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EXAMINATION OF THE RELATIONSHIP BETWEEN OCCUPATIONAL BURNOUT AND JOB SATISFACTION OF PROFESSIONAL FOOTBALL PLAYERS

ABSTRACT

The aim of the study is to examine the relationship between occupational burnout and job satisfaction levels of professional football players. Data was collected in 2011–2012 football seasons. 79 players from Turkey's Super League, 90 players from first, 135 football players from second and 112 football players from third division; totally 416 football players participated. "Burnout Inventory" with 22 items, developed by Maslach (1981) and adapted to Turkish by Ergin (1992) was used. *Minnesota Satisfaction Questionnaire 20 "Short Form"* developed by Weiss et al (1967) and adapted to Turkish by Baycan (1985) was used. SPSS was used for the analysis of the data. Super League football players general job satisfaction levels were significantly higher than 2nd and 3rd division football players. The burnout levels of Super League football players were significantly lower than the others. The occupation burnout and job satisfaction levels of football players have a negative relationship mutually ; while job satisfaction level increased, burnout levels of players reduced. Most remarkable part is that Midfielders have lower external satisfaction than goalkeepers.

Key Words: Burnout, job satisfaction, football player.

PROFESYONEL FUTBOLCULARIN MESLEKİ TÜKENMİŞLİK DÜZEYLERİ İLE İŞ DOYUMU DÜZEYLERİ ARASINDAKİ İLİŞKİNİN İNCELENMESİ

ÖZET

Bu çalışmanın amacı, profesyonel futbolcuların mesleki tükenmişlik düzeyleri ile iş doyum düzeyleri arasındaki ilişkiyi incelemektir. Çalışmanın verileri 2011–2012 futbol sezonunda toplanmıştır. Çalışmaya, Türkiye süper liginden 79 futbolcu, 1.ligden 90 futbolcu, 2.ligden 135 futbolcu ve 3.ligden 112 futbolcu, toplamda 416 futbolcu katılmıştır. Mesleki tükenmişlik verilerini toplamak için toplam 22 madde ve 3 alt boyuttan oluşan Maslach(1981) tarafından geliştirilen ve Türkçeye Ergin (1992) tarafından uyarlanmış olan "Mesleki Tükenmişlik Envanteri" kullanılmıştır. Futbolcuların iş doyum düzeylerini ölçmek için, 1967 yılında Weiss, Dawis, England ve Lofquist'in tarafından 20 madde olarak geliştirilmiş olan Minnesota Satisfaction Questionnaire (MSQ)"- Kısa Formu uygulanmıştır. Verilerin analizleri için SPSS.16 programı kullanılmıştır. Süper ligde futbolcularının genel iş doyum düzeyleri 2.lig ve 3.ligdeki futbolcuların genel iş doyum düzeylerinden anlamlı derecede yüksek çıkmıştır. Süper lig futbolcularının tükenmişlik düzeyleri diğer ligdeki futbolculardan anlamlı olarak düşük çıkmıştır. Profesyonel futbolcuların mesleki tükenmişlik düzeyleri ile iş doyum düzeyleri arasında negatif yönlü anlamlı ilişki bulunmuştur. Profesyonel futbolcuların iş doyum düzeyleri arttıkça, mesleki tükenmişlik düzeyleri azaldığı görülmektedir. Çalışmanın en dikkat çekici sonuçlarından biri, orta saha saha oyuncularının kaleci ve hücum oyuncusu oyuncularından daha az dışsal tatmine sahip olmalarıdır.

