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ANALYSIS OF THE PROFESSIONAL COMPETENCY INDICATORS OF UNIVERSITY PHYSICAL TRAINER STUDENTS

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Summary: Objective: The main purpose of this study was to analyse the indicators of the professional Competency of University physical Trainer students, and to explore the importance of these professional indicators. By referring to the two international physical fitness education institutions and literature reviews, three important perspectives of professional Competences are: Professional knowledge, Professional skills, Professional attitude, Furthermore, the result of this research was concluded after three integration of opinions. **Method** : Delphi technique was used to integrate the opinions of fifty-two experts and scholars, and the research results were obtained after three integrations. Among the 52 indicators at the three levels. **Result**: experts agree that professional attitude is the most important. followed by professional skills, and then professional knowledge. the professional attitude level, "maintaining a positive and enthusiastic professional attitude" was the most important indicator. In the professional skills level, it was noted that "physical fitness training cycle plan design ability", "physical fitness action correction ability", "emergency intervention" Ability to adapt" and "ability to use and demonstrate sports equipment" are the most important indicators. In terms of professional knowledge, "customer sports curriculum design" is the most important. **Conclusion**: this research can provide references for the university in future development of physical trainer's training program and establish regulations; fitness club hiring process; self-growth in the industry; future researches and studies.

Key words: personal fitness trainer, professional competence, index construction, Delphi technique.

Introduction

With the rise of Algerian people's concept of fitness and health care, various clubs and gym-related industries are also successful (Doğan 2015). Attached with the promotion of government policies, physical fitness education has been combined with national sports (Pratt et al. 2015). Therefore, a large number of public sports centres, large chain gyms, and individual sports studios have been established high demand needs (Hums, Barr, Gullion 1999; Rafoss, Troelsen 2010). As far as the fitness industry is concerned, personal fitness coaches are fitness instructors who are in contact with the public on the front line (Orfaly et al. 2005; Kranz et al. 2013), providing the public with personalized and professional fitness consultation and course planning (Organization, Ageing, Unit 2008; Yang & Chen 2022), teaching one-to-one courses, and selling and executing their related administration (Luo, Wang, Tai 2019). Work with management and assist clients in the proper use of fitness equipment to effectively achieve personal fitness goals (Seeman,O'Hara 2006; Thompson 2015). The achievement of these duties must be provided through the professional knowledge of the coaches themselves (Abraham, Collins, Martindale 2006; Ladyshewsky 2010).

Therefore, it is very important to clients and a certain degree to health influence, and determines the development of students' sports concepts and the intention of participating in sports courses, thereby improving the Physical fitness and improve the quality of life (Piercy et al. 2018; Malm, Jakobsson, Isaksson 2019). To be a competent individual fitness coach, one must meet the special needs of the fitness profession (Astin 1984).

Personal fitness coaches have always been referred to fitness coaches, club fitness instructors or sports coaches for the reason that the professionalism of the industry has not yet been really defined (Smith Maguire 2008). Belkadi (2015) pointed out that a personal fitness coach is an advanced position for a fitness coach and content of their work are created by the sport industry in response to market demand.

This study emphasizes that personal physical Trainer students need to pass the examination and examination of professional institutions and have the competency to provide practical guidance of personal fitness courses for clients. In addition, scholars such as (Kirschner, Van Vilsteren, Hummel, Wigman 1997) believe that they must have three majors: professional knowledge, professional skills and professional attitude In the guidance of physical fitness, in addition to the skills of general physical fitness training.

Kunter (2013) believed that professional competence should include three elements: professional knowledge, professional skills and professional attitude (Epstein Hundert 2002;

Kunter et al. 2013). Professional knowledge refers to the facts, data and knowledge that professionals need in their daily work to efficiently and effectively promote the achievement of a certain function (Cushion, Armour, Jones 2003; Santos, Mesquita, GRAÇA, Rosado 2010; Adel, Mohammed 2017). Knowledge-level competencies are easier to measure and are most emphasized in traditional professional training, and as a matter of fact, knowledge is considered a sufficient condition for actual performance (Lilly 1979; Belkadi et al. 2015). Secondly, (Bloom 1997; Lyle 2002). The professionalism of skills can be assessed from actual performance or a specific effect (Van Der Vleuten 1996; Kunter et al. 2013). As for professional attitude, it refers to an emotional avoidance effect. Attitude can often be measured by observing someone's behavior or from conversations. Although attitude is more difficult to measure, it should not be ignored (Parle, Maguire, Heaven 1997).

