

Research on the Construction of Index System of Comprehensive Quality of Horse Racing Talents in Hubei Area

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Abstract: This paper mainly uses Delphi, questionnaire and other research methods to investigate the comprehensive literacy standards of horse racing talents in Hubei. According to the survey, the comprehensive literacy indicators for horse racing talents in Hubei are mainly composed of four first-level indicators of moral quality, ability, professional skills and performance. At the same time, there are 11 secondary indicators and 24 third-level indicators, respectively. The indicators have been analyzed to provide a theoretical basis for formulating corresponding policies for regulating the management of horse racing talents and promoting business improvement, ensuring the high quality and quality of horse racing talents.

1. Introduction

At present, China does not have a unified and complete assessment system and certification standards for the comprehensive literacy of horse racing talents. Some are limited to copying the simple standards of the horse racing talent assessment system in the United Kingdom and France. In addition, the basic technical skills standards of Chinese horse racing talents are tailored to local conditions and lack professional standards that lead the professional development of horse racing professionals. Therefore, the talents of horse racing feel confused about their professional development direction, which is not conducive to the professional development of horse racing talents and the cultivation of relevant industry chain talents. Therefore, how to form and construct a comprehensive literacy standard for horse racing talents in Hubei, which is suitable for China's national conditions, provides a direct reference for the pre-service and post-employment training of horse racing talents, and comprehensively improves the ability and quality of the horse racing talent team, which is worthy of consideration and research.

2. Research Methods

2.1 Delphi Method

In the course of the research, through the investigation of two rounds of experts, in the case of confirming that the expert opinions are basically agreed, the comprehensive literacy index system for horse racing talents in Hubei is further determined.

2.2 Questionnaire

According to the needs of the article, the project team decided to conduct an empirical investigation on the setting of the comprehensive quality system of horse racing talents in Hubei by means of questionnaires.

First, issue and recycle research questionnaires. 200 questionnaires were issued to the jockeys, managers, 3 horse racing related enterprises and the leadership of a professional horse racing college in Hubei Province, and the questionnaires of the basic technical skills standards for horse racing talents in Hubei were awarded. 199 copies, the recovery rate is close to 100%, 187 valid questionnaires, the effective rate is 93.5%.

Second, test the reliability and validity of the survey questionnaire. In this paper, the alpha coefficient method is used to analyze the reliability of the questionnaire, and the alpha coefficient value is 0.897, which indicates that the reliability of the questionnaire is quite high.

2.3 Mathematical Statistics

The SPSS 21.0 software was used to quantify the statistical data to discuss and support the paper.

3. Research Analysis

Through the analysis of the comprehensive literacy standards of Chinese horse racing talents through the preface, it is imperative to establish a comprehensive literacy standard system model for horse racing talents. Only by realizing quantitative processing and exploring the most suitable horse racing talent standards, can we find out that we can accelerate the economic growth of Hubei and vigorously cultivate horse racing path of industrial talent.

Undoubtedly, the construction of the comprehensive quality standards for horse racing talents should be based on the core content of the talent evaluation mechanism, and then combine the professional characteristics of horse racing talents to select specific indicators for the comprehensive quality standards of horse racing talents. In the content of its indicators, diplomacy and empiricism have lagged behind the development of the times. Nowadays, professional skills are the top priority, moral quality is the basic requirement, and comprehensive capabilities such as innovation, communication and compression are core conditions, performance and experience. It is a key element. Therefore, from the macroscopic perspective, the comprehensive quality standard system for horse racing is divided into five aspects: moral quality, ability, professional skills, performance and experience. It not only satisfies the requirements of today's horse racing talents, but also highlights the horse racing. The diversified evaluation consciousness and mechanism of talents.

For the classification of the secondary indicators of the comprehensive literacy standard for horse racing talents in Hubei, this paper is based on the basic characterization of the comprehensive literacy standard of horse racing talents, according to the basic structure and content categories of the above-mentioned first-level indicator system, and the combination of the professional characteristics of horse racing talents. The basic structural framework model is shown in Fig. 1.

