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Proposal for a new recruitment process
that integrates sport into the
decision-making process for the selection
of candidates

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1. Introduction

1.1. Extended abstract

Sport today is more and more present in our lives and has an important place in society. It conveys important values such as freedom, equality and social integration. It also brings different communities together around the same activity.

Today, sport is no longer considered only as a physical activity, its benefits are much broader. The mental aspect of sport is often underestimated, yet the human capacities that develop through its practice are very real. In addition to the physical aspect, there are certain requirements that are necessary and that require certain qualities such as listening, communication and team spirit. Many other human skills are necessary to perform in the world of sport, these are obviously different and unique depending on the sport performed.

Today, half of the companies say they are experiencing difficulties in their recruitment process. They most often say that candidates do not meet the expectations of recruiters. Recruitment processes in companies have evolved and changed a lot over time. Nowadays, the human qualities of a candidate become just as important as hard skills. A company therefore seeks to hire candidates who correspond to the company's values and who could fully integrate into its environment.

It is therefore interesting to think that sport can play an important role and allow candidates to be judged on new aspects.

The theme of sport is, to my mind, not used enough in companies: its use could make it easier to differentiate between candidates and to recruit the people who would best fit the company's philosophy.

1.2. Objectives

The general objective of my work is therefore to propose a new type of recruitment process in companies which would integrate sport as an important factor in the final decision.

To carry out this work, it will therefore be necessary to analyze the extent to which the sport can become interesting in a recruitment process and then to determine the role and place it could have.

The specific objectives of this study are to explain the different human skills that are necessary in different sports.

Another objective is to analyze the human skills useful for the achievement of the missions in a company.

The last specific objective is to make a comparison of the human skills in sport and in a company and be able to associate a job in a company and a sport in function of these skills.

1.3. [BT Structure](#)

First, we will therefore explain the history of human resources and the evolution of the sport. In a second step, we will analyze the impact of sport on a society. For this, it will be interesting to carry out a SWOT analysis in order to study the internal but also external environment of sport in society.

The last part of this study will deal with the skills needed in the world of sport and in companies. Then, it will be interesting to put them in relation in order to associate certain sports with certain company jobs.

2. Acknowledgements

I would like to thank all the people who accompanied me and helped me in the writing of this study.

First of all, I would like to thank my dissertation director, who is a professor of human resources at the Polytechnic University of Valencia in Spain. She has given me valuable advice in order to direct my research and carry out this study.

I would also like to thank all the people I was able to interview: professionals and athletes. These testimonials allowed me to carry out my analysis and to collect the data necessary to write the proposal for my dissertation.

To all these people, I would like to thank you for your contribution to the realization of this project.

3. The evolution of the HR sector inside the company and impact of sport on people

Human resources represent all the person working inside a company, regardless of their position and job.

Human resources management (HRM) can be defined as the management of the most valued assets of a company: the employees working to achieve organization's objectives.

HR function is to increase the performance of each employee, inside the company, to help him to contribute to goals achievement.

The first aspect of the HR sector is to manage employees inside a company and resources related to them.

Besides, HR department is also in charge of numerous activities and missions: they have to take care of the recruitment and selection of employees, their training and their development. They are also responsible of the performance appraisal and the rewarding of the employees.

3.1. History of human resources

According to the website "economic discussion and according to Karthik Ram (2013), Human Resources management has changed a lot over time.

Industrial revolution:

The industrial revolution has developed machinery and increased the production processes. Consequently, many workers have been hired in factories. This period has brought numerous changes in factories.

At the end of the 19th century, the term of welfare officers had been created. They have been created because, at this time, the working conditions were difficult, and the trade unions and labour movement were gaining influence and popularity.

Personnel services will therefore appear in companies at the end of the 19th century with the rise of the industrial revolution and the wage economy. During this period, large structures were created and imposed a division of labor and control. The aim of this action was to increase employee productivity and company performance.

However, wages remain low and work is poorly regulated, while the company's turnover is very high.

In view of the situation, the personnel function is created to manage all the workers. The main missions of this function are the organization and control of the work of employees, the application of their social law, the management of conflicts and relations between employees, their recruitment and selection and also their retention through remuneration policies. This function developed significantly after the beginning of the First World War.

After the First World War

From 1918 to 1939, the trade unions were considerably strengthened, and social regulation became more and more important.

At the end of the 2nd World War, the working conditions of employees in companies remained difficult. The HR function therefore became responsible for living conditions in the company and for employee associations.

This period is also influenced by the work of the School of Human Relations led by Mayo, Maslow and Herzberg. Their studies have shown that psychosocial factors have a positive impact on the productivity and performance of employees at work.

This whole period has therefore made it possible to improve the consideration and recognition of employees' needs within the company; with a broadening but also an enrichment of missions, a decentralization of employees' responsibilities and the development of a so-called participative management.

The development of technologies and the globalization

From the 1960s onwards, with the rise and development of technology, human resource management evolved completely.

This function was therefore charged with improving adaptability. Technological changes led to improved working conditions. Machines have become more efficient and have replaced employees. The most painful and difficult tasks were then performed by the machines.

As a result, the HR employee had to take care of arranging working hours and managing staff.

The tertiarization of the economy, globalization, social changes and the crisis of the 70s and 80s completely changed the function of human relations.

From the 1990s onwards, the term used to define this new function is human resources. Companies are becoming aware of the importance of this position within their organization because of the many challenges they face: personnel management, technological change and economic instability. This function therefore becomes essential for the smooth running of the company.

The Director of Human Resources HRD therefore acquires more responsibilities.

The main tasks of the Director of Human Resources are as follows:

- To ensure the efficiency of the organization of the work of the employees within the company
- To develop human capital, ensure the development of skills and training of employees, according to the evolution of the functions and needs of the organization.
- To deal with the social dialogue between employees and management and to avoid conflicts within the company

The HR function today

Nowadays, the HR function has developed considerably, and the missions have become more empowering and varied. A Human Resources Director is nowadays in charge of:

- The administration of the company's personnel: management of the workforce, administration, payroll, working hours...
- Job and skills management: staff recruitment, employee training, etc.
- Management of employee working conditions and their improvement: employee safety, risk prevention, medical, social and professional monitoring of each employee.
- Management of social relations within the company: social dialogue and internet dialogue within and between departments
- Compensation management: payroll calculation, optimization of operations through rationalization, outsourcing or subcontracting processes, production of statistics, etc.
- Management of communication at the internal level: information on staff, on services, on community orientations; he must ensure that the information is accessible to all staff.

3.2. Different types of HR management:

According to the website Poliformat.upv.es, the management has evolved a lot and known different models in managing.

Management by instructions

In this type of management, the workers are considered as "machines". There is a strict hierarchical structure. It's used in stable market.

Consequently, the workers of the company can't be motivated during their work they cannot develop their potential and use efficiently their skills; they have a low educational level.

In this type of model, the customer is directly the buyer.

It's a top-down management that is used here, the organization structure is pyramidal, there is a traditional boss that have a direct control of the activity of workers.

This model by instructions is still useful and relevant in some situations; where it's important to act quickly and also in situation where the main goal is to reach a quantitative production.

Management by objectives

In this new type of management model, the company explains to employees their tasks and the strategic objective of the enterprise. It consists giving the employee of the company quantitative and qualitative objectives to reach within a certain period of time.

Consequently, each employee knows exactly what the company expects from him. The objectives are explained through the KPIs.

In this new management model, the customer and the user of the company represents one thing and one thing only.

Here, the employee have an intermediate level of professionalization and they are directed by the resources administrator. The philosophy of this new management is to increase the motivation of employees through objectives. The personal achievement of the employees is controlled and promoted by the company.

Management by competences

This type of management permit to identify the different capabilities and competencies an employee needs to do his job properly. These competences represent the combination of the knowledge, the skills, the attitudes and the values of the worker. All of that can be observed in the job behavior. It's useful for the company to determine the qualities of the employee.

This type of management permit to promote the development of the employees and to insure of the succession planning. Besides, it's an efficient way to support employees in the achievement of their position goals and their developmental needs. It's also important because it permit to coordinate employees' objectives and company performance measures.

Different types of competences exist, they represent the core competency skills and can be classified:

°The interpersonal skills: they represent the skills we can use every day when we are communicating with other people. Person who have high interpersonal skills are efficient

when they have to work with other people, it permits them to communicate effectively and have good relationships. They can be defined as social skills or soft skills. They are human skills; it's complicated to improve them.

These types of skills can help you to be a leader, motivator, negotiator, consensus builder or team builder.

°The business skills are all the skills you need to run efficiently a business and be successful. These skills represent almost all the domains and sectors of the company. Business skills have a positive impact on the efficiency of the company but also its performance and productivity. If employees have better skills, they will be more successful in their tasks and job.

They can represent skills in accounting, economics, technology, marketing... They can be different between the companies and types of market.

°Personal skills represent the skills that allow you to express yourself, they permit you to interact and communicate with other people. There are 2 categories of personal skills: the soft skills and the hard skills.

For example, hard skills are essential to get an interview whereas soft skills are important because they will permit to actually get the job.

Soft skills are intangibles skills, they can represent the personality, the character of the person: emotional intelligence, communication, social habits. In fact, these skills represent the ability to communicate and interact with other people. They can be considered as the interpersonal skills.

Hard skills represent technical competences that you can acquire and obtain through formation or training. They are quantifiable and are related to a specific job. For example, they can be linguistic or informatic. These types of skills help to determine the task and responsibilities of a person.

It exists a hierarchy for a competence, different level for its development.

The first phase is where you are unconscious of your incompetence.

In phase 2, you realize you have an incompetence.

In the third phase, you have the right analysis, you are aware of your competence.

In the last phase, you have the right intuition, you've developed this skill enough that you don't even realize it anymore: you are unconscious of your competence.

Management by values

This model management is based on organizational cultural factors

The organizational values are important, and they are used, and they influence the strategy and the vision of the company at every level.