According to Belkadi's (2015) definition, professional competence refers to the professional knowledge, professional skills and professional attitude that practitioners need to have in order to successfully play the role and perform their functions at work, and be competent for the work they are engaged in. This study refers to the emphasis placed on professional knowledge, professional skills and professional attitude as a personal fitness coach, because it exceeds the professional needs and job needs of general fitness instructors.

Hughes (2022) believes that an “indicator” refers to the change of a certain variable over time and region relative to the base period. It is a statistical measurement, which can reflect the main phenomenon of important levels, and can aggregate and differentiate related levels to achieve the purpose of research and analysis (Hughes, Bartlett 2002). Liakopoulou (2011) believes that the ability index is a statistical quantity used to describe or reflect the knowledge, skills and attitudes possessed by competent work, and is a concept, description or response to the knowledge, skills and attitudes necessary to be competent for a certain job (Liakopoulou 2011). The competency indicators referred in this study to the knowledge, skills and attitudes that individual fitness coaches should have in the workplace.

In view of this, this research will use surveys to understand the development status of personal fitness coaches in Algeria, with reference to the American Association of Sports Medicine (ACSM) Certified Personal Trainer (CPT), the American Aerobic Fitness Association (AFAA) Personal Fitness Trainer (PFT) The learning structure of the two-institution certification examination, to discuss the professional Competency and needs analysis of the personal fitness trainer.

According to the research idea and research background, the purpose of this research is

to set two goals: The first goal Construct the professional Competency index of individual University physical Trainer students. The second goal Establish the importance level of the professional Competency index of individual physical fitness coaches.

Material & methods

Participants

This research adopted a mixed qualitative and quantitative research method, and took fifty tow university teachers from Physical Education and sport institutes and participating in sports as experts, all participants experts sign consent form and agree to participate in this research project as the research subjects, Dalkcy (1969) believed that if the Delphi group had at least 10 experts subjects, the error of the group can be minimized, and the reliability of the group is the highest. This also served as the basis for the quantitative consideration when setting up the Delphi team members.

Objects related to the practice of Delphi technique considered that respondents must possess the following four characteristics:

1. Have an in-depth overview of the problem.
2. Have a wealth of information to share with others.
3. Enthusiasm to participate in the work of Delphi.
4. It is believed that the group's judgment results will contain information's that is personally valued by the group.

Methods /Research tool

The method of selecting experts for this research mainly takes scholars or experts from the relevant academic and practical fields as the survey objects, who can put forward opinions and predictions on the problem with their rich professional knowledge or practice. Scholars related to physical fitness education (academia) and people with practical experience (sports agencies) will be included as the research objects of the above three round of the survey.

"Delphi" is a method of group determination. It uses surveys (Hasson, Keeney, McKenna 2000), Traditional surveys only need to implement one survey to complete the investigation; however, *Delphi* requires a series of intensive, and its research cannot be completed until the survey items reach consistency. Delphi provides multiple feedbacks and has the communication function of a meeting.

In this study was established the professional Competency index of physical Trainer students as the research object, and seek the consensus of the expert group, and therefore the

distribution of the research survey, the three foundations of natural virtue wisdom include structured information flow, anonymous group decision and expert judgment. In the application of technology, a survey is designed for a certain topic, a group of experts are invited to express their opinions, and then collected and organized, in order to obtain the common opinion of the group members (Avella 2016). According to Gnatzy's (2011) research, Delphi's survey distribution is basically a "repetitive" survey using a continuous "structured" survey. The purpose is to extensively collect data as the basis for designing the second survey Of course, the first survey can also be designed by the researcher according to the relevant literature (Gnatzy, Warth, von der Gracht, Darkow 2011). The survey after the second time is revised according to the answering situation of the previous survey. This research has adopted moral skills and expected that enterprises will construct the index construction of the professional Competency of individual physical fitness coaches, and design appropriate research tools by referring to the existing examination subjects related to physical fitness coaches.

