

Development and Content Validation of a Sports Policy Assessment Questionnaire for Tribal Sports Development in India

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ABSTRACT

Background: In recent years, sport has been increasingly recognised as a vehicle for social inclusion, development, community empowerment, and sustainability. Tribal communities of India show tremendous sporting potential, but continue to struggle with issues such as insufficient infrastructure, lack of financial support, the need to roll out an incentive structure to promote Sports in tribal areas, and weak policy implementation. The growth of evidence-based policy evaluation and planning in tribal regions requiring more aggregated data is not supported by the lack of a standardized tool to measure dimensions of sports policies.

Purpose: The current study assessed a sports policy assessment questionnaire that focuses on key dimensions of policy and is relevant for the development of sports across tribal communities, the aim being to develop and test content validity.

Methods: The design was an instrument development study. A first pool of 74 items was developed based on a literature review and expert consultation. Validity of content was assessed by 12 experts using the Content Validity Index (CVI). Then, data were collected from 100 stakeholders for reliability analysis on closed-ended items. Qualitative insight was obtained through the addition of open-ended items, which were not statistically validated.

Results: Content validity of the questionnaire was excellent (I-CVI values ranging from 0.83 to 1.00 and S-CVI/Ave of 0.94). Based on the experts' suggestions, 17 items were removed, and 7 were modified. The general Cronbach's alpha coefficient was 0.95. The final instrument consisted of 62 items, including 57 policy-related items in five domains.

Conclusion: The developed questionnaire is a valid and reliable instrument to measure sports policy dimensions related to tribal sports development and can be useful in policy evaluation, programme monitoring and evidence-based decision making.

Keywords: Sports Policy, Tribal Communities, Sports Development, Content Validity, Questionnaire Development, Sport for Development, Policy Assessment

INTRODUCTION

Sport policy provides an important framework for organizing resources, opportunities, human capital, participation pathways, athlete development and institutional support within a sports system. Effective sports policies require not only the provision of physical and financial resources but also qualified personnel, appropriate motivational mechanisms and effective implementation structures. In recent years, sport has increasingly been recognized as a means of promoting social inclusion, participation, equity and community development. Recent evidence has similarly emphasized the role of inclusive sport in improving accessibility and equal opportunities, while also highlighting the importance of institutional and policy support for sustained inclusion (Montenegro-Rueda & Fernández-Cerero, 2024).

Theoretical Framework

To develop effective sports policies, there is a need to have a good understanding of the factors that affect sports participation, talent development, and community empowerment. Sports development in tribal communities is a multi-faceted phenomenon that is as much the result of the interplay of physical resources with human resources, financial resources, motivational mechanisms, and effectiveness of implementation. The present study is therefore built upon four complementary theoretical perspectives: Resource-Based Perspective, Human Capital Theory, Motivation Theory, and Policy Implementation Theory.

Resource-Based Perspective

According to the Resource-Based Perspective, the availability, accessibility and use of strategic resources are the main factors determining the effectiveness and sustainable development of an organization (Begovic et al., 2024). Infrastructure facilities and financial resources are vital assets in sports systems that enable participation, talent identification, athlete development, and competitive success (Bzikadze & Sherazadishvili, 2024).

Adequate sports infrastructure, such as playgrounds, stadiums, training centres, equipment and rehabilitation facilities provides the physical foundation needed for participation in sport and for improving performance. Adequate budget provision also helps in upgrading and maintenance of facilities, procurement of equipment, arrangement of competitions and providing support services to athletes (Ghosh et al., 2013; Wasa et al., 2024). Organized sports opportunities are often scarce for tribal communities because of limited resources. Thus, Sports Infrastructure and Budget Allocation emerged as basic policy dimensions of the present framework.

Human Capital Theory

Human Capital Theory states the significance of knowledge, skills, competencies and expertise for favorable individual and organizational performance. The theory suggests that investment

in human resources leads to productivity, efficiency and developmental performance (Chelladurai & Patil, 2020). The human capital in the sports development system includes coaches, physical education teachers, sports administrators, sports scientists, nutritionists, psychologists and other support staff who are responsible for talent identification, training of athletes, management of the programme and execution of policies (Chelladurai et al., 2002; Chelladurai & Nair, 2017). However, the difficulty in finding sufficiently skilled and trained manpower in the tribal areas has become a major liability for the sports development agenda, despite having infrastructure and financial resources. Thus, Recruitment of Qualified Manpower was selected as a major dimension in the policy assessment framework.