They are different types of values that represent the company:

°Final values that define the vision and mission

°Instrumental values that represent the way and means to achieve the missions and vision

°Economic Values

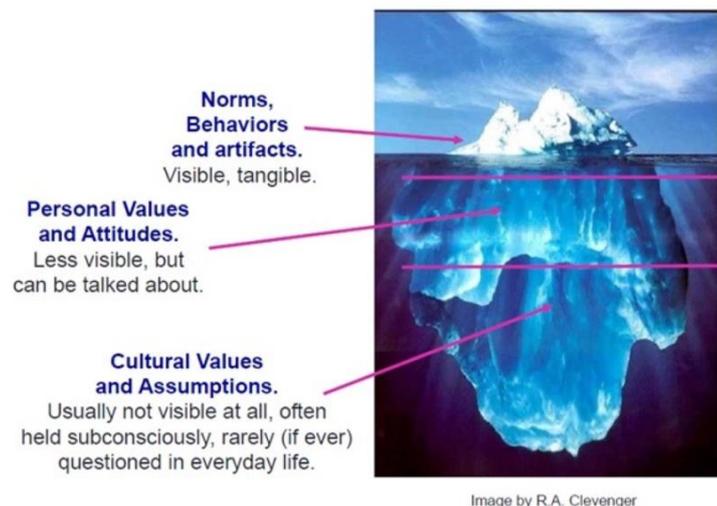
°Social Values

The management by values has 3 main goals: simplify, guide and commit.

In this type of management, the organizational culture can be simply defined:

The beliefs define the values, the values create the rules, the rules determine the attitudes, the attitudes influence the behaviors and the behaviors obtain the results.

In the organizational cultures, the norms and behaviors are visible and tangible. The personal values and attitudes of the company are less visible, but it is still possible to talk about them. However, the cultural values of the company are invisible, we hear very little about them.



3.3. Evolution of sport and its place in the society

Sport today is a phenomenon that has become universal, whether in time or space.

The history of sport goes back to ancient times.

Sport today is an expression of the cultural traditions of the past. It allows for healthy competition between nations where all hopes are possible. As Horkheimer said, sport today is an expression of freedom, accessible to all.

According to the website "sportcultureetsociete", we have been able to discuss about the place of the sport in the society, overtime.

3.3.1. Sport: a mode of international governance

Vector of peace and cohesion

Sport today makes it possible to establish peaceful relations between states. Since the creation of the Olympic Games in antiquity, sport has made it possible to create relations between different peoples.

For the United Nations, whose mission is to maintain peace in the world, sport can contribute to this. It was essential to integrate sport more systematically into programs that promoted development and freedom for all. Sport is a tool that unites people, it is a universal tool and language, accessible to all. It is a way of life that creates links and relationships between different social classes, different religions. Therefore, sport is an essential vector of peace that must be promoted.

UNESCO has also affirmed that sport is an excellent means of promoting and securing peace. Sport has no geographical boundaries; it also transcends social classes. It has an essential role in the social integration and economic development of certain regions. Thanks to the development of social networks, sport becomes an important tool to promote ideas of peace, solidarity, freedom, pacifism, justice... The presence of sport in certain difficult regions can be particularly useful in uniting peoples. In particular, UNESCO has launched a project in West Africa in order to develop cohesion between the various States of that region.

The revival of the Olympic Games in 1894, thanks to Pierre de Coubertin, helped to spread the values of peace and cohesion. Sport is a means of overcoming contradictions and oppositions between different nations. It promoted communication, fair play and understanding between countries.

One of the ways FIFA and UNICEF have chosen to work together is to help children affected by war, disease or poverty. This helps children to cope with the tensions and situations of instability and insecurity that they face. Thanks to the action of these two entities, football has become an environment where children can feel protected and safe: it brings different communities together and offers children a safe and free place where they can have fun.

Sport, as a universal language, helps to reduce inequalities and to bring people together around the values of peace. During a sporting activity, differences between people disappear and bring communities closer together.

Sport is also a key strategic issue

With the development of sport, participation in major sporting competitions is becoming an important strategic issue for different nations.

The choice of the city that hosts the Olympic Games therefore becomes extremely important for countries and represents a financial, political and also symbolic challenge: it allows the power and influence of a country to be shown.

Sport can sometimes also be used to express disagreement and division, for example between two types of policies.

One example is the 1980 Olympic Games, where 50 nations decided to boycott the event following the Soviet invasion of Afghanistan.

Major sporting events have also made it possible to spread ideological propaganda. We can mention in particular the 1936 Olympic Games which took place in Berlin where Hitler wanted to promote Nazi ideology and the superiority of the Aryan race.

Sport is still used today to defend causes and express disagreement. Especially at this time, when many sportsmen and women are denouncing police violence in the United States against black people. Some of them take a knee to the ground to pay tribute to the victims and oppose the violence.

3.3.2. Sport as an economic issue

Thanks to the development of new technologies and globalization, sport has become highly mediatized and therefore generates a lot of income. This field is therefore today a real economic challenge. It represents more than 300,000 jobs in France, for example.

The economy of the sports world can be divided into 3 main structures:

- i. Sports marketing: this field represents all the event activities, at local or international level, the sponsoring activities that companies use to develop their image. This represents approximately 20% of the sports sector market.
- ii. The sports products market: this sector represents all sports articles and all products that allow the practice of a sporting activity. These products are sold by equipment manufacturers, companies in the sector, etc. This sector represents around 30% of the sports market.

- iii. The last sector relates to the sports organizations that deal with sports governance. This represents clubs, leagues, unions... and constitutes no less than 50% of the sports market.

The practice of sport, as a leisure activity, is increasing more and more. As a result, sports goods and sportswear are increasingly consumed by the population.

If we take the example of France, in 2017, French households spent nearly 20 billion euros on sports. Sport is therefore becoming an increasingly important part of people's lives and budgets.

Sport has become professional for a number of years and therefore generates substantial income. International sports events are the source of infrastructure construction, require organization and logistics. As a result, many jobs are created, and many organizations are involved. All this process has an undeniable economic impact.

Some sporting events therefore make it possible to bring together and attract large numbers of people. Local industries can therefore take advantage of these events in order to make themselves known. At the local level, this has many positive effects on employability, on the possibility to develop skills and to create new products and services (especially in the image of the event concerned).

Thanks to this event, local authorities will have the opportunity to develop their know-how and thus obtain skills that will then enable them to gain recognition in their region but also internationally.

The market for televised sports now represents the largest share of the sports services market. For example, football TV rights represent a huge source of revenue: from the 2020-2021 season onwards, TV rights will represent more than €1 billion per season for the French football championship.

This budget is therefore colossal and shows to what extent sport has played an important part in our lives, particularly at the economic level.

Sponsorship has now become an important part of the sports world. Companies therefore seek to associate their brand with a sportsman, a particular club or a sporting event.

We can take the example of the World Cup, for example, where 30 seconds of advertising represents hundreds of thousands of euros of investment.

With the development of sport and globalization, companies are now seeking every means to associate their name with a football club, for example.

The partnership between Nike and PSG enables the capital club to raise 75 million euros per season. For its part, the sports brand benefits from an international influence and the promotion of its products.

3.3.3. Its educational and social function

Sport plays a full part in the socialization and integration of individuals. The practice of a sporting activity obliges us all to respect certain social rules.

Sport therefore allows us to develop and learn to act and think in order to succeed, it also allows us to overcome the differences between individuals.

Moreover, when we practice a sport activity, the feeling of belonging to a group develops and bonds are strengthened.

It allows each person to express themselves, assert themselves and put their qualities to the benefit of the group. A feeling of group cohesion also appears thanks to the practice of sport.

It is possible to compare the practice of sport to life in society: rules exist and if we decide to break them, we are punished. This is also true for life in society.

It is possible to define the functions of the support in 5 points:

- iv. educational function: sport allows each individual to train and develop on a human level.
- v. Public health function: sport is an excellent way to stay healthy and to fight certain diseases.
- vi. Social function: sport fosters an integrated, egalitarian society; and combats the social exclusion of minorities.
- vii. Cultural function: the practice of a sport activity allows individuals to integrate into an environment and to get to know the territory.
- viii. Fun function: sport is an effective way to entertain and occupy one's time.

In order to guarantee and promote the educational and social function of sport, it is essential to implement certain actions.

Development of access to sporting activities

The practice of sport is a constitutional right, it is a right accessible to all. It is essential that this be taken into account from the earliest age.

It is important to take account of the fact that some areas, whether disadvantaged or rural, do not have the same access to sports facilities as areas that are more developed and urbanized. The areas concerned have the right to have access to infrastructure and to engage in physical activity.

The second important point concerns people with disabilities. Having the opportunity to engage in physical activity is important to enable them to integrate socially. This equal access for all must be taken into account from an early age, when they are being educated at school. In order to develop this free access, public and private partnerships are essential: this makes it possible to finance the creation of these infrastructures and to integrate excluded minorities.

Several actions can help to promote access to sport: it is necessary to develop local information on the various sports that are accessible, to promote support for transport to get to the places where physical activity is practiced. In addition, it is important to adapt sports facilities in line with social demand in order to fully integrate citizens.

Promoting access to citizenship

Nowadays, the practice of a sport activity is important in order to promote certain values of society such as humanism, solidarity, democracy...

Promoting volunteering and sports associations has become essential to give a good image of citizenship education.

The involvement of young people in the sports world thus enables them to take responsibility and to develop their vocation as citizens in the world of sport.

In order to encourage this involvement in citizenship, it is necessary to promote voluntary work in associations. From this point of view, it is interesting to lower the age required to vote in associations.

It is also important to develop programmes to promote citizenship, particularly for the youngest members of society, in order to integrate them fully and make them more responsible.

Promoting social and professional integration

Sport has become an excellent means of promoting the social and professional integration of young people.

Particularly in forgotten territories, where young people who have failed at school or are excluded from the labor market, can practice sport.

Sport activities have today become an important tool for socio-professional integration. It is therefore important to train these players in the world of sport and to structure the sports employment market, which is becoming an increasingly recognized and rapidly expanding sector.

In order to favor this insertion, several actions can be put in place: it is important to set up resource centers at the local level, to promote pluri-activity in sport.

Local authorities also have a duty to get involved in supporting employment in the world of sport, particularly in disadvantaged neighborhoods where they have an essential role to play. It is also interesting to promote voluntary work and sports associations that enable all young people to integrate and play a role in society.

Combating violence

Sport represents fundamental values such as cohesion, solidarity, ethics and fair play. From this perspective, sport is therefore an excellent means of preventing and combating incivility and violence.

Sport is also responsible for ensuring the objective of "coeducation"; it is essential that practitioners learn to win but also to lose. It is therefore an excellent means of mediating conflicts between people.