Anahtar Kelimeler: Tükenmişlik, İş tatmini, Futbol oyuncusu

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INTRODUCTION

Today, the burnout and job satisfaction level of the workers in some organizations are of great importance. It is considered to be essential that the employees would be satisfied and wouldn't suffer burnout in the working environment so that the organizations could stand stable within the present conditions of competence. According to Maslach & Leiter (1997) burnout is not a new phenomenon. Vandenberghe & Huberman, (1997) "burnout" was first studied as a crisis of the human services that had been excessively disappointed and exhausted in 1970. According to Maslach & Lackson (1981) "burnout" is a syndrome caused by cynicism that is widely seen among the individuals who are emotionally exhausted and those who work in a kind of "human's job." Maslach & Leiter (1997) answers the question of "what happens if burnout occurs?" As you begin feeling exhausted chronically, you end up despising your job and distant from it and then you feel that you are inadequate at your job" (p.17). Corrosion appears in values, quality, soul and wishes. Goldberg & Maslach (1998) there are some symptoms of that illness as other mental illnesses have. Main characteristics are disturbing exhaustion, disappointment, anger and the feelings of cynicism and the feelings of failure and ineffectiveness. That ruins both personal and social functionality. Besides that explanation; Leiter & Maslach (2005) defines burnout as loss of energy and emphasizes that it is the state of being stressed, exhausted and overwhelmed constantly. Gold & Roth, (1993) loss of desire and confidence are encountered in burnout. Maslach & Leiter suggest those as the reason of occurrence: We ought to think that burnout is not the problem of people, but the social environment in which they work. Mikolajczak, (2007) defines burnout as a three dimensional

syndrome which frequently occurs to people whose work necessarily includes personal interaction with other people. Those three dimensions can be listed as this: emotional burnout, desensitization and the feeling of setbacks in personal accomplishment. According to Maslach & Leiter (1997), when people feel that they are emotionally exhausted, they do not want to do any activity.

Desensitization is another sub-dimension of burnout. When desensitization, which Maslach & Leiter (1997) define as cynicism, occurs, one exhibits distant and cold attitude to their colleagues and work. Reduction of personal accomplishment is the last sub-dimension of the burnout syndrome. Individuals feel themselves ineffective at that phase, and the feeling of ineffectiveness appears depending on that. (Maslach & Leiter, 1997). Even among the examples comprised of comparatively healthy athlete, possible burnout syndrome may come out. Because of that, many athletes-burnout-researches have aimed the perception of excessive exhaustion, reduction of accomplishment and the reduction of value given to sports within groups comprised of active athlete (Smith, Gustafsson & Hassmén, 2010). It is possible to measure the burnout level of the athlete today. In many cases, whether they have burnout or they are in the lower levels is questionable (Gustafssona, Hassmen, Kenttä, Johanssone, 2008). It is known that individuals who are in the phase of high burnout have low work force (Maslach & Leiter, 1997, Leiter & Maslach, 2005). To understand the conditions that advances and lessens burnout on athlete is essential to prevent it (Smith, Gustafsson & Hassmén, 2010). Flett (2002) suggested that burnout is a significant barrier for individuals working hard and contribute to society.

There is some research in which athlete burnout was examined. Lonsdale, Hodge & Rose (2009) examined athlete burnout in relation with basic needs satisfaction and motivation construct. Lemyre, Hall & Roberts (2008) examined the relationship between athlete burnout and social cognitive motivational burnout variables. Eklund & Cresswell (2007) suggested a review into athlete burnout. They examined the athlete burnout syndrome, its conceptualization and measurement.

Because core element of sport is athletes' performance, burnout dimensions should be defined in relation to sport performance. It possible to find, for athletes, that training and competing demands are exhausting, and these demands can affect their physical, mental and emotional health (Raedeke, 1997). Coakley (1992) suggested a different perspective about athlete burnout. Burnout among young athletes is a social phenomenon.

Burnout may come out as a result of the effects on individuals that are caused by a social environment. It can be expected that football players may be affected positively or negatively by that environment within a branch that is composed of different factors, such as football (teammates, administrators, coaches, fans, media etc.)

