

Excellence of Trainer and Psychological Wellbeing Lead to the Higher Performance: Evidence from Chinese Basketball Players

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Abstract

Ryff's Model of Psychological well-being has four major factors like Self-Acceptance, Personal Growth, Environmental Mastery, and Autonomy that contribute to an individual's performance and personal growth. These factors are applied on Chinese basketball teams, the population of this study. The main objective of this study was to analyze the impact of psychological wellbeing on the higher performance of Chinese basketball players with the mediation of excellence of trainers. A simple random sampling technique was used for the data collection. Data was collected with the use of the e-mail survey method. Results generated from PLS_SEM revealed that psychological well-being factors like Self-Acceptance, Environmental Mastery, and Autonomy have a positive significant impact on the excellence of trainer and also on the higher performance of players except personal growth and for the excellence of trainer is self-acceptance. An increase in the excellence of trainers also increases the performance of players in Chinese basketball teams. The excellence of trainers also does not mediate the relationship between psychological well-being factors like Self-Acceptance, Personal Growth, and Autonomy, and higher performance of players in Chinese basketball teams except environmental mastery. This study recommends that in order to increase the performance of player's management, the team administration should focus on focus such as excellence of trainers and psychological well-being factors.

Keywords: Autonomy, Environmental Mastery, Personal Growth, Higher Performance, Self-Acceptance, Excellence of Trainer

1. Introduction

Performance is so significant in all respects that different tools are required by different organizations and departments to enhance performance. Performance enhancement is an ongoing process. There is no end to reach the ultimate performance if a process has been introduced and applied to increase performance (Twenge, Blake, Haidt, & Campbell, 2020). When talking about businesses, many measures are taken to improve performance. For instance, employees are trained with soft and other skills, technology is applied, processes are upgraded, and the appraisal is given. Additionally, employees are motivated through financial benefits for showing good performance and sometimes punished to show low performance (Conte, Kolb, Scanlan, & Santolamazza, 2018). If there is no performance, there should be no goal. It is equally important for each sector.

The current study attempts to measure the performance of players in basketball and find a link between the trainer's competence and the psychological well-being of players. The author presupposes that a link between performance of players and the trainer's competence is very helpful in

improving the performance of the players. To study this linkage it is important to study the factor of psychological well-being and examine it in relation with the trainer's competence and how their linkage impacts the performance of players (Fossey, Garrod, Guzman, & Testad, 2020).

The rationale behind this linkage is that the trainer could be influential because he is fully knowledgeable and trained. He can share the experience of working perfectly and boost the players' playing skills in order to improve their performance. Similarly, psychological wellbeing is the state of overall satisfaction and happiness. It is considered an essential element to perform in any field. A satisfied and happy mind is creative and produces better results; therefore mental satisfaction is the key to performance. A combination of both excellence of trainer and psychological well-being can therefore impact the efficiency of people for every field (Haider, Jabeen, & Ahmad, 2018).

Basketball is a popular game with a long history since 1891 and being a part of the Olympics enjoys international reputation too. Basketball is an indoor game with two

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teams taking part in the game. Each team consists of five members. This game has so far been very reputed until recently when it started facing many challenges (Homayounnia Firoozjah, Homayouni, & Noorizadeh, 2019). Some of the challenges include lack of proper focus on the game; lack of facilities for the players due to which their performance diminishes day by day. The scope of the game has also decreased globally. China was a country where basketball was most popular and people were very fond of this game. However, players are facing issues in China as well (Bosma & Van Yperen, 2020). In China, too, there is a need to provide proper training to players and address to their issues. There is also a lack of focus on their performance and insufficient equipment further diminishes their future prospects. A few players may also face personal and psychological issues. These internal and external problems could affect their performance (Jooste & Kubayi, 2018).

In a business scenario, the relationship between training and firm's performance has occupied a good amount of attention during the last few decades. Studies have been conducted that show the evidence that training improves the performance and working skills of employees. Training plays a very important role to improve the ability of individual employees, which later result in improving the overall productivity. Secondly, training also gives the competitive advantage to the firms by enhancing its organizational knowledge (Kersemaekers et al., 2018). Training not only benefits the organization, but it also impact individuals and teams, at both organizational and social levels. While the number of companies and businesses is growing, the number of employees is also increasing. Assuming that happier workers will lead to high productivity, companies are focusing on their well-being.

