

**KAJIAN MENINGKATKAN KOMPETENSI PENYELIDIKAN DALAM
KALANGAN GURU MUDA SUKAN MELALUI ANALISIS SWOT: KAJIAN KES
KOLEJ TEKNOLOGI GUANGDONG**

***A STUDY OF ENHANCING RESEARCH COMPETENCE AMONG YOUNG SPORTS
TEACHERS THROUGH SWOT ANALYSIS: A CASE OF GUANGDONG
TECHNOLOGY COLLEGE***

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ABSTRACT

The research focuses on investigating techniques for boosting the research capacities of young physical education teachers using the SWOT analysis approach, literature review method, and mathematical statistics method. By examining internal strengths, weaknesses, opportunities, and threats, the following solutions are suggested for improving the research capacities of young physical education teachers, using Guangdong Technology College as an example and taking the actual conditions into account: At the college level, enhancing top-level planning, providing institutional and financial support, and

promoting international exchange and learning. At the department level, establishing research groups, organizing periodic research experience sharing activities, advocating the concept of "mentoring, sharing, and mutual success," and facilitating the organic development of multi-generational research teams. At the individual teacher level, focusing on personal development, cultivating a professional image, and strengthening the ability to convert between "theory and practice" in research outcomes. The project, which aims to improve the young physical education instructors' research skills, acts as a guide for the college's research decisions, ultimately increasing the college's competitiveness.

Keywords: SWOT Analysis Method, enhancement of research capabilities, young physical education teachers, Guangdong Technology College

Introduction

The quality improvement of the teaching staff has recently received substantial attention from Chinese national leaders and pertinent educational bodies. "Opinions of the Central Committee of the Communist Party of China and the State Council on Comprehensively Deepening the Reform of Teacher Development in the New Era" were published on January 20, 2018. In order to create a powerful force for talent development in higher education institutions, the document specifically advocated the goal of "conducting comprehensive training to enhance the teaching abilities of higher education faculty, with a focus on new and young teachers." This brings both significant challenges and opportunities for young sports teachers. After that, on October 13, 2020, the State Council and the Central Committee of the Communist Party of China released the "Overall Plan for Deepening the Reform of Educational Evaluation in the New Era." The report recommended "reforming the evaluation of university teachers' research with an emphasis on quality, focusing on assessing academic and social contributions, as well as supporting the situation of talent cultivation." On January 4, 2021, the Ministry of Education and six other departments jointly released "Guiding Opinions on Strengthening the Reform of Building the Faculty of University Teachers in the New Era." In addition to continuing to execute excellent training programs for aspiring teachers, it encourages and supports university instructors to participate in local and foreign academic visits and exchanges. These materials make it clear that university faculty development is of a high caliber and follows current trends.

Private undergraduate colleges must make greater efforts to strengthen their faculty teams, improve the caliber of their teaching staff, overcome obstacles, and pursue more chances for professional growth as a vital part of China's higher education system. Guangdong Technology College has partnered with Malaysia's Ministry of Higher Education under the direction of Chairman Ye Nianqiao and in the direction of a set of audacious aims. A new route for collaborative doctoral training with the University of Malacca has been successfully developed. Numerous educators now have access to a wider platform and more growth chances thanks to this initiative. As a result, the school has opened the door for a faculty of higher caliber, starting a new period of improvement. As of the latest data available from the undergraduate qualification assessment materials until April 21, 2023, the Department of Physical Education at Guangdong Technology College has a total of 109 faculty members.

Among them, 92 are full-time faculty members, and 17 are externally hired teachers. The department has 83 master's students, including 14 doctoral candidates. The research results for the faculty in the Department of Physical Education, however, have not been sufficient from June 30, 2022, to May 30, 2023, according to the "Scoring and Reward Measures for Research and Teaching at Guangdong Technology College." While many reasons contribute to the poor research outcomes among rookie sports teachers, there is still a critical need to improve each teacher's personal research skills. Especially for young sports teachers, enhancing research capabilities is not only a personal career development requirement but also a significant manifestation of actively responding to the nation's call. Therefore, addressing how to leverage the research strengths of young sports teachers, overcome weaknesses, seize opportunities, face challenges, and mitigate threats will be the central focus of this study.