Wilkesmann &Blutner, (2002) stated that all Bundes Liga German Football Clubs can be defined as medium-sized enterprises according to their turnover. Similar to those in Europe, football clubs in Turkey have begun to have an organizational structure to keep pace with the new layout. Within that organizational structure, it would not be wrong to define football players as workers or having worker status. Aksar (2005), in accordance with The Republic of Turkey No. 4857, 'Labor Law' as the acquisition of

the title of the workers depends on the existence of employment contract; first and foremost it is a state of contractual relationship on which the parties agreed on their own. Hulin &Judge (2003) defined job satisfaction as multi-dimensional reactions to one's job by the worker himself (p.255). Those reactions have cognitive (values), effective (or emotional) and behavioral components.

A Job satisfaction refers to inner cognitive and effective states that can be accessed via oral- or other cognitive – and emotional reactions. Multi-dimensional reactions can be listed as, permanence between good-bad, positive-negative (Hulin & Judge, 2003, p. 255). During the past two decades there has been a significant researcher on the understanding of dispositional and cultural influences that effects job performance, which hasn't been fully understood by the experts (Saari &Judge, 2004). Job satisfaction can be measured by using measurement techniques that evaluates the characteristics and the features of the job, the emotional reactions to the events that occur at work and behavioral tendencies, intentions and the behavior's activated. (Hulin &Judge, 2003, p. 255). In fact, job satisfaction is an attitude; and attitude is defined and made operational within basic socio-psychological research (Wiss, 2002).

There are many conceptual similarities between social attitudes and job satisfaction. Hulin & Judge (2003) stated that there are significant differences between those structures, and that job satisfaction can be more accessible and striking than the social attitudes that are evaluated typically in social attitude researches and the evaluation of the work (p.258). Job dissatisfaction can be seen as the fact that cognitive and its effective results effect and get into one's thoughts in the period that one returns from work to

home (Judge & Klinger, 2008). Job dissatisfaction becomes inevitable during the period when one starts their day and comes back from work as well as effecting the time that one wakes up for work (Hulin & Judge, 2003, p. 258). If we cannot prevent the stress resulting from job, we prevent as much work as we can (Hulin & Judge, 2003, 258-259).

Even if the organizations effect the workers directly, the good consistence between the job and the worker increases the job satisfaction of the workers and satisfies them with respect to the fact that the job is well suited for the people chosen and hired (Saari & Judge, 2004). However, Burns, Janinski, Dunn & Fletcher (2012) stressed that satisfaction of the athlete is identified not only by the function of the sports environment but also by measurable and personal differences. Especially within the last quarter of the century, it is clearly seen that mega sport events (e.g Olympic Games, World championships with different branches) affect societies economically (Huang, 2011). The economic volume that such an interesting occupation generates in Europe is normally that much large. It is calculated that the annual turnover acquired from football is 17.6 billion Euros within the year 2010-2011.

Today it is very crucial that football players as workers in the football clubs that have become middle or large sized businesses and in which serious amounts of money are involved are satisfied with their job. Their burnout level is also important. However, athletes are under a lot of pressure resulting from the media, coaches, fans and the administrators. While football players desire to earn more money as a benefit of their job, in the meantime the football clubs for which those players play need their performance so that they can earn more money. The ones who are actively involved in football

professionally spend physical and mental effort to endure that burden, sometimes ending up tired psychologically and physically afterwards. That can affect their state of job satisfaction and burnout positively-negatively. The aim of the study is to examine the relationship between occupational burnout and job satisfaction levels of professional football players.

METHODS

Sample

The data of the study was collected from the football season of 2011-2012. The data of the study was provided from 79(19%) players from Turkish Super League, 90(21.6) players from 1st Division, 135(32.5%) players from 2nd division, 112 (26.9%) players from 3rd division, with a total amount of 416 players. 150(35.6%) of the players in the study are married and 266 (64.4%) of them are single.

Instruments

To collect the occupational burnout data, "Occupational Burnout Inventory" which was developed by Maslach (1981) and adapted into Turkish by Ergin (1992) and is comprised of 22 items and three sub-dimension was used. Cronbach alpha value of the inventory was 0.76.