Sport, linked to other policies related to education, work or housing, for example, is therefore an excellent way of combating the phenomena of violence and incivility. Sport teaches us to respect others despite their differences. Ethics is an important aspect of the world of sport that needs to be taken into account in order to train individuals as well as possible.

Furthermore, sport can enable young people to participate in democratic processes from an early age. They therefore develop concepts and values such as solidarity, teamwork and tolerance.

Sport is therefore essential to contribute to the strengthening of civil society by enabling younger citizens to use both their social and interpersonal skills.

Contributing to social development policies

Local authorities play a major role in the field of sport. They therefore participate financially in order to ensure its development in terms of quality of life, social activities and school sports.

As a result, sport has been able, notably thanks to its educational and social functions, to develop a large number of development policies at local level. These have thus made it possible to create a feeling of solidarity, places for sharing and exchange, and a social framework accessible to all.

The State therefore has an important role and must support local authorities in social development policies. It must therefore regulate them and ensure that the practice of sport is accessible to all, under good conditions.

4. Methodology

In this section we will therefore analyze corporate sport.

First of all, it is important to determine the strengths and weaknesses of company sport, through an internal analysis. In addition, it is also interesting to study the external environment of the company.

A SWOT analysis is therefore necessary in order to respond to all these issues.

4.1. Description of the HR history and sport evolution

In the course of this work, we therefore studied the history of sport and the history of sport over time.

These two fields have therefore evolved a lot.

HR has developed a lot and this sector is now responsible for many missions and duties, including the recruitment of employees, a subject we will talk about later.

4.2. SWOT Analysis

Strengths

Benefits on physical well-being

According to "Compa Online", sport has a significant impact on an employee's health. Its practice allows the elimination of toxins and bacteria that can be harmful to his or her health. The practice of a sport activity leads to a decrease in common occupational illnesses.

MSDs are musculoskeletal disorders and account for no less than 85% of illnesses in the workplace. They can cause tendinitis, lumbago... The practice of sport helps to fight against

these diseases, by making its members more flexible or muscular. Yoga, for example, is an excellent alternative since it allows both functions to be fulfilled.

Stress is also very present in companies and affects a large proportion of employees. A recent study showed that 87.2% of HR staff had been confronted with stressful situations during their work.

MSDs are therefore responsible for the drop-in motivation and performance and absenteeism.

Today, sport is an excellent means of countering these phenomena, with a focus on the health of the company's employees. It has many beneficial effects:

- ix. Fight against overweight
- x. Anti-carcinogenic
- xi. Reduction of chronic diseases and lowering of high blood pressure
- xii. Sleep quality
- xiii. Fighting anxiety attacks and depression

Personal benefits for employees

Sport is also beneficial in terms of employee productivity. An employee who participates in physical activity increases his or her productivity by 6 to 9%.

In addition, the life expectancy of a sports employee is 3 years higher, which contributes to improving his or her serenity and stress management. An employee practicing physical activity also sees his health budget decrease by 34€ per year; and his age of dependency is delayed by 6 years. The employee is therefore in better physical and mental shape.

The practice of a sport activity at the workplace also allows free time to be freed up for other activities. The "sports" employee therefore has more time to devote to his or her personal life.

Benefits on collective well-being

The practice of physical activity helps to develop cohesion within a company and to strengthen the bonds between employees.

It is a way to unite teams and create a positive environment in the company.

Sport is a source of happiness at work, which can increase productivity by 12%, according to a study carried out by a British university.

Employees are therefore more motivated and more efficient in their work. As a result, a company that includes sport in its daily routine sees its profitability increase by up to 14%.

Thanks to sport, employees feel more integrated in the company and there is therefore a big decrease in absenteeism which is due to the integration of sport: a decrease of about 35%.

Weaknesses

According to "Foot d'Elles", sport today takes an important place in our lives and also in the life of companies.

However, there are constraints to the practice of sport in companies.

First of all, most companies do not have premises reserved for the practice of sport. A room dedicated to physical activity is indispensable: indeed, it is not possible for some employees to do sport while others are working in the same room. This would result in a massive decrease in employee productivity and physical activity would also be less interesting and effective for the well-being of employees.

The practice of sport in companies is certainly very interesting but requires time. Today, employees are more and more competitive, and it is essential to be as efficient as possible. Consequently, with the stakes involved, employees do not necessarily have time to devote to the practice of physical activity in the workplace.

Therefore, employees do not necessarily wish to sacrifice part of their lunch break or stay at work at the end of the day in order to play sports.

The practice of sport is also a question of image. The introduction of sports activities by the company can become a source of constraints. Some employees may therefore feel obliged to participate in activities in order to make themselves visible to management. However, this can cause a situation of discomfort and increase stress and discomfort at work.

In addition, some employees, who are in poor physical condition, may feel embarrassed to participate in these activities, because of weight problems for example. This phenomenon can therefore unwittingly reinforce inequalities within a company.

It is also essential that the activities are organized and led by a competent person. The company does not always have the resources to hire a sports coach.

The employees themselves do not necessarily have the time and skills necessary to set up these sports activities.

It is therefore essential to structure the practice of physical activity, which is not easy in a company.

Opportunities

According to “Broucaret”, in order to develop the practice of sport in the company, it could be interesting to build the project with the participation of the employees since they will be the ones who will practice the sport activities. Management and employees will therefore be able to determine together the important aspects of setting up a sports plan within the company.

Appointing ambassadors in the company would help to federate the employees and increase their motivation. Information would be transmitted more quickly, and employees would therefore be kept informed. These ambassadors would be responsible for organizing training sessions and promoting the development of physical activity within the company.

Today's world is becoming more and more digitalized and it would therefore be interesting for companies to use this phenomenon to motivate employees around a common challenge. Connected sporting challenges could therefore be proposed to the company's employees with a reward system.

To facilitate the practice of sport in companies, it would be interesting to share infrastructures. This pooling would allow companies to encourage the practice of sport, reduce costs and also reduce time and travel constraints.

Moreover, sport is now becoming increasingly widespread and broadcast on television channels and social networks. Sport is highly mediatized, so companies have every interest in following the movement and encouraging their employees to take part in sports activities. This would allow them to spread the image of an innovative company, which knows how to renew itself and live with the times.

Sport is increasingly used as a management and communication tool within companies. The major international competitions spread a good image of sport in general. The Paris Olympics in 2024 will bring about a cultural change in France. It is therefore all the more interesting for companies to already adopt the practice of sport.

Threats

It is essential that the practice of sport in companies should not be imposed on employees. The risk would be to instrumentalize the practice of physical activity. This would create inequalities and tensions within the company.

Sport must not be a way of making itself visible to company management. Sport would then be a tool of discrimination that would be detrimental to the health and productivity of employees.

The use of sport as a tool could also create negative competitiveness within the company: employees would then be in competition and would be ready to do anything to give the best possible image.

In the context of the practice of sport in companies, safety must become an essential issue for the company.

It is essential that, during physical activities, measures are put in place and applied to ensure the health and safety of employees.

There is a risk that some employees could be injured, and this could have a negative effect on their productivity.

In addition, if safety is not respected and employees are injured during a sporting activity, the company could be sued for negligence or for failure to comply with safety measures.

4.3. [Description of soft skills in sport and in a company](#)

In this study, we also looked at the world of sports and the world of work.

The interest, here, is to determine the different human skills needed, according to the sports practiced. Then to compare them with the soft skills useful in the realization of missions in companies, in order to be able to use them during the recruitment process of new employees. The aim is to compare these different skills and to match certain jobs to certain sports, depending on the use of these soft skills.

5. How sport can be an element of success for company recruitment?

5.1. Usual recruitment process

The need for recruitment is due either to the replacement of an employee leaving the company or to the creation of a new position.

In both cases, it is necessary to hire a new person who meets the company's expectations.

According to "manager-go.com", the recruitment process can be divided into 3 main steps.

5.1.1. Recruitment preparation

First of all, it is essential to prepare the recruitment process, i.e. to define the position you wish to offer, to determine the profile of the desired candidate and also to choose the communication methods in order to circulate the advertisement.

It is therefore necessary to first define the proposed position. It is therefore necessary to draw up a sheet on which will be present a lot of information concerning the position: main missions, tasks and activities, hierarchical positioning, responsibilities, working conditions, characteristics of the position...

This is essential in order to establish a description of the available position.

Next, the profile of the candidate must be determined.

It is therefore necessary to choose the skills and qualities that are sought in the ideal candidate. These skills and qualities can either be indispensable or they can be sought in the candidate, but they are not mandatory. This classification makes it possible to make a quick selection.

For example, mastery of a foreign language may be an indispensable skill for a position with an international vocation, while possession of a permit is desirable but not indispensable.

The last point concerns the methods and means of recruitment that one wishes to use.

First of all, it must be determined whether recruitment will be done internally or externally, each method has advantages but also negative points.

In addition, it is necessary to determine which recruitment channel will be used: publication on job sites, headhunting, forums.

It is therefore necessary to choose the method that will be the most efficient according to what the company is looking for and according to its means.

The last question concerns the type of recruitment you want to set up, how candidates are evaluated: through tests to determine the personality of the candidates, or individual or group interviews.

The recruitment campaign is specific to each company and is defined according to the needs of the company but also according to their budget.

5.1.2. Recruitment process

The recruitment of future employees is generally carried out in 3 steps:

Recruiting

The first is to seek out as many candidates as possible who can match the job offer. The goal is therefore to gather a large number of applications in order to have a wide variety of profiles and find the one that best fits the job offer.

Recruitment is therefore a means of determining the quality and quantity of available candidates who wish to apply for the job.

Recruitment channels are very varied. A candidate can apply for a job offer in different ways; through personal contacts, advertisements, announcements on job sites, forums, recruitment sessions in universities, etc.

Recruitment therefore has several objectives:

°It allows to define the different needs of the company in terms of recruitment, whether they are current or future. These needs are determined thanks to the information provided by human resources and also the analysis of jobs.

°The goal is also to obtain a consequent number of qualified candidates for the proposed jobs, while respecting a certain financial cost.

°Recruitment also increases the success rate in the employee selection process; since the company has the choice between many candidates, it is possible to retain only a small part of them, which best matches the criteria sought.