In conclusion, young instructors play a crucial role when taking into account the pertinent facts from the Guangdong Technology College's 2023 undergraduate teaching qualification evaluation. They act as the foundation of the faculty group and are crucial in the school's continued development. Today, physical education teachers bear the dual responsibility of nurturing both the individual and the physical aspect. Enhancing the research capabilities of young sports teachers is crucial in promoting high-quality development within the realm of school sports. However, as the field of research continues to evolve, the theme of high-quality development has become increasingly prominent, exerting a profound influence on the career trajectories of numerous young sports educators. Therefore, this study delves into the enhancement of research capabilities among young physical education teachers, examining the issue from both theoretical and practical perspectives. First and foremost, this study provides theoretical references and helpful advice for the development of young sports teachers' research talents, enabling them to effectively solve research difficulties. Second, by advancing the high-quality growth of school sports at Guangdong Technology College, this research strengthens the institution's research capabilities and influence. The study largely uses the SWOT analysis method to accomplish these goals. It starts by looking at the young sports teachers at Guangdong Technology College's existing research status, strengths, limitations, possibilities, and threats. From there, it explores how to improve their research capacities and offers recommendations and solutions.

Literature Review

Over the years, there has been a rich body of research outcomes concerning the research capabilities of young teachers. This has laid a strong theoretical foundation for the study titled "Enhancement of Research Capabilities among Young Sports Teachers: A Case Study of Guangdong Technology College" that employs the SWOT analysis approach. In order to meet the demands of the current reform and development of the physical education curriculum in ordinary universities in China, university physical education teachers should work to continuously update, supplement, broaden, and enhance their knowledge and skills, improve their knowledge structure, and elevate their creative abilities and professional technical levels.

This point of view, advanced by Wu Jialin in 2005, has gained considerable recognition in the academic community. It not only emphasizes the necessity for university physical education teachers to keep up with changes in the field and regularly update their career development theories, but it also highlights the significance of having a crisis mindset, a lifelong learner mindset, and a proactive attitude, all of which help them to better adapt to their future career development. Simultaneously, this viewpoint

has provided positive guidance for the development of university sports education. Wu Jialin (2005) focused on the continuing education of young physical education teachers, utilizing the SWOT analysis method to analyze the strengths, weaknesses, opportunities, and threats of university sports teachers. This analysis led to the formulation of recommendations and strategies. According to his theory, research capability for teachers includes "having a strong research consciousness and scientific quality, being able to accurately select topics and research subjects, proficiently applying appropriate methods and means, effectively exploring educational teaching laws, and possessing the ability to express research results scientifically and normatively."

This skill largely includes the capacity to formulate questions, carry out experiments, and effectively communicate research findings. (2012) Geng Aili. This concept provides a foundation for defining the concept of research capability among young sports teachers in this study. In this research, the research capability of young sports teachers refers to educators aged between 25 and 40 years in the higher education sector. Within the realm of physical education, they leverage their youthful energy, enthusiasm, and innovative thinking to actively engage in research practices. While accumulating teaching experience, they actively involve themselves in research, continuously expand their professional boundaries, and flexibly apply research methods.

This enables them to reveal the inherent patterns of physical education through a scientifically normative approach, fostering personal professional growth, and driving progress and development in the entire field. Vocational Education and Training (VET) has the ability to address the issue of educational exclusion, which has been found to marginalize many young people in terms of employment and other livelihood options (Tukundane, 2014). We can learn more about the capacity of vocational education and training to offer job and livelihood options by connecting Tukundane's (2014) research with the survival and development challenges faced by young sports teachers. A greater understanding of the difficulties young sports teachers encounter is made possible by this complete viewpoint. The sports profession often leans towards the younger demographic. Sports teachers carry the dual roles of being both practitioners in sports and educators. This dual identity necessitates that they contemplate how to stand out in a highly competitive landscape. Young sports teachers seek greater career development opportunities by enhancing their technical skill levels. They might do this through strengthening their teaching and research abilities or exploring other strategies to gain a competitive edge. These endeavors are indispensable topics for the future development of a vast number of young sports teachers. In response to this, earlier scholars, based on the actual context of young sports teachers, have collectively acknowledged the substantial significance of enhancing research capabilities for both the schools and the individuals' sustainable development. They propose a strategy of balancing internal and external aspects to elevate research capabilities. This viewpoint is widely consistent among scholars (Geng Aili, 2012; Wu Jialin, 2005; Yi Fan, 2013; Gu Fangting, 2014).