Recently, a study was conducted to examine the relationship between wellbeing and productivity of nearly 2 million employees and the performance of over 80,000 business units in 230 independent organizations across 49 industries in 73 countries. The results suggested a strong positive correlation between employee wellbeing, productivity, and firm performance (Souza Júnior, Falconi, Dias, Brandão, & Zanetti, 2020). Hence, this study aimed to apply this phenomenon in the field of sports, taking basketball as a sample for this study. The objective was to examine and measure the impact of training and well-being on the performance of basketball players. The study will provide insights specific to the performance of players. The findings of this study would greatly contribute to this domain of study and add new dimensions to the literature related to the improvement of players' performance.

2. Literature review

Performance is measured as a result of an action or a process of performing a task against given standards. At a workplace, for instance, good performance is measured in the good ranking of an employee against the assigned task to be performed under the standards or benchmarks set by the company. Performance is not only confined to the field of arts, performance means a good dramatic presentation on the stage or in a theatre (Dirks, 2000) or expression of thoughts and creative ideas most effectively in writings literary pieces. Many studies have been conducted to establish the linkages between performance and other related factors. This linkage is important to examine how art or any other field makes an impact on the human resources working in business organizations. It is important to find out how the field of arts motivate employees to perform the task and help organizations enjoy their goal achievement (Yeatts, Davis, Oh, & Hwang, 2019).

The two factors, training and psychological wellbeing thus are inter-related. Training is a process in which one individual teaches another a particular skill or type of behavior. Training is not limited only to human beings; animals are also trained for different tasks. Training is delivered to improve productivity and decrease the chances of error. There are training and development departments in each organization that conduct training. The objective of each training department is to improve the productivity of the employees and enhance the overall performance of the organization.

Similarly, psychological well-being is also an important factor that impacts the human beings in many ways (Bonal, Jiménez, & Lorenzo, 2020). Psychological well-being is the result of the overall satisfaction of an individual. Most of the time for working people there are different factors in a workplace. People though work for monetary benefits that are greatest performance indicators. But there are other factors too like the environment of the organization, performance appraisal, and motivation from work, safety and social security which are also necessary at a workplace. These factors cause a worker great satisfaction. The overall satisfaction level from all these factors is known as the psychological well-being of workers. Psychological well-being is not only confined to workers of an organization but applicable to every field where different factors satisfy human resources (Humberto M Carvalho, Coelho-e-Silva, Eisenmann, & Malina, 2013).

The above review of past studies reveals that there are three factors significantly related to each other in any field of

working: Training, Psychological Well-Being and Performance. Though most of these studies found the linkages between these factors in business organizations and different fields, the current study aimed at finding such a linkage between these factors with respect to the basketball players of China. The basketball players are much similar to employees in an organization because like employees, the players too need to perform well, maintain a psychological wellbeing and for which they need training. Psychological well-being

It is hoped that by applying the results of this study, there would be practical implications in improving the performance of basketball players.

Figure 1 shows a theoretical framework adopted for this study showing the relationship between Autonomy, Environmental Mastery, Personal Growth, Higher Performance, Self-Acceptance, and Excellence of Trainer.

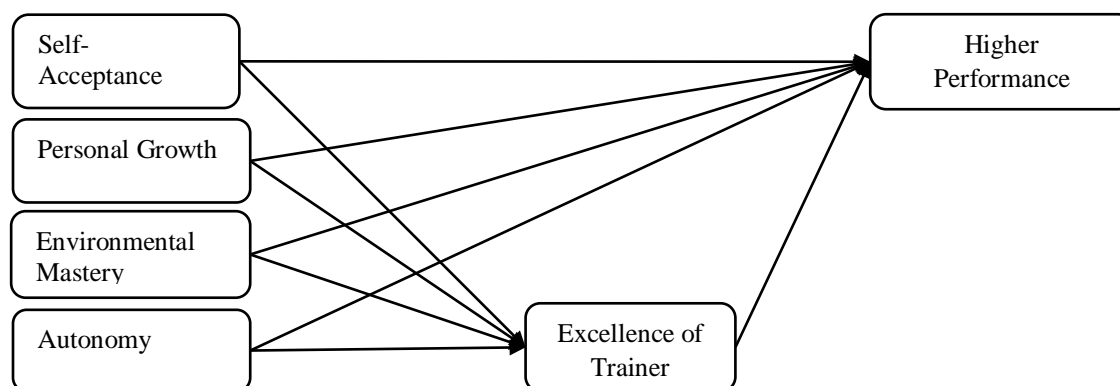


Figure 1. Theoretical framework of the study shows the relationship between Autonomy, Environmental Mastery, Personal Growth, Higher Performance, Self-Acceptance, and Excellence of Trainer

2.1 Excellence of Trainer and higher performance

Training is an important function for the development of human resources. Training is required to polish the skills of employees. Trained employees are found more productive than untrained. They are also more confident than the untrained ones and can work more smoothly. In a study conducted on workers of a manufacturing industry, it was concluded that when workers are trained they take less time to complete a task (Dizdari & Seiler, 2020). They show more efficiency in their work performance.