°Recruiting the best candidates therefore allows to decrease the turnover of employees in the company, since those who have selected are competent to perform their tasks.

The last objective is to increase the efficiency of the employees and consequently also that of the company, in the short and long term.

Selection

The purpose of the selection process is to find the person who is best qualified for the position offered.

A good selection increases the value of the company; since it is measured through the value of its employees. It also avoids unnecessary costs that will harm the company's prosperity and productivity.

The selection of the best candidate is done in several steps:

Pre-screening:

This step reduces the number of candidates by analyzing CVs and comparing their skills to those required for the job.

Previous interview:

This first interview allows us to determine if the candidate is really interested and motivated by the proposed job. This is useful in order to eliminate the candidates who do not correspond to the expectations of the company.

Selection tests:

A multitude of tests are taken in order to learn more about the candidates, for example the candidate can participate in group interviews, real-life situations...

Final Interview:

It is the final interview to determine who is the most qualified person for the position offered. Generally speaking, there are only a few candidates who participate in this type of interview.

Reference checking:

This allows us to check the references of the selected candidates in order to learn more about their professional background, phone calls can be made.

Selection decision:

The successful candidate is therefore selected according to his skills, his personality which must be compatible with that of the employees and also according to his values.

Physical exam:

This last step is essential in order to ensure that the person selected is capable of performing the work requested.

Hiring

The candidate who best matches the job offer is therefore selected.

Then, the employment contract must be established and signed between the 2 parties: the employer and the employee.

The employee, through this contract, commits to provide services to the company in exchange for remuneration.

5.1.3. Integration

Each new employee follows an integration process to include him/her in the life of the company. He meets the different departments and the different people working in the company. This allows the newcomer to adapt to his new work environment.

In this section, we have therefore explained in more detail the usual recruitment process of companies.

The majority of companies operate in the same way in terms of recruitment, they select a candidate largely on the basis of experience and education.

Too often, soft skills are put aside by companies and it is very difficult to judge these skills only by means of a CV.

The study that I propose therefore makes it possible to study more precisely the human skills of the candidates, i.e. the qualities that are useful in everyday life but also in the world of sport.

Consequently, my analysis will allow a comparison between the human skills needed in a company and the human skills that develop through the practice of sport.

5.2. [Incorporating Sport into Human Resources Recruitment Strategies](#)

Today, sport is not part of the employee recruitment process, it is not considered enough by recruiters, except perhaps in companies in the world of sport, where it occupies an important place.

The idea is therefore to develop the place of sport in recruitment and to make it a decision-making element in the choice of new employees.

In this perspective, it is essential for the human resources sector to completely rethink the recruitment process in order to integrate sport as a decision-making factor.

It is necessary that the process corresponds to the values and philosophy of the company concerned.

Recruitment preparation

The preparation of the recruitment is the upstream part of the recruitment process, it is essential to define the proposed position and to establish the ideal profile of the candidate, i.e. the candidate who will be best able to carry out the requested missions and correspond to the company's values.

Integrating sport into this stage could allow a company to concretely define what it is looking for in an employee.

In a usual preparation of recruitment, the points discussed are often those essential to the realization of the missions, the hard skills, the competences that the candidate has been able to acquire during different trainings.

My proposal focuses rather on the soft skills, competencies and human qualities of the candidates.

In this perspective, it can therefore be interesting to study the characteristics of the different positions offered. Depending on the positions, different values and skills can be sought, so it is necessary to analyze separately the positions that are offered by the company.

According to Angela (2019), We are now going to make an analysis of the different jobs that are essential to the smooth running of a company. These positions are essential to the organization and structuring.

The purpose of this analysis is to establish a skills and values sheet according to the different professions of a company.

In this analysis, 7 key areas of the company will be studied in order to learn more about the skills needed to work in these areas.

- Direction
- Accounting
- Human Resources
- Production and Development
- Marketing

- Communication
- Computer science

To carry out this study, I searched the internet and studied many documents and books that dealt with this subject.

I also interviewed people around me who held positions in companies that I wanted to study. Last year I did a 5-month internship in a company.

My internship went well, and I was able to keep in touch with some of the people in the company. Since the company comprises several departments, I had the opportunity to interview employees working in various sectors.

Thus, I was able to associate these interviews with my research and the documentation I carried out.

I was therefore able to draw up a list of the human skills needed in the company, according to the different departments and teams.

5.2.1. Human skills required in the different sectors of a company

Director

According to “RegionsJob” and “legalstart”, the director of a company is the moral, legal and financial representative of the structure he directs. He is responsible for the operation and development of his company, both internally and externally, but also in the short and long term.

It is necessary that this person knows all the different areas of the company and is able to intervene in order to give his opinion or solve problems.

He/she decides on the different objectives of the company, especially commercial ones. In order to achieve his goal, he is therefore in charge of developing the different strategies of the company.

A good business leader must possess certain skills and qualities in order to be able to manage his organization in the best possible way.

Decision-making (leadership)

In order to best manage his business, a manager must be able to make the right decisions at the right time. The manager must act quickly in order to make the right choice but must also assume the consequences. It is essential that he be able to take a step back from a situation in order to make the decision that will be most favorable to the company.

In addition, a good business leader must also be able to manage stress, especially in situations like these.

Adaptability

A good leader must be able to adapt to all possible situations. Indeed, during his career, he will be confronted with different working conditions and he has to face the different circumstances they expect him to face.

It is essential that the head of a company be competent in all sectors: commercial, accounting, IT...

Recruitment and delegation capacity (teamwork)

In order for his business to thrive, a business owner must surround himself with the right people. It is impossible for him to develop his business if he is not able to recruit good people. He must then entrust them with different missions and tasks according to their skills.

In addition, a director must be able to delegate work, he must trust his collaborators and give them responsibilities.

On the one hand, he is not able to do everything by himself and on the other hand, this helps to motivate the employees who feel considered by the company and therefore fully invested. However, it is essential to maintain a control system to ensure that assignments are carried out correctly.

Ability to communicate

Communication is essential in a company in order to be able to transmit important information. A company manager must therefore know how to communicate internally with his employees but also be able to communicate externally with his various partners or customers. The goal is to be able to communicate the right information to his colleagues, to negotiate with partners and customers

This communication capacity reflects the commercial quality of a company manager, he is the first representative of the company and he must therefore excel in this field.

Positivism (motivation)

As the first representative of his company, a manager must remain positive at all times in order to reassure his team and infuse them with positive energy.

Entrepreneurship is a difficult sector and to succeed in it, it is essential to see the positive side of things. An entrepreneur is confronted with difficult situations and failures, but this allows him to learn from his mistakes and gain experience.

Positivism is essential to the success of a company, at the management level but also for the rest of the company.

Having a manager who is positive helps to motivate the different teams and therefore contributes to the success of the company.

Accounting department

Rigor and organization

According to BetterStudy, job in the accounting sector requires a great deal of rigor and a great deal of organization. Indeed, the missions of an accountant are extremely precise, and a good accountant must therefore carry out the missions requested with great concentration in order not to make mistakes. Making mistakes in this area can have serious consequences, so it is essential to be attentive throughout his work and to be careful.

Versatility

An accountant often has to manage several things at the same time, his skills must cover several areas. It is therefore necessary for him to be versatile and therefore able to manage different tasks in the same day.

Sociability

Although the accountant spends a majority of his day in the office, it is necessary for him to have good interpersonal skills.

In the course of his work, he is often required to meet clients. Thus, he must be able to exchange and communicate with them, for the good development of the company.

He will also have to exchange at the internal level, with the various departments of the company. It is therefore useful for him to know how to adapt to different situations because the people with whom he exchanges do not all have the same knowledge in terms of accounting.

In addition, an accountant can sometimes advise his business manager and accompany him in the development of the company, through different stages.

He may also be required to manage several employees, so it is necessary that he knows how to exchange and communicate effectively.

Curiosity

It is essential for a good accountant to constantly monitor developments in terms of tax, accounting and legal standards, etc...

This monitoring allows him to be up to date with the latest information and thus be more efficient in his tasks. Curiosity is therefore an essential quality in order to fulfill its missions.

Integrity

An accountant must have honesty and integrity in order to carry out his or her work.

His work must not be corrupted by his personal interests or the interests of his company.

Their duty is therefore to guarantee the integrity of the work they carry out and to be objective in carrying it out.

Human resources department

Listening and communication

According to Sylvain Paulet, communication seems to be the first quality sought in an HR, they are responsible for communication between management and employees.

They are responsible for conveying information and company strategy to employees.

Their role is also to accompany the company's employees on a daily basis, so listening is essential in order to do this job.

An excellent HR is also able to be discreet at certain times, so as not to reveal information that could harm the company's prosperity.

Negotiation skills (sociability)

A good HR must be able to negotiate well: wages and employee benefits are an important aspect and it is up to HR to discuss with them and reach an agreement.

It is also important to negotiate for an HR person because in the course of his work he will have to deal with many conflicts that he will have to resolve.

Moreover, a manager is one of the first representatives of the company, so he must be able to sell a project to the other actors of the company, but also to third parties.

Collaborate and delegate (teamwork)

Every employee of a company must be able to work in a team with other employees. An HR is first and foremost a manager and must work with the other departments of the company.

He cannot take care of the recruitment of all the employees of the company, so it is important that he trusts his colleagues and knows how to collaborate with them, for the good of the company. He can therefore delegate certain parts of the recruitment process in order to relieve his workload. This will allow him to better focus on other aspects, such as the search for new talent.

Organization

Rigor and organizational skills are essential for an HR manager. In the course of his work, he will have several tasks to manage at the same time, so it is essential to manage his time well and optimize it in order to be efficient.

Curiosity

Regulations are changing rapidly, so it is essential for HR to be informed about new trends, especially in terms of legal knowledge.

Curiosity is therefore an important point in order to adapt more quickly to future changes and to integrate them into the company.

Innovation and open-mindedness

Today the world has changed a lot. Mentalities have changed and new technologies have emerged. It is therefore no longer possible to proceed as in the past, especially for an HR manager who has to adapt his recruitment methods. An HR must therefore live with the times and use the means at his disposal. It must therefore constantly seek to renew its recruitment methods in order to remain as innovative as possible.

The innovative character can be translated by the use of new technologies, in its recruitment methods but also in its daily life, integrating them in its procedures in order to work more efficiently.