Motivation Theory

Motivation Theory outlines the elements that affect involvement, dedication, endurance, and performance. Various motivational models indicate that individuals are more inclined to engage in desired behaviours when they perceive the availability of recognition, rewards, incentives, and opportunities for personal growth (Liu et al., 2022).

The use of incentives and rewards is an important instrument in sports settings to encourage athletes and keep them interested in the activity. Examples of such incentives include scholarships, work opportunities, financial aid, awarding prizes, bonuses, and opportunities to advance their careers. The absence of such incentives will result in the decline of interest on the part of the participants. Hence, the Incentives and Rewards have turned into an important policy issue in the considered framework.

Policy Implementation Theory

The Policy Implementation Theory analyzes the ways in which the policy decision is translated into an action and into a measurable outcome. The theory suggests that the success of any policy depends not only on its design but also on the efficiency of its implementation, coordination among the parties involved, presence of the supervision system, administrative capacity, and accountability (Chen et al., 2024; Khasnis et al., 2021).

A variety of sport development policies fail to reach their objectives because of the implementation delays, lack of supervision, weak coordination, and absence of governance mechanisms (Jayawardhana et al., 2023; Chen et al., 2024). Such problems are often more evident in remote tribal areas. Thus, the notion of Time-Bound Implementation appeared to be one of the key factors of the policy impacting the sports development.

Conceptual Framework of the Study

The four theoretical perspectives were therefore used as complementary conceptual lenses rather than as independently tested theories. Their integration, together with evidence from

sports-policy and tribal-development literature, provided the conceptual basis for grouping the initial policy indicators into five domains: Sports Infrastructure, Qualified Manpower, Budget Allocation, Incentives and Rewards, and Time-Bound Implementation.

These policy dimensions, taken together, form an enabling policy framework that facilitates sport participation, sport talent development, retention of athletes, effectiveness of programs, and community empowerment.

The framework makes the assumption that bettering these policy dimensions would improve the sports development systems and help in uplifting the tribal communities socially, educationally, economically, and developmentally.

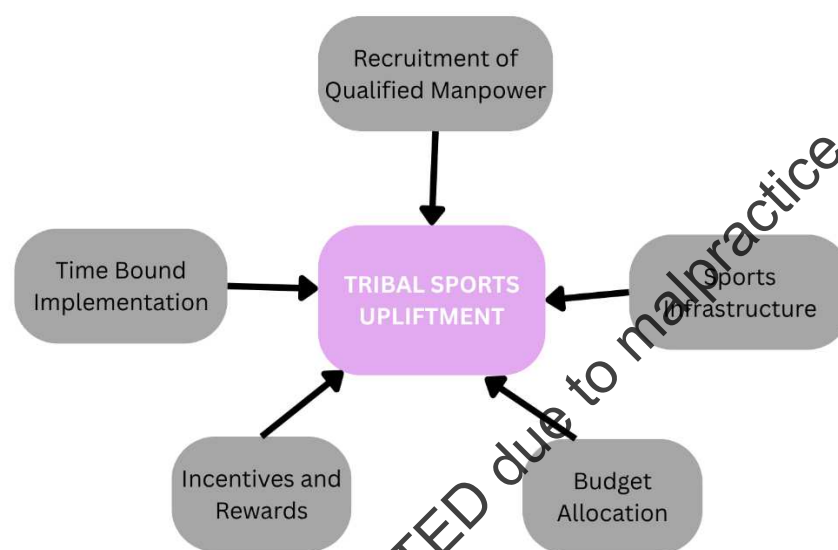


Figure 1. Conceptual Framework of Sports Policy Dimensions Influencing Tribal Sports Development

Existing sports-policy research has developed and applied frameworks for examining governance, infrastructure, funding, participation, policy implementation, and high-performance sport; however, these approaches have generally been developed for broader sports systems and do not appear to provide a psychometrically evaluated instrument specifically designed to assess the policy environment affecting sports development among tribal communities in India. Past studies have only considered particular issues and challenges and analyzed them without using any quantitative measures, but rather qualitative or non-validated measures, making it difficult to compare results from different locations and communities. This is the gap that the present study attempts to bridge through the development of a comprehensive Sports Policy Assessment Questionnaire.