Maslach Burnout Inventory serves to assess three dimensions of burnout. The first dimension is emotional burnout, which means to be highly exhausted. 9 items which assess exhaustion, tiredness, low emotional energy constitute the first dimension (1, 2, 3, 6, 8, 13, 14, 16, 20). Desensitization is the second dimension of burnout syndrome. There are 5 items in burnout inventory to assess this dimension (5, 10, 11, 15, 22). Personal Accomplishment is the last dimension of burnout. There are 9 items to assess personal accomplishment dimension (4, 7, 9, 12, 17, 18, 19, 21). It is possible to calculate average burnout score by using reverse coding in SPSS. The items in

personal accomplishment dimension are negative scoring. After using reverse coding, all the items were summed up and divided into 22 items.

To measure the level of job satisfaction of the players, The Short Form of the "Minnesota Satisfaction Questionnaire (MSQ)" that was developed by Weiss, Dawis, England and Lofquist, with 20 items was used. Alpha value of the scale was 0.89. The MSQ consists of 20 items which assess internal satisfaction (1, 2, 3, 4, 7, 8, 9, 10, 11, 15, 16, 20), external satisfaction (5, 6, 12, 13, 14, 17, 18, 19) and general satisfaction (1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20). The internal factors affecting job satisfaction consist of 12 items including "activity, freedom, change, moral values, helping others, authority, handling abilities, responsibility, creativity, recognition, success and prestige in the society." External factors consist of 8 items including "promotion opportunity,

institution policies and practices, work colleagues, working conditions, wages, management approach, management approach of the manager, technical support of the manager and job guarantee. The scale is 5 Likert type (1=Very Dissatisfied, 2= Dissatisfied, 3="N" [neither satisfied nor dissatisfied], 4= Satisfied, 5= Very Satisfied). Mean scores of the related items give the values of each dimension.

To analyze the study SPSS 16 program was used. During the comparison of the frequency distributions and quantitative data collected in the study, one way ANOVA test and Tukey's test were used for the determination of the group responsible for the difference. The results were evaluated as being within the confidence interval %95 and significance being $p < 0.05$ level. In order to examine the relationship between the two variables, correlational analyses (r statistics) were performed.

FINDINGS

Table 1. The change in the burnout level of the players according to marital status variant

| | Groups | N | Mean | SD | t | p |
|--------------------------------|---------|-----|------|------|-------|--------------|
| Emotional Burnout | Married | 150 | 2.68 | 0.71 | 2.02 | 0.04* |
| | Single | 266 | 2.54 | 0.65 | | |
| Desensitization | Married | 147 | 2.66 | 0.71 | 2.56 | 0.01* |
| | Single | 265 | 2.47 | 0.70 | | |
| Personal Accomplishment | Married | 150 | 3.24 | 0.57 | -0.81 | 0.42 |
| | Single | 266 | 3.29 | 0.52 | | |
| Average Burnout | Married | 150 | 2.88 | 0.47 | 1.30 | 0.19 |
| | Single | 266 | 2.82 | 0.45 | | |

Table 2. The change in the burnout level of the players according to the league division played

| | Groups | N | Mean | SD | f | p |
|--------------------------------|--------------|-----|------|------|-------|--------------|
| Emotional Burnout | Super League | 79 | 2.32 | 0.53 | 7.41 | 0.00* |
| | 1.Division | 90 | 2.54 | 0.71 | | |
| | 2. Division | 135 | 2.74 | 0.73 | | |
| | 3. Division | 112 | 2.63 | 0.58 | | |
| Desensitization | Super League | 79 | 2.35 | 0.56 | 5.38 | 0.00* |
| | 1. Division | 90 | 2.49 | 0.66 | | |
| | 2. Division | 135 | 2.73 | 0.76 | | |
| | 3. Division | 112 | 2.50 | 0.72 | | |
| Personal Accomplishment | Super League | 79 | 3.11 | 0.55 | 4.91 | 0.00* |
| | 1. Division | 90 | 3.29 | 0.56 | | |
| | 2. Division | 135 | 3.38 | 0.51 | | |
| | 3. Division | 112 | 3.22 | 0.49 | | |
| Average Burnout | Super League | 79 | 2.63 | 0.32 | 10.38 | 0.00* |
| | 1. Division | 90 | 2.82 | 0.47 | | |
| | 2. Division | 135 | 2.98 | 0.50 | | |
| | 3. Division | 112 | 2.83 | 0.41 | | |