Over the past five years, research on the research capabilities of young sports teachers has shown an increasingly refined and scientific trend. Not only has the research content become richer, but the perspectives have also become more distinctive. However, behind these advancements, it's important to recognize that there is still significant potential for innovation in research methods by young sports teachers and for the exploration of the interplay between theoretical and practical outcomes. Research has pointed out that the research challenges faced by young faculty members in applied undergraduate institutions are often characterized by limited channels and intense competition, diluted research awareness due to heavy teaching responsibilities, and inadequate research evaluation mechanisms. It has been suggested that approaches such as expanding channels and strengthening platform construction,

adjusting attitudes to actively integrate into research teams, balancing the relationship between teaching and research, and establishing a scientific evaluation system can enhance the research capabilities of young teachers (Wei Jia, 2018). In the past five years, research regarding the research capabilities of young sports teachers has exhibited a trend towards greater precision and scientific rigor. Not only has the research content become more comprehensive, but the perspectives have also become more unique.

However, amidst these advancements, we must also acknowledge that there is significant untapped potential in terms of innovation in research methodologies employed by young sports teachers and in the study of the interplay between theoretical and practical outcomes. With the rapid expansion of China's higher education sector, a considerable number of young master's and doctoral graduates have assumed teaching roles. However, their lack of research experience and insufficient research capabilities require careful attention (Wei Jia, 2018; Guo Weimin, 2018; Xu Chao, 2019). By 2017, the number of full-time teachers in Chinese ordinary universities had reached 1.6 million, with 540,000 being below the age of 35 and 900,000 being below the age of 40, constituting 33.8% and 56% respectively. Young teachers from the "post-70s," "post-80s," and even "post-90s" generations are gradually becoming the backbone of the university teaching workforce (Xu Chao, 2019), a trend that is particularly pronounced at Guangdong Technology College where the faculty is comparatively youthful. Comparatively, developed countries' higher education systems, like those in Europe and America, are more well-developed.

Research on the research capabilities of young teachers in these countries tends to focus on pathways for enhancement, the definition and analysis of constituent elements, and the integration of cognitive, practical, and innovative research capabilities as the main components (Ma Huijun, 2020). The research issues faced by young teachers in applied undergraduate institutions are constrained in various ways. Drawing from the research experience of developed countries can lead to a more systematic exploration of the factors influencing the research capabilities of young sports teachers. Constructing a research evaluation system applicable to China's context will contribute to optimizing the research development environment for young sports teachers. Additionally, research has noted that young sports teachers in higher education exhibit distinct characteristics such as a focus on professional knowledge and sports skills, as well as frequent interactions with students (Ma Huijun, 2020). Shortcomings in curriculum design and academic writing skills reflect not just a lack of emphasis in behavior but also a manifestation of a lax mindset.

Considering the rise of the knowledge economy and rapid development of information technology, it's essential to acknowledge that profound transformations, including in education, are underway. In this complex and ever-changing professional environment, young sports teachers can only confidently address current and upcoming changes through continuous proactive learning and introspection, achieving synergistic personal and societal development (Ma Huijun, 2020), enhancing their professional competitiveness, and leveraging their strengths. In the context of private higher education institutions, the research challenges for young teachers primarily manifest in areas such as policy support, funding assistance, research positioning and objectives, and research awareness and enthusiasm. However, the academic community widely agrees that the enhancement of research capabilities among teachers is a vital reflection of both individual growth and the sustainable development of schools (Xue Han, 2020; Tang Dongdong, 2020; Li Jie, 2021; Yang Qing, 2021; Xiao Jing, 2021). Analyzing the sense of professional attainment and happiness among young sports teachers benefits the stability of faculty teams at private universities. Research has found that the "sense of achievement" score of young physical education teachers solely teaching public sports courses is higher