Although the broad objectives of sports policy may be applicable across populations, the conditions under which policies are accessed and implemented may differ substantially across social and geographical contexts. This distinction is particularly relevant for tribal communities, where geographical remoteness, uneven access to sports infrastructure, limited availability of qualified sports personnel, socioeconomic constraints, culturally appropriate participation opportunities and institutional capacity may influence the translation of policy provisions into actual sporting opportunities. Consequently, assessment approaches developed for general sports systems may not fully capture the contextual barriers and implementation conditions experienced by tribal populations. A contextualized assessment approach is therefore warranted, not because tribal sports policy is fundamentally separate from general sports policy, but because the accessibility, equity, resource distribution and implementation dimensions of policy may have different practical implications in tribal settings.

Chhattisgarh provides a particularly relevant context for examining these issues because tribal communities constitute a substantial component of the state's population and are distributed across districts with varying geographical and developmental conditions. The state's tribal regions therefore provide an appropriate setting for examining whether key dimensions of sports policy—including infrastructure, human resources, financial support, incentives and implementation—are sufficiently reflected in the policy environment experienced by stakeholders. The present study consequently focuses specifically on the tribal districts of Chhattisgarh rather than attempting to generalize its findings to tribal populations across India. The stakeholder composition was purposive rather than proportionate. Numbers were assigned to ensure that each major perspective relevant to questionnaire development—policy administration, coaching, academic expertise, field practice, and community experience—was represented. The larger number of academicians was intended to strengthen technical and methodological review, whereas community representatives were included to ensure contextual relevance. The allocation was therefore based on diversity of expertise rather than assumed hierarchy among stakeholder groups.

STUDY OBJECTIVES

The objectives of the current study were the following:

1. Develop a Sports Policy Assessment Questionnaire for assessing key dimensions of sports-policy environments relevant to tribal sports development.
2. Establish the content validity of the questionnaire through expert evaluation.
3. Examine the internal consistency, clarity, relevance, and practical applicability of the revised questionnaire through stakeholder review.

RESEARCH PROPOSITION

According to the study, such sports policy contexts that have good facilities, trained personnel, adequate funding, strong incentives, and quick implementation are likely to enhance participation in sports activities, athletes' development, and general community development in the tribal regions.

QUESTIONNAIRE DEVELOPMENT PROCESS

Instrument Development Framework

Development of the Sports Policy Assessment Questionnaire was done through a well-structured process, which is in compliance with international standards for the development and validation of scales. The intention was to come up with a robust and valid tool to measure aspects of sports policies influencing sports development and tribal advancement.

Six stages were followed in the development of the questionnaire, namely: literature review and identification of domains; item generation; expert validation; questionnaire refinement; stakeholder input; and instrument completion.

Stage 1: Literature Review and Domain Identification

The review of literature for sports policy, sports development, tribal welfare, implementation of public policies, and Sport for Development and Peace (SDP) was done through academic journals, policy papers, and development studies. On the basis of the conceptual framework and literature review, five major areas have been found to be important. These five areas include Sports Infrastructure, Availability of Qualified Manpower, Budget Provisioning, Incentives, and Implementation Within a Specified Time Frame.

Stage 2: Item Generation

The first set of 74 survey questions was developed through a thorough review of literature, policies, consultation with experts, and analysis of the current models for sports development. The item development process was guided by the need to address the five policy areas in a meaningful manner.

Table 1. Initial Distribution of Items

Domain	Initial Items
Sports Infrastructure	14
Qualified Manpower	15
Budget Allocation	14
Incentives and Rewards	15
Time-Bound Implementation	16

Total	74
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Items were written using clear, concise, and policy-oriented language to maximize comprehensibility among diverse respondent groups.

Stage 3: Expert Validation

Content validation was done through the careful selection of a panel of twelve experts. All 12 experts were Indian professionals with relevant academic or professional experience in sports, physical education, sports policy, research methodology, inclusive physical education, or related areas. Experts were selected based on their familiarity with sports development and, where applicable, direct professional or field experience involving tribal communities.

Table 2. Areas of Expertise

Area of Expertise	Number of Experts
Sports Policy	3
Physical Education	3
Sports Psychology	2
Inclusive Physical Education	1
Research Methodology	2
Language Studies	1
Total	12

Experts evaluated each item on a four-point relevance scale:

1 = Not Relevant

2 = Somewhat Relevant

3 = Quite Relevant

4 = Highly Relevant

Content validity indices were subsequently calculated.

Stage 4: Questionnaire Refinement

Based on the findings of the professional review, the poll was modified to ensure that there is conceptual relevance and clarity. Based on the professional recommendations, a total of 17 items were removed due to redundancy, confusion, or overlap. Seven more were modified based on language and context. This made the instrument better overall and less burdensome to respondents.