Employees are also trained about new processes and prepared for the introduction of new technology. If the employees are trained, they commit fewer errors and work more precisely and accurately. This could be attributed to the excellence of the trainer. It is the evidence of the successful training of skills imparted by the trainer. It is also the success of the training methodology that a trainer used to develop skills and knowledge in the trainees (Humberto Moreira Carvalho, Gonçalves, Collins, & Paes, 2018). This is possible only by the one who is expert in the required knowledge and who can make others perform better. It is observed in the organizations that trainers having more experience and certifications with a good portfolio are found to train better. This could be applicable in the field of sports as well. Players in a game are like employees in a work organization. Players too have to

perform in the game to win matches. Trainers like organizations are equally important for the players in making an impact on their performance (Fransen, McEwan, & Sarkar, 2020).

This study aimed to study the linkage between a trainer's excellence and the performance of the players of basketball. To test this assumption a hypothesis was formulated thus:

H1: The excellence of a trainer has a significant impact on higher performance of players.

2.2 Self-Acceptance, Excellence of Trainer and higher performance

Self-acceptance is the satisfaction and happiness of an individual from oneself. It is an essential requirement for the mental health of human beings. It gives a sense of identification and motivation to those who have a greater self-acceptance (Doma et al., 2018). People who have self-acceptance are found to be more confident and less confused. There are different tests applied to measure self-acceptance. These tests show that one who scores high on self-acceptance has a positive attitude, they acknowledge and accept all aspects about themselves; they are not much critical nor confused about their identity nor do repent for being what they are (Jooste & Kubayi, 2018). If the trainer has self-acceptance, he is confident about the skills that he possesses. It gives him a positive attitude for delivering the knowledge, with which he/ she can train better. Training is

thus actually delivering the skills with a positive attitude and kind behavior.

Self-acceptance can also improve the productivity. People with more self-acceptance can communicate far better than those who lack it. Therefore, when a trainer with high self-acceptance trains employees, it give much better results and also the knowledge is delivered without much constraints and the learners find it easy to execute this knowledge. Self-acceptance is said to be the part of psychological well-being. In one research study it was found that people who accepted themselves were more satisfied and happy. They also experienced a better psychological well-being in life (Mirandola et al., 2019). This suggests that self-acceptance enhances the psychological well-being of an individual and also makes a positive impact on his excellence. To test this assumption, a hypothesis was designed as given:

H2: Self-Acceptance has a significant impact on the Excellence of Trainer.

As drawn attention earlier, self-acceptance gives confidence to live and also develops positive attitude. A positive attitude leads toward a good and positive behavior. In a study it was concluded that positive attitude is positively related to satisfaction. The study revealed many factors contributing to develop a positive psychological temperament of the employees (Roşca, 2020). The study also suggested that confident and positive attitude causes creativity and increases motivation. Hence, when there is excellence of trainer and self-acceptance too, it can add to positivity. In another study, it was found that when there is less confidence in work, it demotivates workers. Demotivation creates negativity and anxiety among the employees which results in different negative outcomes. Therefore organizations need to conduct trainings for developing the awareness and positivity in the environment (Rugg, Kadoor, Feeley, & Pandya, 2018). These trainings also improve the performance of employees.

This study is based on the assumption that there is a relationship between self-acceptance and performance and that the excellence of trainer mediates this relation. The two hypotheses of this assumption are given below:

H3: Self-Acceptance has significant impact on Higher Performance.

H4: Excellence of Trainer mediates the relation between Self-Acceptance and higher performance.