than those concurrently teaching both public sports courses and specialized training courses. Additionally, higher educational levels are associated with stronger feelings of achievement among young physical education teachers (Fan Jingang, 2020). Research by Zhang Hongying (2022) focuses on physical education teachers, analyzing issues related to occupational burnout from a psychological perspective. Yu Sumei (2021) scientifically explores the connotations and paths of integrated development for physical education teachers in the new era. Emphasizing the establishment of research systems and leveraging the "Internet+" to enhance the research capabilities of private university teachers (Huang Bing, 2023; Chen Jiani, 2023) can enhance competitiveness. In the context of the career paths of young leaders, scholars have proposed process modeling for the career paths of young development leaders, considering it an important step in the field of youth development (Garst, 2023).

In conclusion, as time has progressed, research on teachers' research capabilities has become more comprehensive, employing diverse methodologies, and offering clearer viewpoints with distinctive perspectives. However, there remains a gap in research using the SWOT analysis method combined with literature review and statistical analysis. This gap focuses on the enhancement of research capabilities among young sports teachers, particularly those in private universities. It also lacks an in-depth exploration of the characteristics of young sports teachers. In response, this study draws on existing theories and focuses on the group of full-time teachers in the Sports Department of Guangdong Technology College. It deeply analyzes the challenges faced by young sports teachers in enhancing their research capabilities, clarifies their strengths, weaknesses, opportunities, and threats in this aspect, and elaborates extensively. The aim is to provide guidance for the development of young sports teachers, enhancing their professional competitiveness. Simultaneously, this research contributes theoretical references and practical guidance for the development of the department and future studies.

Methods

1. SWOT Analysis Method

Focusing on the enhancement of research capabilities among young sports teachers and drawing from the practical context of young sports teachers at Guangdong Technology College, this study employs the SWOT analysis method. It systematically analyzes the strengths, weaknesses, opportunities, and threats faced by young sports teachers in their pursuit of improved research capabilities. This analysis aims to provide a robust foundation for decision-making regarding the direction of research development for young sports teachers. Furthermore, it seeks to contribute to the expansion of the university's research influence by offering insights into the challenges and prospects faced by young sports teachers in their research endeavors.

2. Literature Review Method

Collecting relevant literature on teacher research, young sports teachers, research capability enhancement, and SWOT analysis from research platforms such as CNKI, Google Scholar, and ScienceDirect, this study will organize the related research chronologically to establish the theoretical foundation for this research.

3. Mathematical and Statistical

Based on the relevant data from the 2023 undergraduate teaching qualification assessment conducted by the Ministry of Education for Guangdong Technology College, a quantitative and statistical analysis

will be conducted on the achievements of the Sports Department's teachers in teaching, research, and training aspects.

Results and Analysis

1. Strengths

1.1 Faculty Advantage

Characterized by several notable features, the faculty at Guangdong Technology College lays a strong foundation for enhancing the research capabilities of young sports teachers. Firstly, the prevalence of high academic qualifications among young sports teachers has cultivated a profound scholarly basis and cognitive structure. Higher academic qualifications signify solid professional competence and enable them to delve deeply into issues and formulate unique research perspectives. Secondly, the youthful composition of the faculty injects vitality into scientific research, sparking novel thinking and creativity. Young sports teachers possess traits aligned with the times, displaying keen insight into the forefront and trends of their field. This allows them to infuse fresh perspectives into research. Their openness to new technologies and methodologies increases the likelihood of breakthroughs in interdisciplinary studies, driving disciplinary innovation. Thirdly, the abundance of energy and ample time available to young sports teachers stands as a strength. This permits them to invest more time and effort in thorough research, unhindered by heavy teaching loads. This advantageous condition facilitates complex experimentation, data organization, and analysis, potentially leading to more robust research outcomes.