The first survey design

The survey design was divided into three dimensions: professional knowledge, professional attitude and professional skills. The design of the subject is explained as follows:

- Survey on the "professional knowledge" level of the research on the construction of professional Competency indicators for physical fitness personal coaches, Basically integrating ASCM Subject to the AFAA Personal Fitness Test.
- Survey on the "professional attitude" level of the research on the construction of professional Competency indicators of physical fitness personal coaches, Basically integrating ASCM With AFAA personal fitness textbook subjects and the author's personal opinion.
- Survey on the "professional skills" level of the research on the construction of professional Competency indicators for physical fitness personal coaches, Basically integration and ASCM Exam subjects with the AFAA Personal Fitness Instructor. The survey was divided into four parts, the first part is the basic information, and the other three surveys are three levels of "professional knowledge ", "professional skills" and "professional attitude".

The second survey design

The researcher compiles the second survey according to the results of the first survey. If the original opinion is maintained without filling out the answer form, if the opinions adjusted by the experts are quite different from the opinions of most experts, the reasons should be explained for the convenience of research and reference. The third survey of this research is

based on the second recovery of the Delphi technique survey. After integrating the data, this survey is based on the percentage of opinions of the expert members on each evaluation index and the "agreement degree" of the "new items". And "Importance" percentage, presented in this survey.

Statistical analyses

The main analysis method of the data collected by Delphi is the method of collecting both quality and quantity. For written comments, content analysis method was adopted to summarize or aggregate the opinions of respondents. If two or more people have the same opinion, they should add the number of times to indicate their strength; the average can also be taken. The larger the average, the greater the relative importance. For the evaluation of each question, the analysis of the amount of concentration and the amount of variation is carried out. This research is an indicator for constructing the professional ability of individual physical Trainer students. After collecting opinions and data from the expert group with Delphi's technique, data analysis is carried out. According to the survey design, it is found that:

1. Indicates the expert members' perception of the importance of the construction and evaluation of the physical Trainer student's professional ability index.
2. This research will be divided into three aspects: "professional knowledge", "professional skills" and "professional attitude" according to the average, and they are sorted according to the importance level.
3. In the aspect of importance judgment, this study adopted a Likert scale, which consists of a set of statements, each statement has the "strongly agree ", "agree", "not necessarily", "disagree agree", " strongly disagree «, The five answers of "strongly disagree" are recorded as 1, 2, 3, 4, and 5.

The total score of each respondent's attitude is the sum of the scores of his answers to each question. The total score can indicate that the respondents attitude strength or its different status on this scale.

Results

After three rounds of Delphi's survey, the opinions of experts on the professional ability indicators of physical fitness coaches were collected, and the professional ability indicators of individual physical fitness coaches were summarized Table 1.

Analysis of the results of the first round of Delphi's Survey; Section 2 Analysis of the

results of the second round of Delphi's Survey; Section 3 Analysis of the results of the third round of Delphi's Survey; The fourth section discusses the comprehensive results. The purpose of this section is to explain the first round of the Delphi Technique survey, how to summarize and organize the surveys after recovery, to collect the opinions of experts on the professional ability indicators of fitness coaches, and to understand the consensus process of the expert members on the evaluation indicators. The opinion of the degree, importance level, and whether the expert members think there are other indicators that should be included, as the basis for designing the second round of the survey. Table 1 It is the time of sending and returning the surveys for the first time by Delphi experts. This section is divided into three parts: 1. Professional knowledge 2. Professional attitude 3. Professional skills.

Table 1

The results and analysis Number of experts for the 3 round of surveys

Number of expert	**Number of copies sent**	**Recycled copies**	**Valid survey**	**Valid survey recovery rate (%)**
52	52	52	52	100

Table 2

The results of the first Delphi technique expert survey (professional knowledge)

Expertise Indicators	**Importance**		**Consistency**	
	Median	Average	Rank	Agree rate (%)
1. Career development in the fitness industry	4	4.20	7	80
2. How to conduct personal training sessions based on education	4	4.20	7	90
3. How to establish personal fitness education based on education Practicing relationship with clients	5	4.60	4	90
4. Understand the future development direction of personal fitness coaching	4	4.20	7	80
5. Exercise Physiology	5	4.70	3	100
6. Anatomy, Kinesiology and Biomechanics	5	4.80	2	100
7. Learning motor skills	5	4.80	2	100
8. Pedagogy and Client Learning Courses	4	4.30	6	100
9. Sports Psychology, Motivation and Behavior Change	4	4.30	6	100
10. Nutrition	4.5	4.30	6	100
11. Customer initial consultation	5	4.60	4	80
12. Objective goal setting between client and individual fitness coach determination and method	4.5	4.40	5	100
13. Risk screening and classification	5	4.70	3	100
14. Customer health and fitness testing	5	4.60	4	100
15. Client exercise course design	5	4.90	1	100
16. resistance training schedule	5	4.80	2	100
17. Cardio training schedule	5	4.80	2	100
18. Design Flexibility Schedule Policy	5	4.70	3	90
19. Sequence of personal training schedules	5	4.70	3	100
20. Business Fundamentals and Planning	4	3.70	8	80
21. Legal Terms and Liability	4	4.30	6	100