2.3 Personal Growth, Excellence of Trainer and higher performance

Personal growth is also known as self-development or personal development. It involves combination of all traits

of a person which enhance the overall feelings of a person about himself or herself (Fransen, Boen, Vansteenkiste, Mertens, & Vande Broek, 2018) and about the idea of living. This idea of developing personal growth or personal development has transformed into a massive industry where people move from one concept, book or idea to another, perhaps inspired and motivated, but without actually addressing what it is that creates this endless search for happiness, calmness, creativity, clarity, and even perfection in their lives (Smittick, Miner, & Cunningham, 2019). There are different levels of personal growth: the first one is known as social accomplishment which means the acceptance of person by the surroundings and social environment. This acceptance makes him/her feel complete and confident to talk and live with others. The second is the psychological growth which gives positive aspects to his/ her personality. The third level is spiritual progression which is about feelings that satisfy the soul and gives religious rituals in practice. The fourth stage is the transformation stage in which he/ she improves and transforms the personal traits. These four stages are considered as positive traits which improve the way of living and create positivity (Zarić, Dopsaj, & Marković, 2018). Hence, when a person works on personal growth, it improves his/ her personality. Studies have suggested that people who focus on personal growth are found more positive and confident. A satisfied person can focus more on his/her work and takes more interest in performing a job (Fiorilli et al., 2013).

Since this study intended to find the link between personal growth, excellence of trainer, and high performance, the next set of hypotheses designed are as follows:

H5: Personal Growth has a significant impact on Excellence of Trainer.

H6: Personal Growth has a significant impact on Higher Performance.

H7: Excellence of Trainer mediates the relation between Personal Growth and higher performance.

2.4 Environmental Mastery, Excellence of Trainer and higher performance

Environmental mastery was first introduced in an empirical study (Einarsen, Skogstad, Rørvik, Lande, & Nielsen, 2018) which defined it as an integral component of progress. This progress is seen in 5 different stages such as isolation, dependency, automation, cooperation and independence (Rinaldo, Toselli, Gualdi-Russo, Zedda, & Zaccagni, 2020). It is also believed that one can control the environment of the other human beings. This was explained as psychological well-being. It also suggested that when a person has environmental openness and acceptability, it improves his/ her personality and charges

his/ her traits positively (Latinjak, Torregrossa, Comoutos, Hernando-Gimeno, & Ramis, 2019) . The environmental mastery scale (here-after referred to as the EMS) was also found to mediate the potential negative impact of community relocation for older women. It also contributed to the absence of mood disorder among rheumatoid arthritis sufferers, and predicted globally fatigue and fatigue-related distress among people with multiple sclerosis.

Based on the above findings, we may conclude the given hypotheses as:

H8: Environmental Mastery has a significant impact on Excellence of Trainer.

H9: Environmental Mastery has a significant impact on Higher Performance.

H10: Excellence of Trainer mediates the relation between Environmental Mastery and higher performance.

2.5 Autonomy, Excellence of Trainer and higher performance

Autonomy is a kind of self-governance. It is a characteristic of the behavior in which a person feels free and makes own laws to spend life. It gives sense of freedom. It is an important pre-requisite for people who want to spend a balanced life (Brim, Ryff, & Kessler, 2019). Autonomy creates positivity and confidence to believe in one's self. People who have greater sense of autonomy take initiatives for different creative projects. Autonomy is also directly related to psychological well-being. One who has more autonomy, he/ she has greater psychological well-being (Dejonckheere et al., 2019). Autonomy polishes the creativity of people. In previous studies, it has been observed that organizations grant autonomy to employees to increase their productivity. It was also found that employees who possessed autonomy were more satisfied with the job and remained loyal to the organization. However, other than employees, autonomy is also beneficial in every walk of life (Holman, Yoon, Coburn, & Spence, 2019).

Since the one of the objectives of the study was to find the link between autonomy and performance of players of basketball and excellence of a trainer, the following assumptions could be made in the form of hypotheses.

H11: Autonomy has a significant impact on Excellence of Trainer.

H12: Autonomy has a significant impact on Higher Performance.

H13: Excellence of a trainer mediates the relation between Autonomy and higher performance.

3. Methodology

In this methodology section of this study, the author presents the research design, population, sample, and sampling and data collection techniques.

A quantitative research design was selected for this study. In this research design, selected hypotheses were tested built from variables like Autonomy, Environmental Mastery, Personal Growth, Higher Performance, Self-Acceptance, and Excellence of Trainer. The population of this study comprised Chinese basket balls teams. The respondents of this study were players of basketball teams of China. The simple random sampling technique was used for data collection for its ease of use and efficiency. The data was collected through the e-mail survey method. The E-mail addresses of players of the basketball teams of China were collected from the team administration. A questionnaire was sent to their e-mail addresses. After filling the questionnaire, they were received by the author. The author analyzed the questionnaire for missing values and outliers with the help of Smart PLS software. After removing these missing values and outliers from the collected data, the remaining data was used for final analysis.