Innovation is another hallmark of young teachers; they are unafraid to challenge convention and boldly experiment with new methods. Their flexible thinking allows them to approach problems from multiple dimensions, offering innovative research approaches. This innovative mindset aids in standing out amidst homogenized competition, creating a distinctive academic brand. However, according to the statistics in Table 1, the strengths and potential of the sports faculty at Guangdong Technology College—high academic qualifications, youthfulness, energy, ample time, strong interest, innovative capabilities, and resilience—are substantial and require further development. Bridging the gap between "theory guiding practice" and "practice transforming theory" will be a crucial journey for young sports teachers. Research outcomes are closely tied to career advancements, title promotions, excellence recognitions, and professional competition. This indicates that the traditional tendency of valuing skills over theory is on the cusp of change for young sports teachers.

Table 1: Summary statistics of PE teachers in 2023

	Total teachers	Male teacher	Female teacher	
Teaching team	109	71	38	
	Professor	Associate professor	Lecturer	other
Teacher title	7	20	19	63
	PhD candidate	postgraduate	other	
Teacher Education	14	83	12	
	National project	Provincial and	City and school	Core

	host	ministerial project host	level project facilitator	
Teacher research	0	0	2/10	0
	National competition award	Won the provincial and municipal competitions		
Teacher practice achievement	18	311		
Note1: The data comes from the statistics before the undergraduate teaching qualification assessment of the Ministry of Education in 2023, and the teacher team is highly mobile, for reference only. Note2: The data are only statistics of scientific research achievements of PE teachers.				

1.2 Resource Advantages

In August 2023, Guangdong Technology College established a platform through consultation with the Ministry of Higher Education in Malaysia, leading to a collaborative doctoral training program with University Malaya. This foundation has laid the groundwork for enhancing the overall research quality of the faculty. The aspirations of young teachers to advance and elevate their capabilities are enabled, concurrently enhancing their competitiveness in future professional development. The revision of the "Scoring and Rewarding Measures for Research and Teaching Workload at Guangdong Technology College" once again provides institutional support for the enhancement of young sports teachers' research capabilities. The significant expansion of the library's collection and the acquisition of access rights to platforms such as CNKI and related databases offer convenience for young teachers' dedicated research. Simultaneously, the ongoing improvements in the infrastructure of the Biochemical Laboratory within the Sports Department provide a platform for generating high-quality research outcomes in sports science.

2. Weaknesses

2.1 Internal Factors

Young sports teachers frequently display traits related to latent lions in the field of research because to the traditional idea that values practical skills over theoretical understanding. Despite their enormous potential, a number of factors may contribute to their relatively low levels of research participation. Their physical education tends to stress practical skills and hands-on training over theoretical understanding, which may explain why they are less inclined to pursue research. Additionally, young sports teachers frequently have outgoing personalities that, while advantageous in many ways, may make it difficult for them to fully commit to their research projects. They may find it difficult to focus on research because it takes a lot of time and requires sustained attention over a long period of time.

2.2 External Factors Manifestation

Firstly, inadequate investment in research resources by the institution is a crucial factor constraining the research activities of young sports teachers. Research requires ample financial, equipment, and manpower support. However, young teachers often find that even after successfully securing research

projects, completing them requires not only time and effort but also personal financial investment. Secondly, the lack of academic leaders to form research teams restricts the potential of young sports teachers. The phenomenon of individual efforts rather than collaborative teamwork limits the enhancement of their research capabilities. The relatively weak academic atmosphere within the institution poses another challenge. Thirdly, the absence of platforms such as academic exchanges, seminars, and scholarly journals hinders young sports teachers' access to new knowledge and sharing research outcomes, consequently restricting their research activities. Fourthly, interdisciplinary collaboration is often essential in sports research. However, if disciplinary boundaries within the institution are high and collaborative opportunities are limited, the advancement of young teachers' research capabilities will be hampered. The lack of opportunities for research training for young sports teachers is also a noteworthy concern.