Table 3. Post Hoc test of the change in the burnout level of the players according to the league division played

| Dependent variable | (i) League | (j) League | Mean Difference (i-j) | Std. Error | Sig. |
|--------------------------------|--------------|------------|-----------------------|------------|--------------|
| Emotional Burnout | Super league | 1.league | -0.22 | 0.10 | 0.13 |
| | | 2.league | -0.42 | 0.09 | 0.00* |
| | | 3.league | -0.31 | 0.09 | 0.00* |
| | 1.league | 2.league | -0.20 | 0.08 | 0.09 |
| | | 3.league | -0.09 | 0.09 | 0.73 |
| | | 2.league | 3.league | 0.11 | 0.08 |
| Desensitization | Super league | 1.league | -0.13 | 0.10 | 0.58 |
| | | 2.league | -0.37 | 0.09 | 0.00* |
| | | 3.league | -0.14 | 0.10 | 0.47 |
| | 1.league | 2.league | -0.23 | 0.09 | 0.06 |
| | | 3.league | -0.01 | 0.09 | 1.00 |
| | | 2.league | 3.league | 0.22 | 0.08 |
| Personal Accomplishment | Super league | 1.league | -0.18 | 0.08 | 0.11 |
| | | 2.league | -0.27 | 0.07 | 0.00* |
| | | 3.league | -0.11 | 0.07 | 0.42 |
| | 1.league | 2.league | -0.09 | 0.07 | 0.53 |
| | | 3.league | 0.06 | 0.07 | 0.83 |
| | | 2.league | 3.league | 0.15 | 0.06 |
| Average Burnout | Super league | 1.league | -0.19 | 0.06 | 0.02* |
| | | 2.league | -0.35 | 0.06 | 0.00* |
| | | 3.league | -0.20 | 0.06 | 0.01* |
| | 1.league | 2.league | -0.15 | 0.06 | 0.05 |
| | | 3.league | -0.00 | 0.06 | 0.99 |
| | | 2.league | 3.league | 0.14 | 0.05 |

Table 4. The change in the job satisfaction level of the players according to the league division played

| | Groups | N | Mean | SD | f | p |
|------------------------------|--------------|-----|------|------|-------|--------------|
| Internal Satisfaction | Super League | 79 | 3.85 | 0.47 | 15.88 | 0.00* |
| | 1. Division | 90 | 3.76 | 0.52 | | |
| | 2. Division | 135 | 3.38 | 0.75 | | |
| | 3. Division | 112 | 3.37 | 0.63 | | |
| External Satisfaction | Super League | 79 | 3.81 | 0.50 | 17.32 | 0.00* |
| | 1. Division | 90 | 3.69 | 0.62 | | |
| | 2. Division | 135 | 3.30 | 0.74 | | |
| | 3. Division | 112 | 3.24 | 0.70 | | |
| General Satisfaction | Super League | 79 | 3.83 | 0.44 | 18.37 | 0.00* |
| | 1. Division | 90 | 3.73 | 0.51 | | |
| | 2. Division | 135 | 3.35 | 0.72 | | |
| | 3. Division | 112 | 3.32 | 0.62 | | |