Stage 5: Stakeholder Participation

The pilot validation phase utilized a sample of 100 participants. Larger sample sizes are preferable, but DeVellis (2017) and Comrey and Lee (1992) believe that for exploratory phases

of developing a scale, a sample of 100-150 participants is satisfactory. Considering the number of 57 closed-ended items and the experimental nature of this research, the size of the sample was viewed as adequate, although it still requires further sample validation in future studies.

Table 3. Stakeholder Composition

Category	Number
Sports Administrators	22
Coaches	18
Academicians	25
Sports Practitioners	20
Community Representatives	15
Total	100

Stage 6: Final Instrument Development

The final version of the instrument resulted from the process of professional validation, questionnaire modification, and stakeholder examination. The completed questionnaire consisted of two sections: Section A, which comprised five questions on respondent background, and Section B, which included 57 policy-oriented questions distributed throughout the five identified areas of sports policy evaluation.

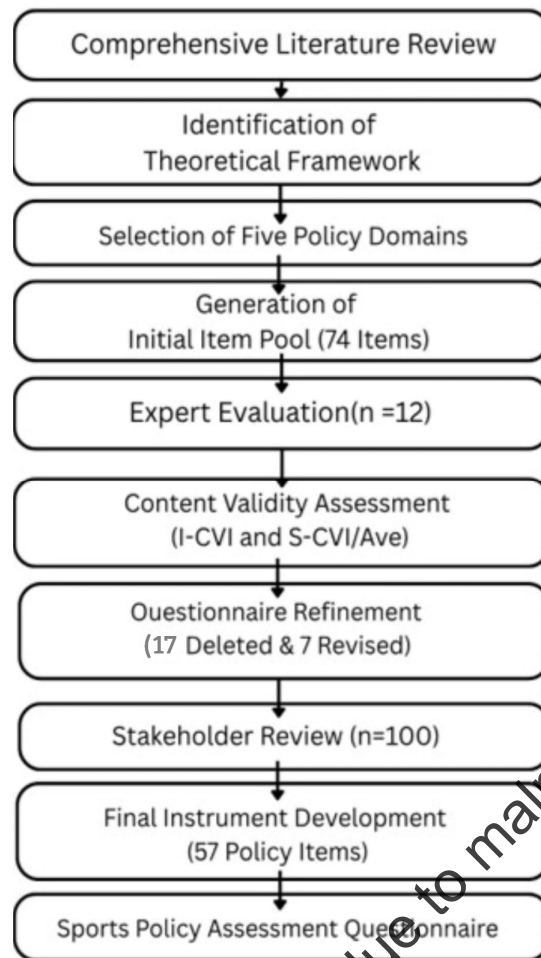


Figure 2. Questionnaire Development Flow Diagram

RESULTS

Expert Panel Characteristics

The selected twelve people, for their credentials, professional experience, and familiarity with sports policy, physical education, sport sciences, tribal development, and methodology, assisted in content validation. The diversity of the panel ensured an in-depth review of questionnaire content from various scientific perspectives.

Table 4. Demographic and Professional Characteristics of Expert Panel (N = 12)

Variable	Category	Frequency (n)	Percentage (%)
Gender	Male	8	66.7
	Female	4	33.3
Academic Qualification	Ph.D.	10	83.3
	Post-Doctorate	2	16.7
Experience	5–10 Years	3	25.0
	11–15 Years	4	33.3
	More than 15 Years	5	41.7

Area of Expertise	Sports Policy	3	25.0
	Physical Education	3	25.0
	Sports Psychology	2	16.7
	Research Methodology	2	16.7
	Inclusive Physical Education	1	8.3
	Language Studies	1	8.3

The expert panel possessed substantial academic and professional expertise, thereby strengthening the credibility of the content validation process.

Item-Level Content Validity Index (I-CVI)

All the items were scored based on their relevance on a four-point scale. The proportion of professionals who rated the items as "Quite Relevant" (3) or "Highly Relevant" (4) became the Item-Level Content Validity Index (I-CVI). An appropriate I-CVI score for twelve experts is 0.78 or higher.

Formula

$$I - CVI = \frac{\text{Number of Experts Rating item 3 or 4}}{\text{Total number of Experts}}$$

Table 5. Domain-Wise I-CVI Results

Domain	Number of Items	I-CVI Range
Sports Infrastructure	10	0.83–1.00
Qualified Manpower	11	0.83–1.00
Budget Allocation	11	0.83–1.00
Incentives & Rewards	12	0.83–1.00
Time-Bound Implementation	13	0.83–1.00

All retained items exceeded the recommended minimum threshold, indicating satisfactory item-level content validity.