The questionnaire included the demographics related to age, gender and qualification of players. Moreover, it also included the questions related to variables like Autonomy, Environmental Mastery, Personal Growth, Higher Performance, Self-Acceptance, and Excellence of Trainer. This questionnaire was administrated on a 7-point Likert scale. In this scale "1" was for "Strongly Disagree" and "7" was for "Strongly Agree". The questions related to variables like Autonomy, Environmental Mastery, Personal Growth, Higher Performance, Self-Acceptance, and Excellence of Trainer were adopted from previous studies.

4. Data Analysis

Table 1 depicts the data statistics of the collected data. No outliers and missing values were present as this data was filtered adequately.

Table 1
Data Statistics

	No.	Missing	Mean	Median	Min	Max	SD	Kurtosis	Skewness
SA1	1	0	3.5	4	1	5	1.118	-0.429	-0.516
SA2	2	0	3.47	4	1	5	1.167	-0.731	-1.431
SA3	3	0	3.478	4	1	5	1.459	-1.078	-0.6
SA4	4	0	3.537	4	1	5	2.141	-0.487	-0.525
PG1	5	0	3.429	4	1	5	1.171	-0.725	-0.41
PG2	6	0	3.444	4	1	5	1.24	-0.692	-0.574
PG3	7	0	3.396	4	1	5	2.258	-0.816	-0.452
PG4	8	0	3.299	4	1	5	1.234	-1.925	-1.333
PG5	9	0	3.403	4	1	5	1.282	-0.907	-0.424
EM1	10	0	3.478	4	1	5	1.238	-0.758	-0.458
EM2	11	0	3.504	4	1	5	1.101	-0.448	-0.507
EM3	12	0	3.619	4	1	5	2.323	-0.802	-0.625
EM4	13	0	3.597	4	1	5	1.195	-0.561	-0.581
AUT1	14	0	3.578	4	1	6	1.283	-0.905	-0.42
AUT2	15	0	3.466	4	1	6	1.124	-0.571	-1.391
AUT3	16	0	3.459	4	1	5	1.198	-0.84	-0.368
AUT4	17	0	3.466	4	1	6	2.235	-0.705	-0.299
AUT5	18	0	3.511	4	1	5	1.105	-0.455	-0.446
ET1	19	0	3.534	4	1	5	1.111	-0.454	-0.463
ET2	20	0	3.478	4	1	5	1.241	-0.666	-0.578
ET3	21	0	3.444	4	1	5	1.246	-0.782	-0.483
ET4	22	0	3.332	3	1	5	1.248	-0.941	-0.302
ET5	23	0	3.522	4	1	5	1.256	-0.772	-0.505
HP1	24	0	3.552	4	1	5	1.14	-0.575	-0.487
HP2	25	0	3.634	4	1	5	1.33	-0.799	-0.655
HP3	26	0	3.601	4	1	5	1.216	-0.668	-0.549
HP4	27	0	3.519	4	1	6	1.25	-0.831	-0.4
HP5	28	0	3.593	4	1	6	1.166	-0.608	-0.468
HP6	29	0	4.134	4	1	5	0.949	1.117	-1.116
HP7	30	0	4.075	4	1	5	0.975	0.539	-0.978

AUT: Autonomy, EM: Environmental Mastery, PG: Personal Growth, HP: Higher Performance, SA: Self-Acceptance, ET: Excellence of Trainer

After removing the outliers and missing values from the data, the measurement model assessment was applied through Smart PLS. The purpose of this measurement model was to analyze the reliability and validity of data.

The reliability of data was tested through the factor loading, value of alpha, composite reliability and average variance extracted (AVE) (Henseler, Ringle, & Sinkovics, 2009).