Table 3

The results of the first Delphi technique expert survey (professional attitude)

	Importance		**Consistency**	
Expertise Indicator	Median	Average	Rank	Consent Rate (%)
1. Continue to absorb and learn sports science information	5	4.80	3	100
2. Respect customer privacy	5	4.90	2	100
3. Set career development goals	5	4.60	5	100
4. Good time management	5	4.90	2	100
5. Maintain a positive and enthusiastic professional attitude	5	5.00	1	100
6. Excellent customer service and attention program	5	4.70	4	100
7. Maintain good communication and listening with customers	5	4.90	2	100
8. High EQ with empathy	5	4.90	2	100
9. Give customers training autonomy	5	4.60	5	100
10. Stay in touch with other health experts	5	4.60	5	100

Table 4

The results of the first Delphi technique expert survey (professional skills)

Expertise Indicators	**Importance**		**Consistency**	
	Median	Average	Rank	Agree rate (%)
1. Physical fitness test execution and demonstration ability	5	4.70	3	100
2. Ability to interpret physical fitness test results	5	4.80	2	100
3. Physical fitness training cycle plan design ability	5	4.90	1	100
4. Physical fitness training exercise demonstration ability	5	4.80	2	100
5. Physical fitness training program record ability	5	4.80	2	100
6. Physical fitness action correction ability	5	4.90	1	100
7. Sports injury assessment and protection ability	4	4.30	5	100
8. Ability to respond to emergencies	5	4.90	1	100
9. Ability to lead customer behaviour change	5	4.60	4	100
10. Ability to use social media	4	4.00	6	90
11. Ability to plan and direct group lessons	4	3.80	7	90
12. Ability to use computer word processing	4	3.80	7	100

Table 5

Results of the 1st Delphi's Expert Survey (all levels)

Importance		
Expertise Indicators	Average	Rank
professional knowledge	4.50	3
professional attitude	4.79	1
professional skill	4.53	2

Analysis of the results of the second round of Delphi's survey

The purpose of this section is to explain the second round of the Delphi Technique questionnaire, how to summarize and organize the questionnaires after the questionnaires are collected, collect the opinions of the experts on the professional ability indicators of fitness

coaches, and understand the consensus process of the expert members on the evaluation indicators. Opinions on the degree and importance level of the expert members, and whether the expert members adjust the importance level opinions of each evaluation target after referring to the distribution percentages of the importance levels of other expert members and also understand the degree of agreement and importance level of the expert members on the newly added evaluation index items, as the basis for designing the third round of questionnaires.

Table 6

Results of the second Delphi technique expert questionnaire (professional knowledge)

Expertise Indicators	**Importance**		**Consistency**	
	Median	Average	Rank	Rate (%)
1. Career development in the fitness industry	4.20	7	4	80
2. How to conduct a personal training session based on education	4.20	7	4	90
3. How to establish personal fitness education based on education Practicing relationship with clients	4.60	4	1	90
4. Understand the future development direction of personal fitness coaching	4.20	7	4	80
5. Exercise Physiology	5	4.70	3	100
6. Anatomy, Kinesiology and Biomechanics	5	4.80	2	100
7. Learning motor skills	5	4.80	2	100
8. Pedagogy and Client Learning Courses	4	4.30	6	100
9. Sports Psychology, Motivation and Behavior Change	4	4.40	5	100
10. Nutrition	4.5	4.40	5	100
11. Customer initial consultation	5	4.70	3	80
12. Objective goal setting between client and individual fitness coach determination and method	4.5	4.40	5	100
13. Risk Screening and Classification	5	4.70	3	100
14. Customer health and fitness testing	5	4.60	4	100
15. Client exercise course design	5	4.90	1	100
16. resistance training schedule	5	4.80	2	100
17. Cardio training schedule	5	4.80	2	100
18. Design Flexibility Schedule Policy	5	4.70	3	90
19. Sequence of personal training schedules	5	4.70	3	100
20. Business Fundamentals and Planning	4	3.70	10	80
21. Legal Terms and Liability	4	4.20	7	100
22. Sports injury protection and health care	4	4.10	8	100
23. sports medicine	4	3.90	9	90
24. sports coaching	3	3.70	10	80
25. sports training	4	4.10	8	100
26. Sports Program Administration and Management	3	3.40	11	80