3. Opportunities

An important opportunity for young sports teachers at Guangdong Technology College is to broaden their international perspectives through international exchanges. This is mainly achieved by investing in themselves and being supported by the institution's policies, such as visiting scholars and pursuing doctoral studies. Such opportunities contribute to the enhancement of their research capabilities and the strengthening of their professional competitiveness. International exchanges not only help expand their academic horizons but also allow them to understand global research frontiers and trends. By participating in international academic conferences and visiting research institutions in other countries, young teachers can interact with international peers, share their research outcomes, and gain academic insights from diverse cultures and backgrounds. This helps stimulate innovative thinking, inspire new research questions, and thereby make greater contributions to the advancement of research.

4. Threats

The significant impact of the pandemic on various aspects of society has exacerbated the challenges of unemployment. However, teaching, research, and training are essential capabilities for young sports teachers, and any weaknesses in these areas can significantly undermine their professional competitiveness. As evident from (Table 1), young sports teachers at Guangdong Technology College have achieved commendable results in teaching and training. Currently, the competition in the field of research is intense, not only within the university but also from outstanding researchers nationwide and even globally. This puts young sports teachers in a daunting position when it comes to securing research resources and project funding.

The fierce competitive environment compels them to dedicate considerable effort to securing research funds, publishing high-quality papers, and establishing a presence in the academic community. Moreover, academic pressure can lead to a sense of urgency and psychological stress while pursuing high-quality research, potentially affecting the depth and innovation of their research work. Furthermore, the lack of clear research directions poses a threat. Research requires well-defined research directions and objectives, yet at times, young teachers may struggle to find suitable specific research directions due to unclear guidance or the ambiguous nature of the field. This could lead to their research plans lacking clarity and specificity, thus affecting the coherence and effectiveness of their research efforts.

Counterplan

Guangdong Technology College still has a great deal to accomplish to develop the young sports

teachers' research skills. They have a lot of promise that can be realized. Three tiers can be targeted by efforts: the institution as a whole, certain department, and the instructors themselves. This strategy strives to guarantee that they make outstanding academic progress and so contribute to the university's overall growth.

1. Building A Fostering Environment at The College Level to Draw Talent and Produce New Accomplishments

At the college level, taking the initiative and improving the top-level design of teachers' research development plans. In order to do this, more work needs to be put into institutional development, financial investment, and international interactions. bringing in seasoned academic experts, fully utilizing new sports teachers' research potential at Guangdong Technology College, and even stimulating their excitement for research within the faculty. By boosting the university's social and economic benefits, this will provide its healthy and sustainable development fresh drive. First, increase the budget for "Quality Enhancement Projects" and "Innovation and Excellence Programs," raising the amount that faculty members would be reimbursed for paper publication costs.

Establish precise policies and rules for required reimbursements concurrently. Second, the institution can create and put in place a mechanism for encouraging research as well as one for honoring it. This would specify the privileges, obligations, and advantages enjoyed by instructors in the field of research. Additionally, offering additional money, awards, or career chances to professors who produce major research results can encourage them to continue devoting their time to the endeavor. The involvement of young teachers in outside intellectual exchanges and learning must be simultaneously encouraged and supported. To extend their academic perspectives, strategies might be used include going to international academic conferences and visiting different universities. The research skills of young sports teachers are greatly improved by using these techniques. Lastly, notable achievements in sports competitions have previously brought substantial social benefits and influence to the university. By applying the "building a nurturing environment to attract talents" strategy in the academic domain, new avenues can be opened for enhancing the university's academic impact and creating benefits. Introducing top talents, promoting international collaborations, improving the research environment, and establishing incentive mechanisms will all bring about positive transformations in the academic realm.

Ultimately, the university will achieve higher academic accomplishments, once again attaining remarkable feats, and setting new benchmarks for society and the education sector.