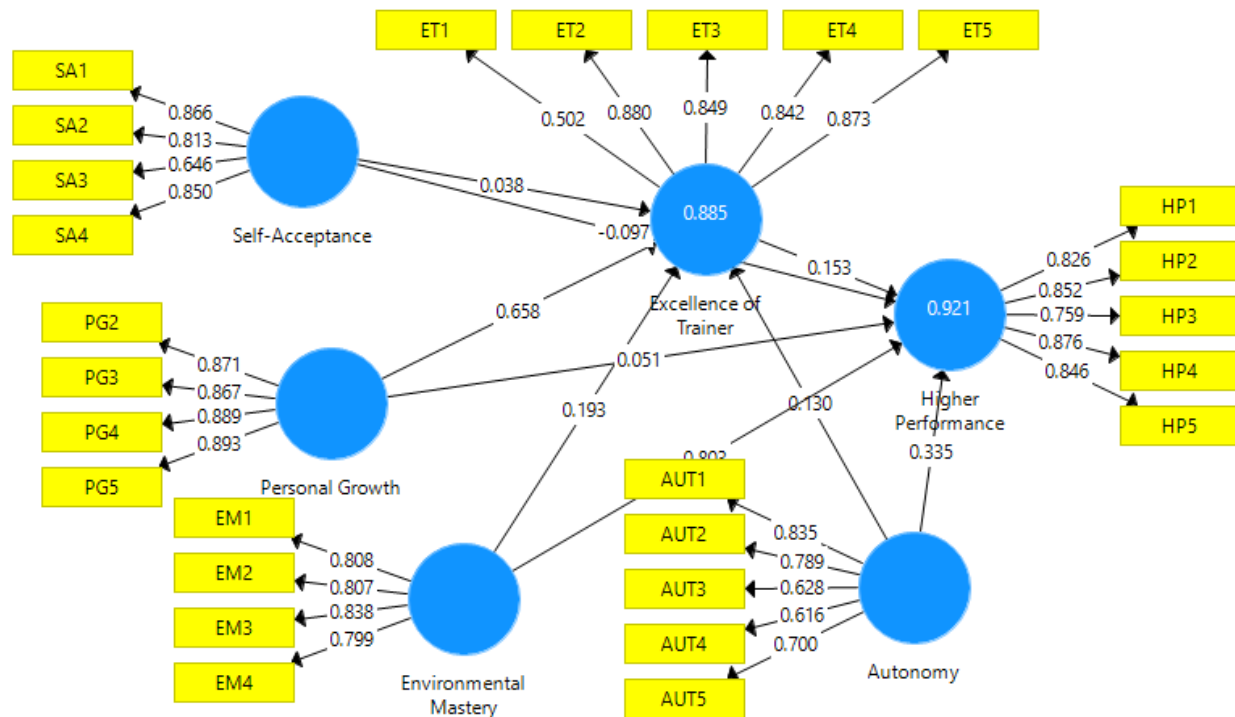


Figure 2. Measurement Model

The factor loading of given data is shown in Table 1 (Appendix) and the remaining related values are depicted in Table 2 below. The validity of data was tested through the AVE square root and these values are presented in

Table 3. All these values are above their acceptance level and also presented in Figure 2.

Table 2
 Reliability and Convergent Validity

	Alpha	rho_A	CR	(AVE)
Autonomy	0.787	0.84	0.84	0.517
Environmental Mastery	0.829	0.831	0.887	0.662
Excellence of Trainer	0.853	0.885	0.897	0.644
Higher Performance	0.889	0.891	0.918	0.693
Personal Growth	0.903	0.903	0.932	0.775
Self-Acceptance	0.811	0.807	0.874	0.638

AUT: Autonomy, EM: Environmental Mastery, PG: Personal Growth, HP: Higher Performance, SA: Self-Acceptance, ET: Excellence of Trainer

Table 3
 AVE Square Root

	Autonomy	Environmental Mastery	Excellence of Trainer	Higher Performance	Personal Growth	Self-Acceptance
Autonomy	0.719					
Environmental Mastery	0.694	0.813				
Excellence of Trainer	0.546	0.802	0.802			
Higher Performance	0.638	0.543	0.795	0.833		
Personal Growth	0.67	0.737	0.721	0.773	0.88	
Self-Acceptance	0.572	0.387	0.425	0.359	0.361	0.799

AUT: Autonomy, EM: Environmental Mastery, PG: Personal Growth, HP: Higher Performance, SA: Self-Acceptance, ET: Excellence of Trainer