Table 7

Results of the second Delphi technique expert questionnaire (professional attitude)

Expertise Indicators	**Importance**		**Consistency**	
	Median	Average	Rank	Agree rate (%)
1. Continue to absorb and learn sports science information	5	4.80	3	100
2. Respect customer privacy	5	4.90	2	100
3. Set career development goals	5	4.60	5	100
4. Good time management	5	4.90	2	100
5. Maintain a positive and enthusiastic professional attitude	5	5.00	1	100
6. Excellent customer service and attention program	5	4.70	4	100
7. Maintain good communication and listening with customers	5	4.90	2	100
8. High EQ and Empathy	5	4.90	2	100
9. Give customers training autonomy	5	4.60	5	100
10. Stay in touch with other health experts	5	4.60	5	100
11. Self-maintaining good posture and lifestyle	4.5	4.50	6	100

Table 8

Results of the second Delphi technique expert questionnaire (professional skills)

Expertise Indicators		**Importance**		**Consistency**
	Median	Average	Rank	Agree rate (%)
1. Physical fitness test execution and demonstration ability	5	4.70	3	100
2. Ability to interpret physical fitness test results	5	4.80	2	100
3. Physical fitness training cycle plan design ability	5	4.90	1	100
4. Physical fitness training exercise demonstration ability	5	4.80	2	100
5. Physical fitness training program record ability	5	4.80	2	100
6. Physical fitness action correction ability	5	4.90	1	100
7. Sports injury assessment and protection ability	4	4.20	5	100
8. Ability to respond to emergencies	5	4.90	1	100
9. Ability to lead customer behavior change	5	4.60	4	100
10. Ability to use social media	4	4.00	7	90
11. Ability to plan and direct group lessons	4	3.70	9	90
12. Ability to use computer word processing	4	3.80	8	100
13. Health assessment and identification of risk factors	5	4.70	3	100
14. Customer stress assessment and management techniques	4	4.10	6	80
15. Use sports equipment and demonstrate ability	5	4.70	3	90

Table 9

The results of the second Delphi practice expert questionnaire (all levels)

	Importance	
Expertise Indicators	average	rank
Expertise	4.38	3
Professional Attitude	4.76	1
Professional skills	4.51	2

Analysis of the results of the third round of Delphi's questionnaire in the third quarter

The purpose of this section is to explain the third round of the Delphi Technique questionnaire, how to summarize and organize the questionnaires after the questionnaires are collected, collect the opinions of the experts on the professional ability indicators of physical fitness coaches, and understand the consensus process of the expert members on the evaluation indicators. Opinions on the degree and importance level of the expert members, and whether the expert members adjust the importance level opinions of each evaluation target after referring to the distribution percentage of the importance levels of other expert members, and also understand the degree of agreement and importance level of the expert members on the newly added evaluation index items, as the basis for confirming the final questionnaire results.

Table 10

Results of the third Delphi technique expert questionnaire (professional knowledge)