2. Department Level Seeking Progress With A Clear Direction, Harnessing Strengths Effectively

Drawing on national and educational department regulations as well as relevant policies at Guangdong Technology College, the department should focus on the actual needs and circumstances of young sports teachers in terms of research. This will ensure a clear path for their progress, enable them to fully utilize their talents, and leverage their strengths effectively. First and foremost, the Department of Sports may improve its strategic planning and positioning with relation to research by outlining precise overarching objectives and future ambitions. In addition, the department can offer the funding and equipment required for study, which helps research groups get started. Teachers from various disciplines who can cover a range of research directions should be included in these groups. Additionally, the department might invite professors, academic journal editors, business experts, and eminent academics to give academic lectures at the institution. Young sports teachers will be able to comprehend that conducting scientific research takes not only effort but also the capacity to view the large picture as a result of this

broadening of both faculty and students' horizons in the classroom. By doing this, the department may provide opportunities for individuals looking to advance while encouraging the development of young sports teachers' research capacities. Last but not least, the department can plan recurring internal research sharing occasions where participants can discuss the status and results of their research, promoting knowledge sharing and supportive collaboration. This will contribute to a supportive academic environment. The spontaneous growth of research teams will also be fueled by promoting the idea of "mentorship, sharing, and mutual benefit," fostering intense collaboration among senior, mid-level, and junior instructors, and utilizing the capabilities of young sports teachers. In turn, this will raise the bar for all research, provide young professors with possibilities for professional advancement, and advance the university.

3. Teacher Level: Committing To In-Depth Research And Exchanging Successes With Others

To enhance the research capabilities of young sports teachers, it's crucial for them to possess qualities of relentless self-improvement and a well-rounded and rational approach to learning. Moreover, they should strive for inner growth while also shaping a positive outward image. This holistic approach will pave the way for their sustainable and wholesome professional development. First and foremost, it is essential for young sports teachers to establish the idea of "synchronized and coordinated development of theory and practice." There is a natural connection and reciprocal benefit between research and teaching. Exemplifying how to successfully transform the results of theory and practice is a key component of improving research capacities and improving educational quality. Furthermore, in practice, young sports teachers can integrate classroom teaching with research. They can take the issues and challenges encountered in teaching as research topics, utilizing the resolution of practical problems to foster a deeper understanding of theory.

Conversely, research findings can be applied to classroom practices, enriching students' education with depth and innovation. This dynamic interaction between teaching and research contributes significantly to both spheres. Finally, young sports teachers should stay attuned to societal dynamics and consistently gather information from various sources, including authoritative media outlets like "Xinwen Lianbo" (China Central Television's flagship news program). Simultaneously, they should closely follow the cutting-edge developments in the sports field, such as the "12 Core Journals of Physical Education." These journals serve as vital channels for understanding the latest research findings and trends within the field. Proactively keeping up with these dynamics not only widens their perspective and helps them grasp the pulse of society but also aids in identifying points of intersection between their research and real-life scenarios. Moreover, young sports teachers can enhance their ability to retrieve academic literature from prominent databases through practical experience. Mastering search techniques and methods not only facilitates the timely acquisition of the latest research outcomes but also provides a solid theoretical foundation for their studies. These efforts and practices lay a robust foundation for their journey in research, enabling them to consistently broaden their academic horizons and deepen their research capabilities. Consequently, they can achieve even more remarkable accomplishments in their research endeavors.

Conclusion

First and foremost, it is important to emphasize that young sports professors at Guangdong Technology College have tremendous and inspiring potential to advance their research skills. Their innate potential is without a doubt amazing, and with the right support and nurturing, they can bring about a huge

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revolution and advancement in the field of study. These dynamic and enthusiastic young teachers will emerge as indispensable driving forces on the path of the institution's sustainable development, leading to even more remarkable accomplishments, if the university and the Department of Sports prioritize this potential and provide adequate support across dimensions like funding, resources, and policies. Second, despite the study's exclusive focus on the Department of Sports' instructors, which shows their unique disciplinary characteristics, it is nevertheless important to acknowledge the diversity of the full faculty team. For a thorough analysis and understanding of the university's present research environment and trends, it is essential to collect comprehensive data on research outcomes, academic rankings, educational backgrounds, and embracing the whole faculty. This thorough data analysis plays a crucial role in improving the university's overall academic standing and developing strategies for sustainable development, in addition to helping to provide more precise guidance for the university's future research directions and talent cultivation. Young sports teachers will naturally match their personal growth with the institution's advancement on multiple tiers throughout this multi-layered developmental journey because they are significant human assets to the university. To the growth and expansion of the university, they will provide unique strengths.

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