It is also important to be open, on the one hand to solve conflicts within a company, but on the other hand, because over time, several generations may be brought to work together, it is therefore important that they can collaborate properly.

Mediator

Within a company, conflicts can occur, and it is the duty of HR to intervene in order to resolve them.

In the event of a crisis, it plays the role of mediator between the different parties, so it must find a solution that suits everyone.

In this regard, it must therefore be impartial in order to manage conflicts in the best possible way. All the qualities mentioned above are essential: communication to understand the reason for the conflict, organization and negotiation to find a solution that suits the different parties. Openness and innovation are also important because every conflict is different, and it is useful to adapt to the situation.

Production Manager

Leadership and team spirit

According to “apec” and “Lenoir”, the production manager of a company is in charge of the development and production of the company's products. As a result, he or she is constantly required to manage teams from different departments. It is therefore essential to properly lead them and federate them around the company's strategy and objectives.

In order to best motivate employees, he must understand the individual needs of each one in order to best mobilize the different teams and thus gain in productivity and efficiency.

Knowing how to delegate

It is essential for a good operations manager to know how to delegate certain parts of the work to his employees. Entrusting certain tasks to your collaborators has several advantages: on the one hand, it allows you to free up your time to concentrate on the most strategic missions that will be beneficial for the company. On the other hand, it also allows you to mobilize your teams and increase their motivation. Indeed, they feel valued to see their responsibilities increase.

Adaptation and open-mindedness

In the course of his or her work, an operations manager will have many conflicts to manage, both internal and external to the company.

As the person responsible for the production and development of the company's products, it is his or her duty to ensure that everything runs smoothly. He must therefore be able to solve the various problems he will face, between employees or on the production line for example. Thus, it is essential that he is able to adapt to the different problem situations he will encounter. Open-mindedness is an essential quality for an operations manager because it will enable him to understand the opinions of the different parties involved in a conflict and to find the best solution.

Organizational skills

An operations manager is in charge of the production of the company's products, so he or she must ensure that the production line is functioning properly.

He must therefore be extremely rigorous to ensure that all manufacturing rules and procedures are respected.

On a daily basis, he must plan the different activities of the day and inform the different teams of their mission. It is therefore essential that he has organizational skills.

Composure and reactivity

The proper functioning of the manufacturing chain is essential for a company. The operations manager is therefore responsible for its performance.

In the event of a malfunction or incident, it is essential that he reacts quickly to limit losses; he must anticipate in order to solve these problems without causing too much damage.

In addition, a good operations manager must be able to work with composure. In the event of a breakdown in the production line, he must be able to find a solution in a hurry so as not to jeopardize the company's future.

Marketing Director

Curiosity and open-mindedness

According to "Marketing professional", curiosity is an essential quality for a marketer, indeed he must first of all be curious about his products, he must be interested in them in order to sell them well.

The goal is therefore to put himself in the customers' shoes in order to understand the feelings that drive them and therefore present a more attractive product.

It is also important for a marketer to be informed on a daily basis about the different evolutions and trends that may appear. He can also draw inspiration from other cultures or other companies in order to get new ideas and improve his working method.

Creativity

Creativity is an essential tool in the marketing sector.

A good marketer must therefore constantly come up with new ideas to differentiate himself from the competition and offer different products to consumers.

Creativity helps to find a solution to a problem that has already been posed, it is a source of success.

Observation and listening skills

In marketing, it is important to learn to observe and also to listen. This means observing consumer behavior, but also listening to the ideas and opinions of employees. These two points are essential in order not to repeat the same mistakes. A good sense of observation and listening will enable him to understand changes in consumption patterns and therefore to adapt to new trends.

Team spirit

Every marketing manager does not have the time and ability to do everything by himself, so he must surround himself with collaborators in his team.

A good manager must be able to work in a team, to give them responsible tasks in order to increase their motivation.

Team spirit and trust are two important aspects of the marketing field, the marketing director must give priority to the success of the company over his personal success, and for this he must give his trust to his collaborators by delegating certain tasks to them.

Relationship skills

In addition to team spirit, a good marketing manager must be able to create strong bonds with his team. A good understanding with the other employees of the company is essential in order to work as a team and propose the best possible product.

The sense of relationship with the consumer is also essential, in some cases, it is important to know how to maintain a personalized relationship with a customer in order to develop long-term loyalty.

Autonomy

The marketing manager must know how to work independently, in order to propose projects and study the necessary budget.

He must be able to work alone on certain projects that require time and investment, especially on strategic missions entrusted by the company's management.

Director of Communications

Curiosity

According to "e-marketing", a good communication manager must keep up to date with the latest trends, he must imagine new ideas in his communication in order to differentiate himself and attract many customers. He must therefore be constantly informed in order to have new projects to create and develop.

The more curious a communicator is, the more his field of knowledge will grow and the more his chances of success will increase.

Creativity

For a communications director, curiosity and creativity are two things that go together.

Creativity is essential in order to stand out from the competition. The creative part of communication therefore allows to create the singularity that represents the true value of the brand. Through creative elements, the consumer can really associate with the brand and the company has the opportunity to build long-term loyalty.

Reactivity

In the field of communication, it is important to react quickly in crisis situations. When urgent communication has to be carried out, it is necessary to be very reactive in order to lose as little time as possible and avoid further damage. Nevertheless, one must be able to keep a cool head in order to remain lucid at such times and avoid making further mistakes.

Anticipation is also useful in communication because it helps to prevent these crisis communications: anticipating therefore makes it possible to analyze the next developments and be better prepared.

Organization

In business and especially in the world of communication, it is important to know how to organize yourself well.

It is necessary to know how to manage your time in order not to be confronted with emergency situations and thus make mistakes.

Therefore, a good communicator must prioritize and prioritize these tasks in order to be better organized and therefore to handle the most urgent missions first. This will enable him/her to become more efficient in his/her work and avoid crisis situations.

Leadership and teamwork

A communication manager in a company does not work alone, he or she leads a team of several people and must therefore communicate with them.

It is therefore essential that he or she is able to communicate with colleagues and work collaboratively on certain missions. He must delegate certain tasks and give them responsibilities; these two aspects will make him a good manager and will motivate his team more.

IT Director

Interpersonal skills

On a daily basis, an IT manager has to work with his team but also with other departments. It is therefore essential that he is able to exchange with other employees in the company in order to find solutions and to communicate and share information.

Relational ease is therefore an asset in order to federate the different teams around the same objective and strategy.

Listening and empathy

He will have to solve problems that customers or employees may face, so empathy is an important quality in order to understand the situation and put oneself in the shoes of others. By understanding the context, he will be able to find a suitable solution, which is why listening skills are highly appreciated in this environment.

Leadership

An IT manager is in charge of a large number of employees: he or she must therefore be able to supervise his or her team and manage them well, by assigning them missions adapted to their skills.

Curiosity and anticipation

There are many technological changes and new developments and the IT world is greatly influenced and dependent on these changes.

In this case, it is essential for the IT manager to keep abreast of these developments and to anticipate changes.

This curiosity will therefore help to avoid being confronted with new risks and will allow the company to have more time to adapt to new developments.

I am fully aware that my study does not cover all of a company's businesses.

In view of the current health situation, I did not have the opportunity to develop this study on a larger scale, so I have mainly focused on the most widespread professions in a company.

5.2.2. Human skills needed in the world of sport

In this section, we will now explain the importance of the mental skills that are developed in the practice of sport.

The practice of sport is an excellent way to work on one's mental skills. Their development allows to reach the set objectives but also to develop oneself personally.

The mental skills developed in the practice of sport are very important in society. In a company, these mental skills will be useful for the employees in the realization of their tasks and missions.

In a first step, we will detail these mental skills that develop through the practice of sport. Then, we will explain to what extent these skills are used by the employees of a company.

There are several types of skills needed to practice sport.

We will therefore explain to what extent these mental skills are important in the world of sport and are used to maximize athlete performance.

Classification of human skills

Foundations skills

According to the "Handbook of sport psychology", certain skills are the core competencies required to succeed in the world of sport.

The most important is without a doubt the will to succeed. Every athlete seeks success and wishes to overcome the various difficulties he or she faces.

This willingness and motivation are indispensable in order to achieve one's goals and become more successful.

This can also apply to the business world where the desire to succeed is an important factor.

Multiple skills are therefore developed thanks to this desire to succeed.

In particular, time management and the prioritization of certain tasks. Indeed, during the practice of physical activity, athletes must learn to plan their training sessions, work on certain aspects and manage their time to avoid injuries. As a result, the athlete's organizational and planning skills develop considerably. In the workplace, these organizational skills are essential in order to do one's job and perform at the top of one's game.

Self-awareness is also an important skill for an athlete. It is essential in order to question oneself and accept criticism.

This quality is important in order to become aware of things.

An athlete must be able to manage his emotions and to react effectively to the situations he is confronted with. Productive thinking is essential for an athlete to find the right solution.

Rational thinking therefore allows one to become more efficient in the effort by concentrating on more important aspects and by favouring a well-established strategy. Doing sport thus improves success in decision making and increases the well-being of its practitioners.

The mental skills developed by an athlete are closely linked to self-confidence. Sport must be confident in oneself and one's abilities in order to perform well and improve.

This is an indispensable need that has a major influence on the mental training of athletes, so a good athlete must believe in himself in order to achieve the goals he has set.

Performance skills

During the effort, certain mental abilities are required in order to achieve the best possible performance.

Several skills help the athlete in the realization of the effort, particularly those perceptual and cognitive.

These skills allow an athlete to develop strategic expertise during the effort. They will be able to have a better analysis of the situation and to adopt the right strategy. Anticipation and analysis are essential during the effort and allow access to better performances.

During the physical effort, focusing attention on a specific aspect is decisive in order to be able to improve one's performance.

This mental capacity has been considered indispensable by high level athletes in the achievement of a performance; the ability to maintain attention and concentration is therefore a very important and much sought-after notion in the world of sport.

Energy management is also a quality sought after in the world of sport.

It is important to be able to manage one's feelings and emotions.

During the effort, the athlete will go through different stages that he must be able to manage effectively.

Anxiety, nervousness, excitement, fear are examples of situations and emotions that the athlete may experience in the world of sport.