Table 5. Post Hoc test of the change in the job satisfaction level of the players according to the league division played

| Dependent variable | (i) League | (j) League | Mean Difference (i-j) | Std. Error | Sig. |
|------------------------------|--------------|------------|-----------------------|------------|--------------|
| Internal Satisfaction | Super league | 1.league | 0.08 | 0.09 | 0.80 |
| | | 2.league | 0.46 | 0.08 | 0.00* |
| | | 3.league | 0.48 | 0.09 | 0.00* |
| | 1.league | 2.league | 0.37 | 0.08 | 0.00* |
| | | 3.league | 0.39 | 0.08 | 0.00* |
| | | 2.league | 3.league | 0.01 | 0.08 |
| External Satisfaction | Super league | 1.league | 0.11 | 0.10 | 0.65 |
| | | 2.league | 0.50 | 0.09 | 0.00* |
| | | 3.league | 0.56 | 0.09 | 0.00* |
| | 1.league | 2.league | 0.39 | 0.09 | 0.00* |
| | | 3.league | 0.44 | 0.09 | 0.00* |
| | | 2.league | 3.league | 0.05 | 0.08 |
| General Satisfaction | Super league | 1.league | 0.10 | 0.09 | 0.70 |
| | | 2.league | 0.48 | 0.08 | 0.00* |
| | | 3.league | 0.51 | 0.08 | 0.00* |
| | 1.league | 2.league | 0.38 | 0.08 | 0.00* |
| | | 3.league | 0.41 | 0.08 | 0.00* |
| | | 2.league | 3.league | 0.03 | 0.07 |

Table 6. The change in the job satisfaction level of the players according to the position played

| | Groups | N | Mean | SD | f | p |
|------------------------------|------------|-----|------|------|------|--------------|
| Internal Satisfaction | Goalkeeper | 65 | 3.65 | 0.66 | | |
| | Defender | 133 | 3.50 | 0.66 | | |
| | Midfield | 116 | 3.49 | 0.67 | 1.61 | 0.18 |
| | Forward | 102 | 3.62 | 0.63 | | |
| External Satisfaction | Goalkeeper | 65 | 3.63 | 0.66 | | |
| | Defender | 133 | 3.42 | 0.71 | | |
| | Midfield | 116 | 3.34 | 0.73 | 3.09 | 0.02* |
| | Forward | 102 | 3.55 | 0.65 | | |
| General Satisfaction | Goalkeeper | 65 | 3.64 | 0.63 | | |
| | Defender | 133 | 3.47 | 0.65 | | |
| | Midfield | 116 | 3.43 | 0.65 | 2.35 | 0.07 |
| | Forward | 102 | 3.60 | 0.61 | | |

Table 7. Post Hoc test of the change in the job satisfaction level of the players according to the position played

| Dependent Variable | (I) Field | (J) Field | Mean Difference (I-J) | Std. Error | Sig. |
|------------------------------|------------|------------|-----------------------|------------|--------------|
| Internal Satisfaction | Goalkeeper | Defender | 0.15 | 0.09 | 0.39 |
| | | Midfielder | 0.16 | 0.10 | 0.36 |
| | | Forward | 0.02 | 0.10 | 0.99 |
| | Defender | Midfielder | 0.01 | 0.08 | 0.99 |
| | | Forward | -0.12 | 0.08 | 0.45 |
| External Satisfaction | Goalkeeper | Defender | 0.20 | 0.10 | 0.20 |
| | | Midfielder | 0.28* | 0.10 | 0.04* |
| | | Forward | 0.07 | 0.11 | 0.89 |
| | Defender | Midfielder | 0.08 | 0.08 | 0.80 |
| | | Forward | -0.12 | 0.09 | 0.49 |
| General Satisfaction | Goalkeeper | Defender | 0.17 | 0.09 | 0.26 |
| | | Midfielder | 0.21 | 0.09 | 0.13 |
| | | Forward | 0.04 | 0.10 | 0.96 |
| | Defender | Midfielder | 0.03 | 0.08 | 0.96 |
| | | Forward | -0.12 | 0.08 | 0.42 |
| | Midfielder | Forward | -0.16 | 0.08 | 0.22 |