Scale-Level Content Validity Index (S-CVI/Ave)

The Scale-Level Content Validity Index Average (S-CVI/Ave) was determined to establish how experts agreed on the relevance of the questionnaire.

Formula $[S-CVI/Ave = \frac{\sum I-CVI}{\text{Number of Items}}]$

$$S - CVI/Ave = \frac{\sum I - CVI}{\text{Number of items}}$$

Table 6. Domain-Wise Scale-Level Content Validity

Domain	S-CVI/Ave	Interpretation
Sports Infrastructure	0.95	Excellent
Qualified Manpower	0.94	Excellent
Budget Allocation	0.93	Excellent
Incentives & Rewards	0.95	Excellent
Time-Bound Implementation	0.94	Excellent
Overall Instrument	0.94	Excellent

The S-CVI/Ave average value of 0.94 exceeded the criteria of 0.90, which is considered to be good content validity.

Questionnaire Refinement

Expert feedback was thoroughly analyzed and used in the revision process.

Major Revisions Included:

- Removal of duplicate items
- Removal of conceptually similar statements
- Simplification of technical jargon
- Increased relevance to the context
- Improvement of wording clarity

260

261

Table 7. Questionnaire Refinement Summary

Stage	Number of Items
Initial Item Pool	74
Items Removed	17
Items Revised	7
Final Policy Items	57

Other than the closed-ended questions, the most recent survey included ten open-ended questions that required respondents to provide subjective views regarding policy, implementation issues, and regional context-specific issues. These were added to facilitate the capturing of experience-based knowledge that cannot be measured using quantitative methods. The answers to these questions were analyzed based on their themes and not statistically validated.

Interpretation of Content Validation Findings

The Sports Policy Assessment Questionnaire has demonstrated a high degree of consistency in theoretical soundness and domain representation, as indicated by the content validation results. Indeed, the very high I-CVI and S-CVI values indicate that experts considered the tool highly relevant to assessing aspects of sports policy related to tribal communities.

At the same time, the results indicate that there are five key aspects of sports development in tribal areas, such as Sports Infrastructure, Skilled Manpower Recruitment, Budgeting, Incentives & Rewards, and Timely Implementation of Policy.

Overall, the content validation procedure provides strong evidence of the appropriateness of the tool for subsequent empirical study and wide-scale implementation.

Stakeholder Characteristics

Once validated by experts, 100 people from various fields associated with sports development, implementation of policy, education, and participation in the community reviewed the modified questionnaire. While larger samples would be desirable, as per the methodology of the study, a sample size of 100 respondents was considered suitable for this preliminary validation phase of the instrument. The purpose of such a review was to test the relevance and usability of the instrument in real life.

Table 8. Characteristics of Stakeholder Participants (N = 100)

Category	Frequency (n)	Percentage (%)
Sports Administrators	22	22
Coaches	18	18
Academicians	25	25
Sports Practitioners	20	20
Community Representatives	15	15
Total	100	100

The stakeholder panel represented diverse professional backgrounds, ensuring comprehensive evaluation from both policy and field implementation perspectives.

Stakeholder Evaluation of Questionnaire Quality

Stakeholders were requested to assess the revised questionnaire across five major dimensions:

1. Clarity of Language
2. Ease of Understanding
3. Relevance of Content
4. Practical Applicability

5. Overall Structure and Organization

Responses were recorded using a five-point rating scale ranging from 1 (Very Poor) to 5 (Excellent).

Table 9. Stakeholder Evaluation Scores

Evaluation Dimension	Mean Score	SD
Clarity of Language	4.62	0.41
Ease of Understanding	4.57	0.49
Relevance of Content	4.71	0.38
Practical Applicability	4.68	0.36
Overall Organization	4.60	0.44
Overall Mean	4.64	0.42

The findings indicate a high level of stakeholder satisfaction with the questionnaire's design and practical utility.

Stakeholder Feedback Themes

The relevancy, clarity, comprehensiveness, and practicality of the survey were analyzed using thematic analysis of qualitative data from stakeholders. In general, the stakeholders found the items to be relevant to policy concerns in tribal sports development, clearly expressed, and easy to understand. The participants liked the complexity of the instrument, which included critical policy areas, including financial considerations, incentives, infrastructure, personnel, and implementation tools, as well as financial means. The stakeholders also recognized the possible utility of the survey to help legislators, sports managers, and development organizations identify policy shortcomings, monitor programs, and make evidence-based decisions. In addition, the participants indicated that the instrument's utility in assessing sports policies was evident in the statement that it may be adapted for application in many tribes and rural communities.