	Importance		**Consistency**	
Expertise Indicators	Median	Average	Rank	Agree rate (%)
1. Career development in the fitness industry	4	4.20	7	80
2. How to conduct personal training sessions based on education	4	4.20	7	90
3. Practicing relationship with clients	5	4.60	4	90
4. Understand the future development direction of personal fitness coaching	4	4.20	7	80
5. Exercise Physiology	5	4.80	2	100
6. Anatomy, Kinesiology and Biomechanics	5	4.80	2	100
7. Learning motor skills	5	4.80	2	100
8. Pedagogy and Client Learning Courses	4	4.30	6	100
9. Sports Psychology, Motivation and Behavior Change	4	4.40	5	100
10. Nutrition	4.5	4.40	5	100
11. Customer initial consultation	5	4.70	3	80
12. Objective goal setting between client and individual fitness coach determination and method	4.5	4.40	5	100
13. Risk Screening and Classification	5	4.70	3	100
14. Customer health and fitness testing	5	4.60	4	100
15. Client exercise course design	5	4.90	1	100
16. resistance training schedule	5	4.80	2	100
17. Cardio training schedule	5	4.80	2	100
18. Design Flexibility Schedule Policy	5	4.70	3	90
19. Sequence of personal training schedules	5	4.70	3	100
20. Business Fundamentals and Planning	4	3.70	11	80
21. Legal Terms and Liability	4	4.20	7	100
22. Sports injury protection and health care	4	4.10	8	100
23. sports medicine	4	3.90	10	90
24. sports coaching	3	3.70	11	80
25. sports training	4	4.00	9	100
26. Sports Program Administration and Management	3	3.40	12	80

Table 11

Results of the third Delphi technique expert questionnaire (professional attitude)

Expertise Indicator	Median	Average	Rank	Consent Rate (%)
1. Continue to absorb and learn sports science information	5	4.80	3	100
2. Respect customer privacy	5	4.90	2	100
3. Set career development goals	5	4.60	5	100
4. Good time management	5	4.90	2	100
5. Maintain a positive and enthusiastic professional attitude	5	5.00	1	100
6. Excellent customer service and attention program	5	4.70	4	100
7. Maintain good communication and listening with customers	5	4.90	2	100
8. High EQ with empathy	5	4.90	2	100
9. Give customers training autonomy	5	4.70	4	100
10. Stay in touch with other health experts	5	4.60	5	100
11. Self-maintaining good posture and lifestyle	4.5	4.50	6	100

Table12

Results of the third Delphi technique expert questionnaire (professional skills)

	Importance		Consistency	
Expertise Indicator	Median	Average	Rank	Consent Rate (%)
1. Physical fitness test execution and demonstration ability	5	4.70	3	100
2. Ability to interpret physical fitness test results	5	4.80	2	100
3. Physical fitness training cycle plan design ability	5	4.90	1	100
4. Physical fitness training exercise demonstration ability	5	4.80	2	100
5. Physical fitness training program record ability	5	4.80	2	100
6. Physical fitness action correction ability	5	4.90	1	100
7. Sports injury assessment and protection ability	4	4.20	5	100
8. Ability to respond to emergencies	5	4.90	1	100
9. Ability to lead customer behavior change	5	4.60	4	100
10.Ability to use social media	4	3.90	6	90
11.Ability to plan and direct group lessons	4	3.70	7	90
12.Ability to use computer word processing	4	3.70	7	100
13.Health assessment and identification of risk factors	5	4.70	3	100
14.Customer stress assessment and management techniques	4	3.90	6	80
15.Use sports equipment and demonstrate ability	5	4.90	1	90

Table 13

Results of the third Delphi technique expert questionnaire (all levels)

	Importance	
Expertise Indicators	Average	Rank
Professional knowledge	4.38	3
Professional Attitude	4.76	1
Professional skills	4.49	2

In the third expert questionnaire on fitness coaches' professional ability indicators, the expert members believed that in the "professional knowledge" level, "customer sports curriculum design" is the most important. In the "professional attitude" level, "maintaining a positive and enthusiastic dedication" is the most important. In the "professional skills" level, "physical fitness training cycle planning and design capabilities", "Physical fitness and movement correction ability", "Emergency response ability", "Sports equipment use and demonstration ability" are the most important. According to the compilation of the third physical fitness coach's professional ability index questionnaire, each level is "professional attitude", "professional skills" and "professional knowledge" in order of importance.