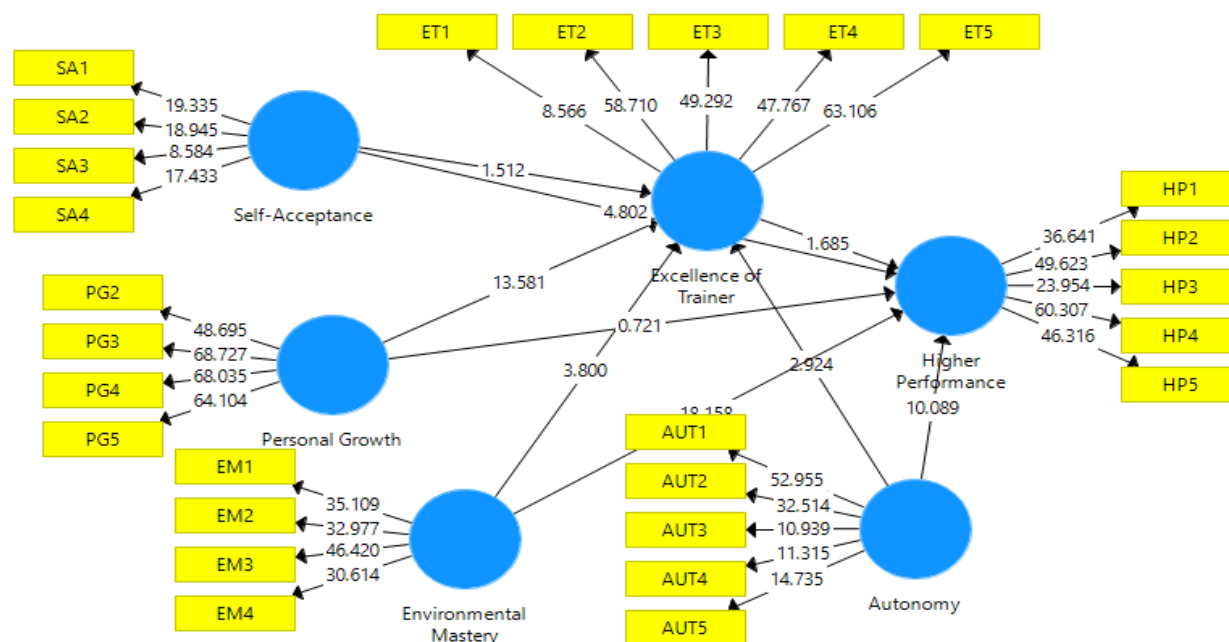


Figure 3. Structural Model

Figure 3 depicts the structural model assessment. The structural model assessment is used for testing the hypotheses. Table 4 is generated through this structural model assessment (Hair, Hollingsworth, Randolph, & Chong, 2017). Table 4 shows the t-values used for testing the hypotheses. T-values showed that the excellence of trainer and personal growth have no significant impact on

higher performance because t-values (1.685, 0.721) respectively are less than 1.96. Self-acceptance with t-value of (1.512) also has no significant impact on the excellence of trainer. All other hypotheses of direct effect were accepted because t-values were greater than 1.96.

Table 4

Direct Effect Results

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Autonomy -> Excellence of Trainer	0.13	0.127	0.044	2.924	0.002
Autonomy -> Higher Performance	0.335	0.338	0.033	10.089	0
Environmental Mastery -> Excellence of Trainer	0.193	0.196	0.051	3.8	0
Environmental Mastery -> Higher Performance	0.803	0.801	0.044	18.158	0
Excellence of Trainer -> Higher Performance	-0.153	-0.158	0.091	1.685	0.046
Personal Growth -> Excellence of Trainer	0.658	0.657	0.048	13.581	0
Personal Growth -> Higher Performance	0.051	0.056	0.071	0.721	0.236
Self-Acceptance -> Excellence of Trainer	0.038	0.038	0.025	1.512	0.066
Self-Acceptance -> Higher Performance	0.097	0.097	0.02	4.802	0

AUT: Autonomy, EM: Environmental Mastery, PG: Personal Growth, HP: Higher Performance, SA: Self-Acceptance, ET: Excellence of Trainer

Table 5 presents the in-direct effect of variables like mediation of excellence of trainer between variables. Table 5 also depicts that the excellence of trainer does not mediate the relationship between autonomy and higher performance with t-value of (1.99); nor does it mediate between the personal growth and higher performance with t-value of (1.66) and so in self-acceptance and higher

performance with t-value of (0.983). If a given t value is more than (2.7), it shows that the excellence of trainer mediates the relationship between environmental mastery and higher performance.

Table 5

Indirect Effect Results

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Autonomy -> Excellence of Trainer -> Higher Performance	0.02	0.02	0.01	1.99	0.047
Environmental Mastery -> Excellence of Trainer -> Higher Performance	0.03	0.031	0.011	2.7	0.001
Personal Growth -> Excellence of Trainer - > Higher Performance	0.101	0.104	0.062	1.66	0.05
Self-Acceptance -> Excellence of Trainer -> Higher Performance	0.006	0.006	0.006	0.983	0.163

AUT: Autonomy, EM: Environmental Mastery, PG: Personal Growth, HP: Higher Performance, SA: Self-Acceptance, ET: Excellence of Trainer

5. Discussion

This study was conducted to analyze the impact of psychological wellbeing on the higher performance of Chinese basketball players with the mediation of excellence of trainer. Various hypotheses were made for checking this relationship.