Table 8. Correlations between sub-dimensions, average burnout and general satisfaction

| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|----------------------------|---|---|----------------|---------------|---------------|----------------|----------------|----------------|
| 1) Average Burnout | r | 1 | -0.15** | 0.55** | 0.75** | 0.84** | -0.14** | -0.15** |
| | p | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 2) General Satisfaction | r | | 1 | 0.04 | -0.09 | -0.26** | 0.93** | 0.96** |
| | p | | | 0.37 | 0.06 | 0.00 | 0.00 | 0.00 |
| 3) Personal Accomplishment | r | | | 1 | 0.07 | 0.13** | -0.01 | 0.08 |
| | p | | | | 0.12 | 0.00 | 0.73 | 0.09 |
| 4) Desensitization | r | | | | 1 | 0.68** | -0.03 | -0.12** |
| | p | | | | | 0,00 | 0.53 | 0.00 |
| 5) Emotional Burnout | r | | | | | 1 | -0.22** | -0.26** |
| | p | | | | | | 0.00 | 0.00 |
| 6) External Satisfaction | r | | | | | | 1 | 0.80** |
| | p | | | | | | | 0.00 |
| 7) Internal Satisfaction | r | | | | | | | 1 |
| | p | | | | | | | |
| | N | | | | | | | 416 |

**p<0.01, *p<0.05

DISCUSSION

According to Table 1, it is seen that married football players experience burnout significantly more than the single ones in the desensitization and emotional burnout sub-dimensions that are the sub dimensions of burnout. Ozkan (2007) found that in the sub-dimension of *emotional burnout*, %66 of married physical education teacher experience burnout and single physical education teachers experience less burnout; in the sub dimension of *insensitivity* %67 of married physical education teachers and %56 of single physical education teachers experience burnout. In addition, Gökçakan & Ozer (1999), found results that shows that emotional intelligence does not change significantly according to the marital status variant in their studies.

Working conditions of the population of football players are different from those of teachers and other public and private sector workers. Football players spend most of their times in camps and travels as a requirement of their job. Football players may experience some family problems because of failing to meet responsibilities that marriage requires, and not taking care of their families. Besides,

inner pressures like supporting the family and thinking about the future of the family members may first cause emotional burnout and that may even lead to living an insensitivity process; first in family life then possibly in the social and working life. However, The fact that the single players doesn't have any family related responsibilities, the clubs provide food and accommodation within facility environment and they are only responsible for themselves might have led them to experience less burnout than those who are married.

In table 2, significant differences were found between league played in terms of burnout level (p<0.05). Tukey test was used to determine which group causes the difference (Table 3). It was seen that players in super league experienced less burnout level than players in first, second and third divisions. Especially in Turkey, it is known that, money they earn and the social lives and behaviors of the football players that play in super league and those who play in lower leagues change in a serious way depending on that fact. That may affect the burnout level of the athlete positively or negatively. It can be said that the burnout level of the football players with better socio-economic levels can be

kept less and protected from burnout. Soares, Grossi & Sundin (2007) indicated that women who are in the lower socio-economical conditions than their peers have higher burnout level. Hakanen, Bakker & Jokisaari (2011) indicates that socio-economical sources protect the individual from burnout syndrome.

In table 4, significant differences were found in terms of job satisfaction of football players ($p < 0.05$). In the Tukey test which was done to determine which group causes difference (Table 5), it was found that super league players experienced more job satisfaction level than players in first, second and third division.