Discussion

After the compilation of the expert questionnaire on the professional ability index of personal fitness coaches, three professional ability levels were found. According to the analysis results of experts' opinions, the order of importance is "professional attitude", "professional skills", and "professional knowledge". According to the opinions of expert members, it is highly important to know the ability index of "Personal Fitness Coach Professional Ability Index", The "Personal Fitness Coach Professional Competency Index" in this study is divided into three levels, a total of 52 evaluation indexes, and the order of importance is "professional attitude ", "professional skills", and "professional knowledge". Professional attitude is regarded as the most important aspect. It can be seen, that the expert members believe that the professional attitude of a personal fitness coach is the highest priority in his professional ability indicators, followed by professional skills, and then professional Knowledge. In the "professional attitude" item, the most important is "maintaining enthusiasm and positive professional attitude". And "professional attitude" has a direct impact on customer satisfaction, and an indirect impact on customer loyalty (Seeman, O'Hara 2006; Mohammed, Bachir, Eddine, Adel 2018; Lalia, Ali, Adel, Asli, Othman 2019; Beboucha, Belkadi, Benchehida, Bengoua 2021) and individual fitness coaches determine the students' intention to participate in sports to a certain extent (Liakopoulou 2011; yassin zenati, belkadi, benbernou 2021). The author also serves as a personal fitness coach and international club leader (Adel et al. 2019), and fully understands the multiple roles of teaching, management and marketing in the highly competitive fitness industry (Viallon, Camy, Collins 2003).

Personal fitness coaches, who have been in contact with the public for a long time every day, can easily lead to a decline in the quality of teaching due to multiple factors, which will

affect the motivation and long-term behaviour changes of the public to participate in fitness sports (Sawka et al. 2007; Mokhtar et al. 2019; Saddek et al. 2020).

"Professional skills" is regarded as the second most important professional ability level among experts and scholars (Belkadi et al. 2015; Belkadi, Benchehida, Benbernou, Sebbane 2019; Mohamed, Mohamed, Mohammed, Mokrani, Belkadi 2019). The four abilities that are valued are: "Physical fitness training cycle plan design ability", "Physical fitness movement correction ability", "Emergency Response Ability", "Sports Equipment Use and Demonstration Ability". These skills are equally important but if not "Physical fitness training cycle plan design ability" cannot connect professional knowledge (Adel, Alia, Mohammed 2020; Benhammou, Mourot, Mokkedes, Bengoua, Belkadi 2021). Without "sports equipment use and demonstration ability" and "physical fitness movement correction ability", it is impossible to correctly demonstrate and correct training movements for customers. In turn, it affects the guidance operation, which is one of the highly demanded abilities of sports instructors (Astin 1984; Epstein, Hundert 2002; Luo et al. 2019; Organization 2019). Personal fitness coaches face all kinds of people in the society (Orfaly et al. 2005), and everyone's physical condition is different. If they do not have the "capacity to respond to emergencies", they will not be able to best deal with special situations when they occur, which may lead to people's rights and interests in life. damage. Although the importance of "professional knowledge" is placed last, its status is still very important, and "customer sports curriculum design" is regarded as the most important indicator (Melton, Katula, Mustian 2008). The foundation of "customer exercise curriculum design" is established after clear understanding of various professional knowledge, through the "physical fitness training cycle planning design ability" to integrate and connect them, Rather than randomly prescribing exercise prescriptions (Van Der Vleuten, 1996). The results of this study present the professional competency framework of personal fitness coaches, which should be of reference value in any organization or team that needs personal fitness coaching (Kranz et al. 2013; Thompson 2015; Malm et al. 2019).

Conclusions

Based on the research results and discussion "Personal Fitness Coach Professional Ability Index" constructed by literature analysis and expert opinions includes three levels and 52 indicators, including: 1. Professional knowledge level 26 One indicator item; 2. Professional attitude 11 three index items; 3. professional skills level 15 an indicator item. According to the importance level, it is divided into "high" importance, "medium-high" degree of importance and

"medium" degree of importance, because the indicators in this research are all above "moderate" degree of importance (inclusive), so there is no index item below "moderate" degree of importance. "Professional attitude" is the professional index ranked No. 1. Among its 11 index items, "maintaining enthusiasm and positive professional attitude" is the most important professional ability identified by the expert panel. "Professional skills" is the second-ranked professional index, and four of the 15 index items are: "Physical Fitness Training Cycle Plan Design Ability", "Physical Fitness Action Correction Ability", "Emergency Response Ability" and "Sports equipment use and demonstration ability" were identified as the most important by the expert group. Among the 26 "professional knowledge" indicators, "customer sports curriculum design" is the most important.

Recommendation

It is hoped that the results summarized in this study can be used as a reference for the future Algerian personal fitness coaching system. A complete system requires qualified certificates to be recruited and qualified. And participate in the development of the personal fitness coach certificate, in order to understand its importance to employers and sports clients, we can create a win-win situation of health promotion, professional division of labour and reasonable profits.

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