The results generated from the statistical tool (Smart PLS software) revealed that psychological well-being factors like Self-Acceptance, Environmental Mastery and Autonomy have a positive and significant impact on higher performance. An increase in all these factors resulted in an increase in performance of players in Chinese basketball teams. The results also revealed that excellence of trainer also has no significant impact on the higher performance of the players of basketball teams. However, the increase in the psychological well-being factor increased the overall performance (Kersemaekers et al., 2018).

Likewise, the psychological well-being factors like Personal Growth, Environmental Mastery and Autonomy were found having a positive significant impact on the excellence of trainer. However, the psychological well-being factors like self-acceptance had no significant impact on the excellence of trainer. The results are consistent with previous studies (Arnout et al., 2019).

The final conclusion of the study narrates that the excellence of trainer mediates the relationship between environmental mastery and higher performance of

basketball teams of China. The excellence of trainer however does not mediate the relationship between psychological well-being factors like Self-Acceptance, Personal Growth and Autonomy and higher performance in players of basketball teams in China. The results match with those in the previous studies (Belz, Kleinert, Ohlert, Rau, & Allroggen, 2018).

6. Conclusion

The main objective of this study was to analyze the impact of psychological wellbeing on the higher performance of Chinese basketball players with a mediation of the excellence of trainer. The psychological well-being is simply a feeling of happiness and is related to the efficiency of work. The psychological well-being was represented in this study with six factors like Self-Acceptance, Personal Growth, Purpose of Life, Environmental Mastery, Autonomy and Positive Relations with Others). Four from these variables, viz., Self-Acceptance, Personal Growth, Environmental Mastery, and Autonomy were examined in this study. The population of this study comprised the Chinese basketball teams. The respondents of this study were the players of the basketball teams of China. This study employed quantitative methods and the data was cross-sectional. A simple random sampling technique was used for the data collection. The data was collected through the e-mail survey method. E-mail addresses of players playing in the basketball teams of China were procured from the team administration. The questionnaire was

administered on the 7-points Likert scale using the Smart PLS software for analysis.

The results revealed that psychological well-being factors like Self-Acceptance, Environmental Mastery, and Autonomy had a positive significant impact on the excellence of the trainer and also on the higher performance of players, except on Personal Growth and Self-Acceptance. This suggested that an increase in the excellence of trainers also increases the performance of players in the Chinese basketball teams. The excellence of trainers does not also mediate the relationship between psychological well-being factors like Self-Acceptance, Personal Growth, and Autonomy, nor with higher performance of players in Chinese basketball teams except environmental mastery.

7. Implications

Theoretically, this study contributes to previous literature by studying the impact of psychological wellbeing on

higher performance of Chinese basketball players with the mediation of excellence of trainers. The Trainer's excellence is a vital step in the higher performance of every team. The team members rely on their trainers for training. Due to the excellence of the trainer, the happiness and the psychological well-being of players can achieve higher performance. This is because a satisfied and happy mind can offer creativity and better results. Therefore, mental satisfaction is also the key to performance. A combination of both excellence of trainer and psychological well-being can impact the efficiency of people for every field. Practically, this study recommends to the administration of teams that in order to for increase the performance of basketball players, it is important to focus on the excellence of trainers and also on the psychological well-being factors like Self-Acceptance, Personal Growth, Environmental Mastery, and Autonomy.

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Appendix

Table 1 Factor Loadings

	Autonom y	Environmenta l Mastery	Excellence of Trainer	Higher Performance	Personal Growth	Self-Acceptance
AUT						
1	0.835					
AUT						
2	0.789					
AUT						
3	0.628					
AUT						
4	0.616					
AUT						
5	0.7					
EM1		0.808				
EM2		0.807				
EM3		0.838				
EM4		0.799				
ET1			0.502			
ET2			0.88			
ET3			0.849			
ET4			0.842			
ET5			0.873			
HP1				0.826		
HP2				0.852		
HP3				0.759		
HP4				0.876		
HP5				0.846		
PG2					0.871	
PG3					0.867	
PG4					0.889	
PG5					0.893	
SA1						0.866
SA2						0.813
SA3						0.646
SA4						0.85

AUT: Autonomy, EM: Environmental Mastery, PG: Personal Growth, HP: Higher Performance, SA: Self-Acceptance, ET: Excellence of Trainer