He must therefore be able to know how to take into account and not let himself be overwhelmed by what he feels so as not to alter his performance. On the contrary, it is essential to know how to use one's emotions in order to create an optimal level of energy and improve performance.

Mental stamina is important for athletes and consists in knowing how to push back their physical and mental limits to maintain a high level of performance.

Personal development skills

In the world of sport, personal development is also considered a success factor. It is important for an athlete to develop and work on his personal development skills in order to remain successful.

These mental abilities are synonymous with maturity and allow the athlete to have a high level of psychological development. Consequently, it provides feelings of well-being and allows for good relationships with others.

Studies have shown that personal development has a significant impact on athlete performance.

These skills are therefore essential to the development and training of the mind in the world of sport.

An important aspect of this development is related to identity, because it is important to discover and realize who we really are.

This allows an individual to discover a sense of self-esteem and personal well-being.

Interpersonal skills are also important in this environment in order to be able to interact with others.

This allows for effective communication with others and is essential in the world of sport in order to make oneself understood and to determine strategies and goals.

These communication skills, developed in the world of sport, are also very useful in the world of work, where communicating effectively with others is a quality sought after by a company.

Team skills

This category of mental skills represents skills that are useful in a group setting. It helps to have a good environment within the team and contributes to the team's success, especially in terms of performance.

For a team to be successful, it is essential to have confidence in the group, to believe in its abilities and to trust the other members of the group. This is an indispensable factor of success and performance.

The performance and success of a team is also dependent on the cohesion of the group. It is important to support each other and to remain united within a team in order to achieve the objectives set.

In the world of work, cohesion is also essential within the company in order to create a good working environment and to have a high level of performance and success.

As mentioned above, the communication of a group is one of the most important aspects that should not be neglected.

Without good communication, a sports team cannot properly define the missions and roles of each individual and therefore, this can be very detrimental to success and the achievement of objectives.

Leadership within a sport team is critical to success.

Therefore, a good sport group must have a leader who has the ability to lead and positively influence the group. This creates a better work environment and influences the success of the group.

Studies have been done on the influence of leadership within a team and have proven that a group with leadership qualities achieves much better results than a group without them.

This can also be applied within a work group in a company. In order to achieve the objectives that have been set, it is essential that the strategy is well established and that everyone's roles are clear.

Description and interest of this study

In the previous parts of this study, we have therefore first described the qualities that are sought after in a company.

In a company, the skills required are obviously different depending on the position held.

It is not possible and realistic to ask an IT manager to have the same interpersonal qualities as a sales manager, who represents the face of the company internationally during the course of his work.

In a second step, we looked at the mental qualities that can be developed in the practice of sports.

Sport is very often only considered as a means of physical development. My goal here is to show and explain how sport is useful and indispensable in order to develop certain skills and mental qualities, which will also serve in the business world.

So now it becomes interesting to link these different skills and associate them with specific sports.

The aim of my study is not only to talk about personal development, through the practice of sports. My objective is to create an explanatory diagram where the impact of sport on mental skills is explained, and to associate these skills with positions in the company.

The aim is to link a sport with a function in a company.

In a company, recruiters are constantly trying to select the people who best match the positions available.

However, sometimes the choice is cornelian, where it is not possible to differentiate between candidates according to their experience and training.

It is in these cases that my project becomes interesting and useful for a company during the selection process of new employees.

The interest is to bring a new aspect and a new way for companies to differentiate candidates. It is first necessary for recruiters to clearly define the qualities that are sought for the proposed position.

My study will therefore allow companies to rely on a new element of selection: the sports activities performed by the candidates.

Each sport allows the development of new physical but also mental skills. It is this mental aspect that interests us here.

In this study, each sport will be associated with different mental skills; companies will therefore be able to differentiate certain candidates thanks to this explanatory diagram.

Beforehand, it is therefore necessary to make a study of different sports and explain the mental skills that develop through their practice.

It is therefore interesting to now take an interest in sports psychology and to study the skills necessary for the success of a sports activity.

In order to carry out this study, it is essential to collect testimonials and interviews of sports people who have practiced certain sports at a high level.

Given the current health situation, it was difficult to obtain as much information as I would have liked.

However, I was able to interview many people around me who have practiced sports at a high level during their lives.

In order to respect the health rules in place, I tried to limit my movements.

To carry out this study, I therefore mainly used social networks in order to interview witnesses and obtain the information I needed to determine the mental skills present in the different sports.

In the next part, I will transcribe the information I obtained from my interviews. I asked the interviewees to answer these questions very honestly, based on their past experience and what they feel is necessary and important in order to succeed in their sport.

These people have practiced this sport at a high level and are therefore able to judge important mental and human skills.

Surf

Surfing is a sport that requires a lot of self-confidence, you have to believe in your abilities in order to get up on the board and progress.

It requires a lot of time and work, patience and perseverance are very important in this field, in order to work on your balance and to get the necessary technique to surf properly.

Surfing is a very demanding sport and the slightest error in concentration or attention can cause you to lose your balance.

To start in this environment, it is essential to overcome your emotions and especially fear. The waves and the sea can sometimes be impressive, and it is therefore necessary not to panic and stay focused during the physical activity and keep your composure.

Surpassing oneself and self-control are therefore essential in this sport in order to be able to progress and avoid making mistakes.

In order to progress in this sport, it is important to devote a lot of time to your training, so you have to be able to devote yourself to this sport and also make sacrifices.

Furthermore, surfing is a sport that requires a great deal of technique and allows a lot of freedom. It can therefore be interesting for a surfer to document himself and watch videos in order to progress and discover new techniques, new places.

A surfer can therefore be curious and creative, in everyday life to learn more or on his surfboard to discover new sensations.

Tennis

Tennis is above all an individual sport; the player is alone on the court and is therefore the only person responsible for the result and the outcome of the match.

In order to succeed and become successful in this evening, a tennis player must above all show motivation, it is essential to never give up believing in oneself.

Perseverance is an essential quality in this environment and sometimes makes the difference on a match.

Good tennis players all have a certain amount of talent, more or less important. But it is perseverance and ambition that can make the difference.

We can take the example of Stanislas Wawrinka, a tennis player who only became successful after the age of 30. Before that age, he was just one of many professional tennis players who had failed to win major tournaments.

Today, he has won many trophies and has become one of the best tennis players on the international circuit.

To become so successful, he had to work hard and never give up, this example shows that work is the key to success.

The mental aspect is also an important character in the world of tennis, one must be able to show psychological leadership and be able to control one's emotions.

Self-control is an important aspect in a tennis match; indeed, by showing great mental strength, it is possible to win against an opponent, who surpasses you "tennistically speaking".

In addition, the ability to listen is an important aspect for a tennis player. Even if the player is alone on the court is an individual sport, one should not neglect the external forces that can also influence a match.

Great tennis players are all coached by talented coaches, so it is important to be able to listen to their advice and strategies, in order to get an outside opinion and a point of view that can change the purpose and outcome of a match.

The last key point to mention is organizational skills.

Tennis players obviously devote a large part of their time to training, but like everyone else, they have a social and personal life.

Every tennis player organizes his life differently, but to be successful it is important to know how to balance your schedule. In fact, it is necessary to dedicate an important part of one's time to tennis, but it is essential to keep time for oneself.

Every tennis player is different and will spend his free time differently. One example is Benoit Paire, an extroverted character who loves to celebrate with his friends. On the other hand, Novak Djokovic, one of the best tennis players of all time, who devotes his private time to his family.

These two players represent two totally different characters: as a tennis player, it is therefore essential to organize your time efficiently but also to make life choices, especially personal and private ones, that will allow you to become better and more successful.

Cycling

Cycling is a demanding sport that requires a lot of training and sacrifice.

The first quality needed in this environment is adaptability. During the course of his career, a cyclist may sometimes have to change teams and thus belong to a new team. He will therefore have to adapt to his new teammates but also discover new training methods and new racing strategies.

These new aspects can sometimes be totally different from the methods used by his previous team. Thus, a cyclist must have great adaptability in order to remain efficient and to blend in with the team.

In addition, devotion and a sense of sacrifice are qualities that are very present in this sport.

Cycling is certainly an individual sport, but it is often considered the most collective of individual sports.

A single cyclist is not capable of winning a 150-kilometer race on his own. On the contrary, it is a cyclist well surrounded by his teammates who wins the race.

The riders in a team are all essential, they all have an important role to play. The leader of a team is dependent on his team. His team is essential in order to manage time gaps with the race leaders and his team is also there to support him in the mountain stages which represent the hardest races physically.

In this sport, it is therefore essential to devote oneself to the collective and to know how to sacrifice oneself for the good of one's team, putting oneself at the service of the collective and one's team.

It is essential to respect the instructions given by the team and to follow the race strategy that has been decided upon.

Surpassing oneself is an important factor in the world of cycling. Cycling is an extremely demanding sport that requires a lot of sacrifice. Mental and physical suffering is very present during a race.

It is therefore necessary to show determination in order to reach the finish line and never give up.

A great deal of mental strength is therefore necessary in this environment in order to overcome physical pain and to believe in one's abilities.

High level cyclists also follow a very strict program.

To stay performing, they have a fitness weight to respect, their life is very organized according to their training. In addition, they must also follow nutrition programs, developed by competent people.

To become efficient, it is therefore essential to be conscientious and to follow the programs.

Volleyball

Volleyball is a team sport, so it is essential to trust your teammates, it is not possible to win a match alone.

Team spirit is very important in this sport because on the field, teams try to play on the weaknesses of the opponent.

Especially in service, the team will serve on the weakest player of the opposing team. It is therefore important to encourage and motivate your teammates throughout the game.

Organization is important in this sport since there are many tactics to remember and apply on the field. At each point, substitutions and changes of position are made, so it is important to be well organized and always be focused on the game.

In this sport, you must always keep your self-control.

On the one hand, when you lose several points in a row, you have to re-mobilize to regain a good dynamic.

On the other hand, it is not allowed to celebrate a point by looking at your opponent. Therefore, one must always stay focused and not get angry or provoke the opponent, as this could lead to penalty points.

When a team is in trouble, some players may lose their temper. In this situation, it is important to show leadership in order to re-motivate your team and the players involved.

Listening skills are essential in order to succeed in this sport. As I explained, a match is won as a team, so all players must trust each other and communicate during the match in order to adopt the best possible strategy. By communicating and listening to each other, the players on the field will decide the best combinations, the positions to adopt...

