is suggested that sports managers at different management levels should be more aware of the components of talent search and talent search methods, coherent and continuous training programs based on the needs of each category and sports discipline should be compiled and operationalized. It should be implemented. Also, specialized and expert measures should be taken to identify the individual capabilities of martial sports athletes, so that while increasing the ability to recognize talents in the management field, appropriate measures should be taken to support them.

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