Final Instrument Structure

The Sports Policy Assessment Questionnaire was developed following professional review, questionnaire revision, and stakeholder feedback. It consisted of two sections; Section A contained five demographic questions, which were used to describe the respondent, while Section B consisted of 57 policy-based questions, which spanned the five areas of sports policy assessment mentioned above.

Validation of the Sports Policy Assessment Questionnaire

Sample Characteristics

A validation study involving 100 respondents, consisting of sports administrators (22%), coaches (18%), physical education teachers (25%), tribal athletes (20%), and policymakers (15%), was conducted among various tribal development programs in different areas.

Reliability Analysis

Internal consistency was assessed using Cronbach's alpha for closed-ended items only.

Table 11. Reliability Coefficients

Domain	Cronbach's Alpha
Sports Infrastructure	0.89
Qualified Manpower	0.91
Budget Allocation	0.90
Incentives & Rewards	0.92
Time-Bound Implementation	0.93
Overall Instrument	0.95

These values indicated excellent internal consistency across all domains.

Application of the Instrument

The closed-ended items employed response formats appropriate to the content of each question, including five-point rating, agreement, awareness, frequency, and categorical response formats. The results showed that the most important policy objectives were seen to be Sports Infrastructure ($M = 4.28$, $SD = 0.61$) and Budget Allocation ($M = 4.19$, $SD = 0.67$), while Time-Bound Implementation ($M = 3.54$, $SD = 0.81$) got the lowest scores, hence suggesting perceived weaknesses in policy execution and programme monitoring in the selected tribal areas.

Discussion of Findings

The current study sought to create and ascertain the content validity of a Sports Policy Assessment Questionnaire meant to evaluate policy aspects affecting sports development and the upliftment of tribal populations. The results show that the tool created has great practical use and content validity, therefore fixing a major scientific vacuum in sports policy studies. Through providing an empirically grounded and multidimensional model to assess the environment of sports policy in the context of tribes, the research assists both sports development and policy evaluation scholarship.

Interpretation of the Findings

Among the key findings of the study is the high level of expert agreement on the representativeness and relevance of the survey questions. In particular, the S-CVI/Ave value, which shows an excellent content validity, is equal to 0.94 and is beyond the recommended 0.90 cutoff point. Similarly, all retained items had I-CVI values above the required level and thereby indicate an excellent expert agreement on the appropriateness of the instrument.

This finding suggests that the selected policy domains, such as Sports Infrastructure, Recruitment of Qualified Manpower, Budget Allocation, Incentives and Rewards, and Time-Bound Implementation, adequately reflect the key aspects related to the growth of sports in tribal communities. The excellent content validity also means that the survey reflects the complexity of the sports policy environment and provides a comprehensive framework for policy assessment.

The results of stakeholder review confirm this finding. Participants consistently pointed to the clarity and relevance of the survey in relation to practice and the ability of the instrument to capture real policy problems in tribal areas. This observation raises questions about the applicability of the tool.

Sports Infrastructure as a Foundational Policy Dimension

Including and validating the Sports Infrastructure domain, it allows an individual to appreciate the fundamental role of physical facilities in the development of sports. The framework through which the opportunities for participation, identification programs, training programs, and competitions are established is called sports infrastructure.

Research on marginalized groups has repeatedly shown that poor infrastructure is still among the biggest obstacles to their participation in sports (Ghosh et al., 2013; Wasa et al., 2024). Tribal groups sometimes have little access to sports facilities, subpar upkeep of current facilities, and insufficient availability of training gear. Such shortcomings limit athlete development and prohibit participation possibilities.

The current results are consistent with the Resource-Based Perspective, which stresses how much organizational and developmental results rely mostly on the availability and wise use of strategic resources (Begović, 2023; Bzikadze & Sherazadishvili, 2024). Infrastructure growth is a requirement for reaching sustainable sports participation and performance results in tribal sports situations. Therefore, programs meant to improve tribal sports development have to give facility development, accessibility, upkeep, and fair distribution of resources top attention.

Importance of Qualified Manpower

Experts and stakeholders strongly supported the field of Qualified Manpower Recruitment, therefore highlighting the critical part human resources play in the growth of sports. According

to Human Capital Theory, professional competence, knowledge, and experience greatly affect organizational performance and developmental results (Chelladurai & Patil, 2020).