Motivation is also an important factor; you have to fight and give yourself fully on every point. This allows you to develop a real team cohesion and create strong links with your partners.

There is therefore a mental aspect that plays a dominant role, you must never give up and the sense of sacrifice is an important notion in this sport.

It is essential to accompany one's partners in the effort, in order to be able to recover certain balls that were originally difficult to play.

Boxing

Boxing is a sport that requires a lot of work and a great sense of effort. A boxer is by nature a determined person who knows how to make the necessary efforts to progress and become more efficient in his gestures and posture.

The second very important point in this environment is focusing.

In fact, in a fight, each boxer must take hits from the opponent, so it is necessary to know how to keep his composure and manage his emotions. It is essential not to rush and to wait for the right moment before attacking your opponent.

Patience is therefore another important aspect of this sport, the important thing is really to stay focused at all times and not let yourself be overwhelmed by your emotions, especially your pride, after taking a hit.

The mental and psychological side has a huge influence on a boxing match.

A large part of the fights is won psychologically, you have to succeed in getting inside the opponent's head, not showing his weaknesses and stay very concentrated throughout the fight.

Listening is also a quality sought after in this sport, you must know how to take information and listen to the advice and guidance of your coaches.

In addition, in this sport, you must be aware of your qualities and your place, and not overestimate yourself. You have to be honest, be honest with yourself, assume your place in

the world today. Honesty is the key in order to be aware of one's weaknesses and of one's current level in order to later progress and become more competitive.

Basketball

Basketball is a sport that requires great technical abilities, discipline and perseverance are therefore two very important human skills to become successful in the world of basketball. Of course, talent has a huge influence on the quality of the players' shots, but work is essential to improve.

It is also necessary to show a lot of discipline in the management of one's daily life. The physical aspect is not to be neglected; it is necessary to be rigorous in order to remain constantly in good physical shape.

In this sport, teamwork and group cohesion have a considerable impact on a team's results. On the field, there are only 5 players and each one has a major role to play, you have to show great concentration and trust your partners.

Organizational skills are therefore highly sought after in this sport, it is important that each member of the group is informed of his role and objectives during a match. Since there are only 5 players on a field, they individually and collectively have a lot of responsibility, so it is very important to respect the game patterns and to be well organized on the field.

For a basketball player, it is also essential to remain humble and to know how to sacrifice for the good of his team. During a game, it is very common for many changes to take place. It is therefore necessary that the players accept to be replaced and not be obsessed with statistics but only focus on the final result of the match. The focus should be on the team and not on individual performance.

Athletics

Athletics is an individual sport, so the most important thing is to trust yourself, to believe in yourself and your abilities, so that you can improve and become more competitive. On an athletics track, the athlete is left to himself, he can only count on his own resources, it is therefore very important to mobilize all his energy, especially in adversity.

It is therefore essential to be an autonomous and honest person; one must know how to recognize and accept one's mistakes and then be able to correct them.

Lucidity is also an important aspect in the race, a single mistake can cause a race to be lost, so it is essential to remain focused at all times in order not to commit the irreparable.

The mental strength of athletes is as important as the physical strength in athletics: after a failure, it is imperative to bounce back and take into account your mistakes in order to progress, you must not get discouraged.

It is very common for an athlete to be very physically weakened during a race, it is essential that he or she remains focused and does not lose his or her breath during the event. Alone on the track, he must therefore motivate and encourage himself. These qualities and the winning mentality are highly appreciated in companies and in the work world.

Ping-pong

In ping-pong, the first necessary quality is stress management and control of one's emotions. The duration of a ping-pong match is fast, the sets are quite short, each point is very important. To succeed, it is therefore essential to know how to control yourself and not let your emotions take over.

Even if you lose an important point, don't get angry, but on the contrary, think about the next point and stay focused throughout the match.

This sport is therefore a way to learn how to control your emotions, which can be very useful in a company, especially for a position of responsibility where you have to manage many files. It is therefore necessary to stay focused throughout the day, in order to avoid making mistakes, which could compromise the purpose of an important file.

The second important aspect of this sport concerns work. In order to win a match, gestures must be very precise, so work is essential in order to gain precision and strength. Perseverance is therefore an important asset in this sport to progress.

Ping-pong is also a very strategic sport, the tactics put in place can make you win a match, such as systematically playing on the weak side of your opponent.

In this optic, listening and communication skills are essential in order to be able to exchange with your coach, who from an external point of view will be able to determine the best strategy to adopt.

Hockey

Field hockey is a team sport that can be played both in summer and winter. However, the playing conditions are not the same, on an outdoor field, each team has 11 players whereas in winter, teams are made up of only 5 players.

Some players will therefore play in the summer season but will not play in the winter season. They will show great humility on and off the field, it is essential to respect the decisions of the coach who is forced to make difficult decisions.

In this sport, it is imperative to pass on the good of the team and therefore respect the coach and teammates.

A field hockey player must therefore be self-sacrificing and must be able to sacrifice himself for the good of the group, he must give up his personal interest if it allows the team to perform. This highlights the transition from the summer season to the winter season when the number of players goes from 11 to 5. Some people will no longer play but must be prepared in case of injury or poor performance by some of their teammates.

Agreement is also essential in order to get along well with teammates and to create a real group. Listening and communication are two very important qualities in the world of field hockey to become successful and bring your team to the top.

Field hockey is a sport that requires great technique, so it is essential to put in place strategies to put the opponent in difficulty. Therefore, inventiveness is a necessary human skill to be able to create new combinations and thus create problems for the opposing team.

Football

Soccer is above all a collective sport; a team is composed of 11 players and they all have to work collectively to win a match.

Of the 11 players on the field, each has a different profile. The differences between the different members of a team are very marked depending on the position.

This great diversity in terms of profiles makes it possible to have a team with players who complement each other, which encourage the collective.

The human skills needed in this sport are therefore teamwork, the ability to sacrifice and devote oneself for the good of the team.

As I explained, a team has different profiles, so organizational skills are very important in order to be able to define the most suitable position for each one and to use each person's qualities effectively.

An organized team can become very successful and win matches against more talented teams.

We can therefore draw a direct parallel with the business world: a soccer team, given the number of players and the diversity of profiles, can be compared to a company.

On the field, an attacker has shooting skills, while a defender will be effective in tackling, so it is important to define the positions according to the qualities of each one.

The system is the same in a company, a person who is very comfortable with others and has interpersonal skills will be employed in the sales department of the company instead of going into accounting.

Listening and communication are also qualities sought after in the world of soccer. Given the large number of players, it is important to know how to communicate with others and listen to different opinions in order to define the best strategy to adopt. This can also apply in a company where employees sometimes have to debate on subjects on which they disagree: it is therefore imperative to be able to listen to others and communicate effectively.

Rugby

Rugby brings together a lot of values of mutual aid and cohesion, teamwork and a sense of teamwork is essential for the group to function properly and achieve good results.

It is therefore important to have good listening and communication skills, there are 15 players on the field, and it is therefore important to take everyone's opinion into account.

Some positions require leadership qualities, it is necessary to be able to impose oneself in the group, to find one's place. The captain must therefore be able to capture the attention of his teammates and establish a good group dynamic.

These qualities make it possible to motivate a group and to have an important role within this team.

Motivation is a very important factor in this area.

Rugby requires a lot of work and perseverance; many trainings take place every week and it is therefore necessary to be permanently motivated to progress.

The players' sizes can be different, sometimes a smaller player has to face a physically strong player. In this case, motivation and desire can sometimes make the difference.

Organizational skills can also make the difference in this sport, it is important that everyone is aware of their qualities and weaknesses. On the field, a team must be well organized in order to function and play well together.

A single player is not able to win the game individually, he must trust his teammates.

This can also apply to the corporate world where a well-organized team will function better than a group where people function individually.

	Director	Accounting	HR	Production	Marketing	Communications	IT
Leadership	X			X		X	X
Adaptability	X						
Teamwork	X		X	X	X	X	
Listening and Communication	X		X		X		X
Motivation	X						
Rigor		X					
Organization		X	X	X		X	
Versatility		X					
Sociability		X	X		X		X
Curiosity		X	X		X	X	X
Integrity		X					
open-mindedness			X	X			
Adaptability		X		X			
Composure				X			
Reactivity				X		X	
Creativity					X	X	
Observation					X		
Autonomy					X		
Anticipation							X

Table 1 : Summary table of skills required in the company

	Surf	Tennis	Cyclin g	Volley	Boxin g	Basket	Athletics	Ping- pong	Hockey	Foot	Rugby
Self-confidence	X						X				
Patience	X				X						
Perseverance	X	X			X	X	X	X			X
Self-control	X			X	X			X			
Devotion	X		X			X			X	X	X
Curiosity	X										
Creativity	X										
Motivation		X		X							X
Mental strength		X		X	X		X	X			
Listening and Communication		X		X	X			X	X	X	X
Organization		X		X		X				X	
Adaptability			X								
Surpassing oneself			X								
Conscientiousness			X			X					
Teamwork			X	X					X	X	X
Focusing, Lucidity	X			X	X	X	X	X			
Honesty					X		X				
Discipline						X					
Humility						X			X		
Autonomy							X				
Creativity, Inventiveness									X		
Sociability											X
Leadership				X							X

Table 2 : Summary table of skills required in sport

Previously, we were therefore able to establish a list of competencies.

This allows us to have an overview on the subject. The competencies are therefore classified in the form of a table.

Two tables are presented above. The first links the different human qualities according to the positions in the company.

The second table allows us to better understand which skills from everyday life can be used in the world of sport.

For both tables, the principle is similar. When a cross is present in a box, it means that the human skill is useful in the sport or in the corresponding job.

In this study, it is now interesting to compare these two tables, i.e. to establish a link between the world of business and the world of sport by comparing and associating them through human skills.

In order to make my study usable and coherent, I have therefore recreated two more simplified tables below so that the skills listed in the tables are the same in business and in the world of sport. Some skills had therefore to be removed since they were not present in one of the environments, i.e. sport or business.

14 skills were therefore used to compare the world of work and the world of sport.

The last table below therefore presents the skills that are useful in both a sport and a specific occupation.

Thus, it is possible to read and analyze the skills that are useful in both a sport and a job.

For example, listening and communication and motivation are the human skills shared by a company director and a tennis player.