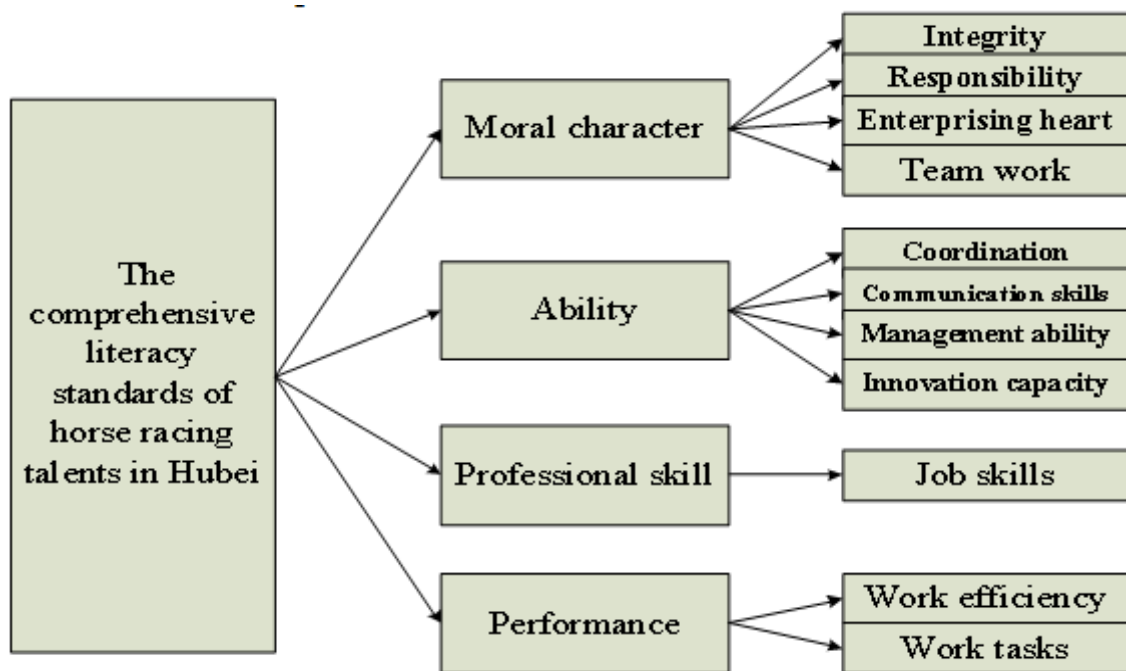


Fig. 1 Comprehensive Quality Standard for Horse Racing Talents in Hubei

3.1 Level 1 indicator statistics

Table 1 First-level indicators statistical results analysis parameter table

Primary indicator	Average	Standard deviation	Coefficient of variation
Moral character	4.6775	0.48698	0.1039
Ability	4.9024	0.26500	0.0533
Professional skill	4.8901	0.42997	0.0894
Performance	4.7852	0.49630	0.1161

It can be seen from Table 1 that the coefficient of variation of the five primary indicators is less than 0.25. Among them, the “performance” has the largest coefficient of variation, which is 0.1161, indicating that the listed indicators have a high degree of concentration.

3.2 Secondary and tertiary indicators survey statistics

Table 2 Statistical analysis parameter table for secondary and tertiary indicators

Indicator	Mean	Standard deviation	Coefficient of variation
Integrity	4.8392	0.45611	0.0661
Honest compatibility	5.0000	0.00000	0.0000
Trustworthy	4.6784	654	649
Responsibility	4.9649	0.26802	0.1457
Love your job	5.0000	0.00000	0.0000
Dedication	4.9298	0.25031	0.0886
Enterprising heart	4.1400	0.51530	0.1238
Competition ahead	4.1921	0.51988	0.1355
Bravity	4.0879	0.49773	0.1169
Teamwork	4.9883	0.27001	0.0543
Cohesion	4.9765	0.26934	0.0597
Collaboration	5.0000	0.00000	0.0000
Coordination	4.5764	0.43002	0.0956
language expression skills	4.6527	0.44812	0.0977
Persuasion ability	4.5001	0.39733	0.1010
Communication skills	4.8166	0.46891	0.0599
Promotional expression	4.8699	0.46978	0.0765
Intercourse	4.7632	0.42273	0.0994
Management ability	4.7962	0.43381	0.0391
Plan execution	5.0000	0.00000	0.0000
Training guidance	4.5677	0.44956	0.1001
Impact ability	4.8210	0.21955	0.0953
Innovation capacity	4.6622	0.43684	0.0899
Skills of analyzing	4.3244	0.41659	0.0877
Information update capability	5.0000	0.00000	0.0000
Job skills	4.7287	0.34001	0.0711
Jockey Skills	4.8119	0.21516	0.0454
Stable management skills	4.9973	0.12909	0.0262
Horse racing organization and management skills	4.3769	0.50506	0.1395
Work tasks	4.5008	0.44624	0.0457
Number of jobs	4.0015	0.59004	0.1400
Quality of work	5.0000	0.00000	0.0000
Work efficiency	4.9816	0.27896	0.1357
Profit growth rate	5.0000	0.00000	0.0000
Return on investment	4.9631	0.28066	0.1365

Table 3 Consistency Test Statistics Parameter Table

Rounds	Kendall's W	Chi-square value	Asymp. Sig.
Second round	0.691	1009.5440	0.000

As can be seen from Table 2 and Table 3, the survey results for the secondary and tertiary indicators show that the coefficient of variation is less than 0.25, the consensus coefficient of the experts for its evaluation is 0.691, and the p value is less than 0.01, indicating that the experts have higher credibility for the evaluation of the secondary and tertiary indicators. In the statistics of the questionnaire survey, it can be seen that all the scores of the indicators are above 4 points, of which there are 7 indicators with a score of 5 points. These statistics indicate that after passing The selected indicators were surveyed by two rounds of experts, and the listed indicators were unanimously recognized by experts.

Through the second round of expert questionnaire survey, combined with the basic characteristics of the comprehensive literacy of horse racing talents in Hubei, the selection principle of indicators, we finally identified 5 dimensions (first-level indicators), 11 fields (second-level indicators) and 35 requirements. (Level 3 indicators), as shown in Table 2.

4. Conclusion

The research on the comprehensive literacy standard of horse racing talents in Hubei is an attempt to study the professional ability of horse racing talents under the guiding principle of “standard-based”, which will help to strengthen the management and control of the quality of comprehensive quality standards for horse racing talents in Hubei. It will help to ensure the high quality of horse racing talents and the high quality of horse racing talents. Therefore, the research on the comprehensive literacy standards of horse racing talents in Hubei is an important prerequisite for establishing and improving the status of talents in horse racing. It is the necessary basis for evaluating the quality of comprehensive talents of horse racing. At the same time, the research on the comprehensive literacy standards of horse racing talents is proposed for the “13th Five-Year Plan for the Development of Sports Industry”. All localities should incorporate the sports industry into the national economic and social development plans at all levels, pay attention to personnel training, strengthen industry management and improve the goal of the policy system.

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