To promote athlete development and program execution, sports development projects need qualified coaches, instructors, physical education instructors, sports scientists, administrators, nutritionists, and psychologists (Chelladurai et al., 2002; Chelladurai & Nair, 2017). However, numerous tribal regions still suffer from a scarcity of skilled personnel due to the fact that such regions are remotely located and lack the necessary incentives and institutional backing.

The extensive validation of the area demonstrates the realization that infrastructure alone does not guarantee sports development. It is only relevant when backed by qualified personnel who can develop the training program and identify the talents in the region.

The findings therefore validate the policy measures to be taken regarding manpower recruitment and development of competent personnel within tribal regions.

Financial Resources and Budget Allocation

The Validation of the Budget Allocation domain also further underscores the importance of financial resources in sports development. Finances play a very important role in buying equipment, creating infrastructure, supporting athletes, organizing tournaments, and sustaining programs.

Insufficient financial resources are mentioned in many studies dealing with sports policies as one of the main barriers preventing sports development, particularly in rural and poor areas (Clarke & Mondal, 2022; Wasa et al., 2024). Lack of financial resources can mean poor infrastructure maintenance, lack of equipment, lack of opportunities to compete, and lack of support for athletes.

These findings confirm previous research pointing out that financial commitment is a crucial variable in the success of the policy (Begovic et al., 2024; Paseban et al., 2024). Effective budget allocation not only helps to promote the implementation of programs but also shows how much the government supports the goals of sports development.

Proper allocation of resources is very important in tribal areas because tribal areas compete with other development projects for scarce public finances. Thus, the model for policy evaluation should systematically assess the adequacy of financial resources.

Incentives and Rewards as Motivational Drivers

The Incentives and Rewards area surfaced as another essential element of the assessment approach. According to Motivation Theory, people are more likely to participate in and stay dedicated to things when they see chances for recognition, success, and personal growth (Liu et al., 2022).

Athletes from tribal areas may have socioeconomic issues that restrict consistent involvement in structured sports. Strong motivational tools encouraging long-term engagement include scholarships, job possibilities, financial help, prizes, and public recognition.

Earlier research on athlete motivation has shown that incentives affect performance, engagement, and participation results (Liu et al., 2022). These results help to clarify this by showing incentives as a major feature of sports policy instead of only a player-level issue.

The confirmation of this field indicates that good sports policies ought to have organized incentive systems that honor success and assist athlete development. Such programs could help to lower dropout rates, raise participation rates, and better maintain athletes within tribal groups.

Significance of Time-Bound Implementation

Among the most important contributions of the current research is the introduction of Time-Bound Implementation as a separate policy dimension. Although the majority of the research related to the topic of sports policies tends to concentrate primarily on issues of infrastructure, financing, and participation rates, there are fewer studies concerned with the issue of implementation.

The Policy Implementation Theory claims that success depends not only on policy formulation but also on its implementation, execution, monitoring, and coordination (Chen et al., 2024; Khasnis et al., 2021). Many development programs often fail due to inefficient implementation, bureaucratic delays, and lack of proper governance (Jayawardhana et al., 2023; Chen et al., 2024).

High validation of this area testifies to the fact that there is an awareness of the fact that implementation efficiency greatly influences the results of sports development programs. In the case of tribal territories, problems with geographic location, administrative efficiency, and institutional fragmentation are common and can lead to difficulties in policy implementation. Hence, policy evaluation instruments should consider implementation efficiency along with conventional measures of resources.

Time-Bound Implementation received the lowest mean score among the five domains ($M = 3.54$, $SD = 0.81$), suggesting relatively lower perceived adequacy in this domain within the study sample. This finding should be interpreted cautiously and does not establish that implementation represents the primary policy constraint. It is in agreement with the general understanding of the governance literature that implementation problems are more widespread in peripheral and tribal areas (Jayawardhana et al., 2023), and in the future, policy interventions

might consider focusing on monitoring systems, accountability measures, and coordination efforts.

Comparison with Existing Literature

In addition, the current research differs from previous research in several significant respects. While most of the studies conducted on tribal sports development have mainly focused on participation inhibitors, indigenous games, infrastructure issues, socio-cultural impacts, and talent scouting (Jena, 2017; Xaxa, 2016), there have been several limitations regarding the analysis of individual elements separately.

Further, studies done on sports policies have conventionally concentrated on high-performance sport development, governance issues, funding mechanisms, and national sports policy (Clarke & Mondal, 2022; Begović, 2023). There is relatively little literature that has been written about policy environments that impact tribal or disadvantaged communities.