Therefore, this table makes it possible to associate a sport with a profession, according to the number of human skills they share.

Table 3 and 4

Tables 3 and 4 are presented in the appendix of this study.

Table 3 relates the different skills that are needed in the world of sport.

Each sport is therefore associated with different qualities. The human skills needed are often different depending on the sport.

However, there is some connection between individual sports and between team sports.

In an individual sport, the player or athlete is often left to his own devices and his performance therefore depends entirely on him.

It is therefore very important in an individual sport to know how to keep one's cool and control one's emotions.

A great mental strength allows to obtain better results and to become more efficient in the practiced sport.

In team sports, team spirit and teamwork are values that are often shared.

Indeed, in a team, players must think about the collective performance of the group and not focus on their individual performance.

These values are essential in order to forge a tight-knit group that functions well and will achieve good results.

Table 4 therefore allows us to obtain information on the skills needed to carry out the various missions in the company, according to the different sectors of the companies.

We thus realize that certain skills are essential in a company, such as team spirit.

Indeed, we can see that this skill is useful in all sectors of the company, except in the accounting and computer science sector.

In a company, an employee is not able to run a business by himself, he must rely on his colleagues to deliver good work and results.

These two tables are therefore very interesting since they deal with the same skills, in the world of sports and in the world of work.

Thus, it is now possible to analyze these two tables in order to determine which skills are useful in a trade and in a sport.

The interest is therefore to be able to compare an occupation with a sport and to be able to associate them (in terms of the skills needed) if they share enough common qualities.

We will analyze this in Table 5, explained below.

5.2.3. Linking Sports and Business through Human Skills

Table 5 is in the appendix of this study.

This table 5 explains the links that can be established between sports and trades. It allows a comparison of the different human skills that are useful in a sport and in a profession.

Therefore, it is interesting to use this table to associate a specific occupation with a sport. For example, one can imagine that from 2 or 3 shared skills, a sport and a profession can be associated. This

Based on Table 5 and the competencies listed in it, the analysis could be as follows:

°The position of business manager can be likened to volleyball and rugby since they share leadership, motivation, listening and communication skills.

°The position of accountant can be likened to basketball or cycling because they share qualities of adaptation, organization and rigor.

°A human resources manager shares common values with volleyball, soccer and rugby: team spirit, listening and communication, relational and organizational qualities.

°A production manager has several qualities in common with a volleyball player: leadership, team spirit, organization and control of his emotions.

°A marketing manager's position can be likened to volleyball, field hockey or rugby. They share values such as team spirit, listening and communication, concentration skills, creativity and sociability.

A communication manager shares common skills with volleyball such as leadership, team spirit and organizational skills.

°The position of IT manager in a company can be likened to rugby or volleyball, since they share values of leadership, listening and communication, concentration and sociability.

By associating a corporate job with certain sports, we realize that some sports are not assimilated to a corporate position.

In fact, some sports, especially individual sports such as ping-pong, boxing or track and field, have fewer human skills, according to Table 5.

This limitation may be due to the fact that team sports are often emphasized in everyday life.

However, it is possible to analyze this table in a different way and directly associate sport with a corporate position.

This new method can therefore lead us to obtain different results:

°Surfing would be associated with the profession of marketing, thanks to their common values which are curiosity, creativity and concentration.

Tennis would be associated with the position of company director or HR manager. They share the skills of listening and communication, motivation and organization.

°Bicycling shares the same skills as a company director and an accountant: adaptability, team spirit and rigor.

°Volleyball can be associated with the job of a company or production manager since they share common values such as leadership, team spirit, listening and communication, motivation, organization and self-control.

°Boxing would be associated with the profession of marketing or computer science because they share common qualities such as concentration, listening and communication skills.

°Basketball would be associated with the accounting profession since they both require organizational qualities and rigor.

Athletics shares common skills with the communication and IT professions, namely concentration and autonomy.

°Ping-pong has common values with the position of marketing director and IT director, such as listening and communication and concentration.

°Hockey would be associated with the marketing profession since it requires creativity, listening and communication skills but also team spirit.

°Football could be associated with the human resources profession. Indeed, qualities of listening and communication, organization and team spirit are necessary in these two fields.

°Rugby would be linked to the job of company director since they share many human skills, such as team spirit, listening and communication, leadership and motivation.

We can immediately notice that individual sports, namely boxing, ping-pong and athletics are associated with the same professions: marketing and IT.

It is therefore assumed that the human skills required are often similar in these sports.

The main objective of this study is therefore to be able to incorporate sport into the recruitment process.

In this study, it is not sport skills that are judged, but mental skills that are useful during physical activity.

It is not possible to take into account the physical abilities of the candidates during a job interview, on the one hand because this would involve organizing sports events, on the other hand it could create a discriminatory situation, for people who are physically less performing.

It is not physical skills that are necessary in the accomplishment of missions in a company. On the contrary, it is the human skills that allow the athlete to reach a certain level of result. It is these skills that are sought after by the different companies.

The important thing, during the recruitment process, is therefore to focus on this aspect and analyze the different human skills of the candidates.

Before carrying out the different recruitment interviews, it is of course necessary to determine which hard skills are necessary for the realization of the missions.

During the preparation of the recruitment sheet, it is therefore necessary to focus on the realization of the missions and on the philosophy of the company.

This will allow recruiters to determine which human qualities should be present in the ideal candidate.

The recruiter can therefore rely on the various tables explained above.

After having determined the human skills required for the proposed position, these tables will allow to find these qualities in certain sports and thus determine an ideal sports candidate.

The recruiter can therefore use this analysis to find the candidate who would correspond to the position and the company.

In order to carry out this mission, the recruiter will analyze the candidate's CV and ask him/her various questions about the sports he/she may have played.

This will allow him to determine the different human skills that the candidate possesses.

The final goal is thus to find the ideal candidate, who could use these skills in the best possible way when carrying out the missions.

6. Conclusion

In this study, we first addressed the topic of human resources and sport. Indeed, it was interesting at first to study their history and their evolution over the years. Their functions have evolved considerably over time.

Today, a company's human resources have changed a lot. Their functions and responsibilities have developed. Today, this HR sector takes care of the whole life of the company: from the recruitment process to the integration of employees, through the organization of activities.

Sport today has a great influence on the population.

It allows its practitioners to feel integrated into a community and to develop many values such as solidarity, mutual aid and equality.

It is a means of escape for some people who can have access to a certain freedom.

Sport has also become an economic issue that should not be underestimated.

The aim of my study is therefore to study the impact and the place that sport could have in the recruitment process of companies.

It is now possible to affirm that sport can play an important role in recruitment, thanks to the values and skills it conveys.

During this study, we therefore studied the different human skills that are required in the different sectors of a company. We also determined which human skills are developed through the practice of sport.

Depending on the common skills, we were able to associate company professions with a specific sport. It is assumed in this study that the skills developed through the practice of a sport can be useful in carrying out certain tasks in a company.

Similarly, it could be interesting to deepen this study.

To develop this analysis, one could, for example, determine a certain degree of importance of human skills. They should therefore be ranked in order of importance, according to the jobs in the company and the different sports.

Each trade would thus have a list of human skills, with a certain degree of importance, according to their usefulness in carrying out missions.

The same principle could be applied in the world of sports, where each sport will require a greater share of a certain skill than another.

The interest is to be able to associate a profession with a sport with more precise data, which would make it possible to consolidate the veracity of my analysis.

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8. Appendix

8.1. Table 3 : Human skills in sport

	Surf	Tennis	Cycling	Volley	Boxing	Basket	Athletics	Ping-pong	Hockey	Foot	Rugby
Leadership				X							X
Adaptability			X								
Teamwork			X	X					X	X	X
Listening and Communication		X		X	X			X	X	X	X
Motivation		X		X							X
Conscientiousness			X			X					
Organization		X		X		X				X	
Sociability											X
Curiosity	X										
Honesty					X						
Self-control	X	X		X	X			X			
Creativity	X								X		
Focusing	X			X	X	X	X	X			
Autonomy							X				

8.2. Table 4 : Human skills in a company

	Director	Accounting	HR	Production	Marketing	Communications	IT
Leadership	X			X		X	X
Adaptability	X	X					
Teamwork	X		X	X	X	X	
Listening and Communication	X		X		X		X
Motivation	X						
Rigor		X					
Organization		X	X	X		X	
Sociability		X	X		X		X
Curiosity		X	X		X	X	X
Integrity		X					
Composure				X			
Creativity					X	X	
Observation, Anticipation					X		X
Autonomy					X		

8.3. Table 5: Linking Sports and Business through Human Skills

	Surf	Tennis	Cycling	Volley	Boxing	Basket	Athletics	Ping-pong	Hockey	Foot	Rugby
Director		Listening and communication Motivation	Adaptability Teamwork	Leadership Teamwork Listening and communication Motivation	Listening and communication			Listening and communication	Teamwork Listening and communication	Teamwork Listening and communication	Teamwork Listening and communication Leadership Motivation
Accounting	Curiosity	Organization	Adaptability Conscientiousness	Organization	Honesty	Conscientiousness Organization	Honesty			Organization	Sociability
HR	Curiosity	Listening and communication Organization	Teamwork	Teamwork Listening and communication Organization	Listening and communication	Organization		Listening and communication	Teamwork Listening and communication	Teamwork Listening and communication Organization	Teamwork Listening and communication Sociability
Production	Self-control	Organization Self-control	Teamwork	Leadership Teamwork Organization Self-control	Self-control	Organization		Self-control	Teamwork	Teamwork Organization	Teamwork Leadership
Marketing	Curiosity Creativity Focusing	Listening and communication	Teamwork	Teamwork Listening and communication Focusing	Listening and communication Focusing	Focusing	Focusing Autonomy	Listening and communication Focusing	Teamwork Creativity Listening and communication	Teamwork Listening and communication	Teamwork Listening and communication Sociability
Communications	Curiosity Creativity	Organization	Teamwork	Leadership Teamwork Organization		Organization			Teamwork Creativity	Teamwork Organization	Teamwork Leadership
IT	Curiosity Focusing	Listening and communication		Leadership Listening and communication Focusing	Listening and communication Focusing	Focusing	Focusing Autonomy	Listening and communication Focusing	Listening and communication	Listening and communication	Listening and communication Leadership Sociability