It can be said that the money that the football players who play in super league in Turkey is much more than the football players who play in the other leagues (the 1st division 2nd division and 3rd division.). It can be expected that this situation is in the direct correlation with the rise in job satisfaction. Carl and Mellizo (2012), found that there is a positive correlation between job satisfaction and salary; Judge Piccolo, Podsakoff, Shaw & Rich (2010), found that payment is a positive but a little factor on job satisfaction in a study on meta-analysis of the relationship between factors like payment, salary and job satisfaction; Albert & Davia (2005), found that there is a positive link between educational and job satisfaction through gains of working (higher salary, permanent contract, administrative works); Chaudhrya, Sabirb, Rafi & Kalyarc (2011), in a study that searches the relationships between occupation and salary satisfaction in private and public sector, found positive correlation between salary satisfaction and job satisfaction and Sharma & Bajpai (2011) found that salary satisfaction is an important factor in increasing the job satisfaction and they support our results.

In table 6, significant differences were found between fields played in terms of external satisfaction ($p < 0.05$). In table 7, tukey test analyzes were shown. It was seen that goalkeepers experienced more job satisfaction than midfielders. There are two goalkeepers in football teams. It is known that substitute goalkeeper earn the same amount of money with starting one in a match. With this, problems of coaching goalkeeper in the world football and in Turkish football, taking charge in the most important field in teams and being the last player in front of the goal line make goalkeepers very important. These reasons have influence on the money they earn. The other position that makes difference is forward. From around the world, forwards (like Messi, Ronaldo, and Rooney) are the most remarkable, coveted and mediatic football players because they are the closest player to goal. These reasons affect their wage and payment seriously. Messi, Ronaldo, and Beckham are the examples of the highest-paid players. As a result, it is thought that these are the most striking and important findings of this study. It is possible to say that they will contribute to literature.

In Table 8, even if there is %15 negative correlation between the burnout and job satisfaction level of the football players, there is a significant relation ($p < 0.05$, $r = -0.15$). Soyer, Can & Kale (2009) indicated that there is a negative correlation between burnout and job satisfaction level in Physical Education teachers; Ogresta, Rusac & Zorec (2008), indicated that working climate satisfaction shows a negative correlation to the all three dimensions of burnout syndrome. In this study, it is indicated that workers who has less job satisfaction show high level burnout. In addition, having found that mental health and dissatisfaction about any part of their job is related to burnout, Sharma, Chenevey, Ewing & Whittington

(2008), Verma, Verma C. and Malhotra (2010), supported the results that we found in the study by finding that there is an increase in the burnout levels of people who do not feel satisfied with their jobs and there is a reverse relationship between job satisfaction and burnout. Erol, Sarıceci, Gülseren (2007) found that burnout level of assistant nurses decreases while their job satisfaction level increases. Üngüren, Dogan, Özmen & Tekin (2010) found that there were negative correlation between job satisfaction, desensitization and emotional burnout. Griffin, Hogan, Lambert, Tucker-Gail & Bake (2010) suggested that job satisfaction had an inverse relationship with emotional exhaustion, depersonalization, and a sense of reduced accomplishment at work. Filak and Reinardy (2011) found that emotional exhaustion and depersonalization were significant negative predictors of editors' job satisfaction while personal accomplishment was a significant positive predictor. Lemyre, Hall & Roberts (2008) found that there were negative correlation among goal attainment, performance

satisfaction, and the three dimensions of burnout. Positive correlation was found between personal accomplishment and emotional burnout ($r=0.13$, $p<0.05$). Positive correlation was found between emotional burnout and desensitization ($r=0.68$, $p<0.05$). Negative correlation was found between desensitization and internal satisfaction ($r=-0.12$, $p<0.05$). Negative correlations were found between emotional burnout and external and internal satisfaction ($r=-0.22$ and -0.26 , respectively; $p<0.05$).

CONCLUSION

In future studies, job satisfaction and burnout level of the other professional athlete from different branches and the results of that study can be compared. The effects of other parameters that will affect the relation between job satisfaction and burnout levels may be searched. Besides, The ones who administrate the sport and football can be suggested to do professional studies about job satisfaction and burnout syndromes of the players that they invest that much and they must remember that they are human beings.

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