Thus, the current study combines both areas by integrating sports policy and tribal development frameworks. This creates a tool for multi-dimensional assessment in relation to physical, financial, human, motivational, and implementation aspects simultaneously.

This multi-perspective view adds significantly to past approaches, which considered sports development in a fragmented way.

Theoretical Contributions

There are several theoretical contributions made by the research. First, although the Resource-Based Approach and Human Capital Theory have been extensively used in organizational and elite sports, it has been demonstrated that the theories can also be applied in the context of tribal communities in sports. Secondly, the incorporation of four different theoretical perspectives into one policy assessment model marks a conceptual improvement from the current single-theory approach prevalent in measuring sports policy processes literature. Lastly, the empirical use of Policy Implementation Theory, especially the Time Bound Implementation component of the theory, bridges a measurement gap in the policy process.

Policy Contributions

This research has produced a questionnaire that carries great relevance for policymakers and sports administrators. The instrument constructed in this study will be helpful to the government organizations in evaluating the impact of the sports policies, spotting weaknesses in development, allocating resources, implementing programmes, evaluating tribal sports programmes, and making decisions based on evidence for sustained sports development among the tribes.

This framework will also be helpful for organizations like Khelo India, State Sports Authorities, Tribal Welfare Departments, and other non-governmental organizations to design intervention programmes that rectify the policy weaknesses.

Methodological Contributions

One of the major contributions made by this study is the fact that it addresses one of the main deficiencies in terms of methodology, which has been observed in the research on tribal sports policy issues so far. The lack of standardized measuring instruments has made it difficult to conduct comparative research, evaluations, and benchmarking of policies. This study contributes to this field by developing a content-valid questionnaire that can be used to systematically gather comparable evidence for future research purposes.

Limitations

There are some limitations in the study. While it can be seen that the questionnaire possesses adequate content validity, and reliability, the stakeholders used for analysis were only 100 in number. This number could be increased to increase its credibility in future studies. The validity of the instrument could also be increased by increasing the sample size. A limitation in the present study is that the construct validity was not established in the present preliminary study and requires independent validation using a larger sample in future research (Anderson & Gerbing, 1988; Hair et al., 2019).

Conclusion

Studies related to sports policies directed at tribal populations have previously faced the problem of a lack of standardized and theoretically sound instruments of assessment. The current research addresses an identified gap by providing an initial, theoretically informed and content-validated questionnaire framework that measures the multi-dimensional nature of the policy environment affecting tribal sports development. Based on the results of the analysis, it can be concluded that there exist five policy dimensions that were supported by the preliminary factor-analytic evidence that are essential for effective implementation of sports policies in tribal areas: Sports Infrastructure, Qualified Manpower, Budget Allocation, Incentives and Rewards, and Time-Bound Implementation. The low score on the last dimension must reveal that the problem of policy implementation may be more acute than the problem of insufficient resources.

The created instrument is valuable not only as an important tool for policy makers, sports managers, tribal welfare institutions, and researchers but also because it can help to overcome one of the methodological problems in the area of sports policies related to tribes, namely, the lack of standardized instrument for comparison of evidence from various regions and contexts.

Future research efforts should test the validity of the instrument with large sample sizes that vary in diversity and determine the extent to which the instrument can be applied among other tribal populations and different geographical locations. In spite of all these weaknesses, the Sports Policy Assessment Questionnaire is significant to the field of sports policies.

Ethics Approval

The present study involved the development and validation of a questionnaire through expert review and stakeholder participation. Ethical principles of voluntary participation, confidentiality, anonymity, and informed consent were followed throughout the study. The study was approved by the Institutional Ethics Committee of Lovely Professional University (Approval No. LPU/IEC-LPU/2026/02/04).

Informed Consent

Written informed consent was obtained from all participants before their involvement in the study. Participants were informed about the purpose of the research, the voluntary nature of participation, confidentiality and anonymity of responses, and their right to withdraw from the study at any stage without any consequences. Signed informed consent forms were collected from all the stakeholders before data collection commenced. No minors were involved in the study.

Data Availability Statement

The data supporting the findings of this study are available from the corresponding author upon reasonable request.

AI Transparency Statement

The authors used AI-assisted tools for language editing and manuscript refinement. All scientific content, study design, data collection, analysis, interpretation of findings, and final decisions regarding the manuscript were undertaken by the authors, who take full responsibility for the accuracy and integrity of the work.

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Conflicts of Interest

The authors declare no conflicts of interest.

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