

The Relationship Between Perceived Freedom in Leisure and Job Satisfaction: A Research on Private Sector Employees

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Type: Research Article (Received: 17.02.2021– Accepted: 24.03.2021)

Abstract

This study aimed to determine the relationship between perceived freedom in leisure and the job satisfaction of private-sector employees. The study sample consisted of 512 people (398 males and 114 females) working in a private company in Istanbul. The participants were selected using a purposeful sampling method. The data collection tools included a personal information form and "Perceived Freedom in Leisure Scale-25," developed by Witt and Ellis (1985) to determine the participants' perceived competence, perceived control, and perceived intrinsic motivation. Lapa and Ağyar (2011) adapted the scale to Turkish, and its validity was tested by Lapa and Kaas (2019). Besides, the "Minnesota Job Satisfaction Scale" was another instrument of the study. It was developed by Weiss et al. (1967) and adapted into Turkish by Baycan (1985). The data were analyzed using independent t-test, ANOVA, MANOVA, and Pearson Correlation analysis. Independent t-Test results revealed no difference in the perceived freedom in leisure by gender and marital status—however, the perceived freedom in leisure varied by working hours and weekly leisure to the ANOVA results. MANOVA results showed no significant effect of gender and marital status on job satisfaction levels, but meaningful differences were found in job satisfaction levels by working hours and weekly leisure. Finally, a positive and low-level relationship was seen between perceived freedom in leisure time and job satisfaction. In conclusion, the perceived freedom in leisure and job satisfaction levels differed by specific socio-demographic characteristics, and as the level of freedom perceived in leisure increased, so did the job satisfaction.

Keywords: Leisure, Perceived Freedom in Leisure, Job Satisfaction

Introduction

Nowadays, developments in the field of industrialization and technology have reduced the working hours of individuals and increased leisure thanks to the convenience they provide in daily life (Yaşartürk & Yılmaz, 2019). In the constantly changing world, people's physical and mental characteristics have changed from past to present. In this developing and changing world, leisure and recreation are important for the protection of people's physical and mental health (Demirel et al., 2017). In this context, leisure can generally be defined as a time when individuals get rid of all obligations or connections for themselves and others and can engage in an activity they will prefer (Soyer et al., 2017; Çuhadar, 2019). In other words, leisure is also defined as the period in which individuals feel free and can express themselves (Henderson & Bialeschki, 2007; Kara et al., 2018). Perceived freedom in leisure is explained by Neulinger related to 3 terms as perceived competence in leisure, control in leisure, and intrinsic motivation in leisure (Lapa & Kaas, 2019; Stelzer, 2000). Ellis and Witt (1994) have stated the perceived freedom concept as a cognitive motivational structure that affects leisure competency perceptions, control over leisure experiences, the satisfaction of leisure needs and depth of participation, leisure behaviour, and life satisfaction (Poulsen et al., 2007). Perceived freedom in leisure reflects individuals' assessments of their ability to participate in leisure activities, and therefore they are affected by the events that occur in their lives (Janke et al., 2010). In other words, individuals who experience a high level of perceived freedom in their leisure perceive themselves as competent and can control what happens before, during, and after the leisure (Siegenthaler & O'Dell, 2000). In modern societies, work is among the most basic and important activities for people. Accordingly, work is at the centre of human life and has an extremely important place (Snir & Harpaz, 2002; Sop, 2014). The effective and productive working of individuals in business life and their contribution to the production process is also related to the activities carried out in social life. (Demir & Demir, 2014). Another important factor necessary for people to be happy and fulfil in their lives is the satisfaction they receive from their work. For people to be satisfied in their lives, also they must be equally happy and satisfied in their jobs. (Çevik & Korkmaz, 2014). In this context, the job satisfaction concept is defined as an attitudinal variable that reflects people's feelings about their profession, and it is accepted as an indicator of how happy or unhappy an employee is with their job. (Spector, 1996; Kelecek et al., 2015).

As a result of the studies conducted in the literature on the subject, it has observed that there are a very limited number of studies examining the relationship between perceived freedom in leisure and job satisfaction. The concept of perceived freedom in leisure in literature is often studied with topics like leisure satisfaction (Lapa, 2013; Koç, & Er, 2020; Serdar & Ay, 2016; Ağyar, 2014; Gökçe et al., 2020), leisure benefit (Serdar, 2020), leisure attitude (Siegenthaler & O'Dell, 2000), leisure motivation (Munchua et al., 2003), perception of being bored in leisure (Kara, 2019; Serdar et al., 2019), leisure constraints (Demirel et al., 2017) and the meaning of leisure (Harmandar Demirel et al., 2017). The concept of job satisfaction, on the other hand, is studied together with the concept of leisure satisfaction and boredom in leisure (Doğan et al., 2019) and participation in leisure activities (Başarangil, 2018). As a result, the study aimed to determine the relationship between the level of perceived freedom in leisure and job satisfaction levels of individuals working in the private sector in their leisure.

Material and Method

Research Model

Following the aim of the study, the relational screening model was used in the research. The relational screening model was defined as trying to determine the existence, direction and severity of change of two or more variables together (Karasar, 2014).

Research Group

The research group consisted of 512 people, 398 males ($\text{Mean}_{\text{age}}=38.50\pm 7.44$) and 114 females ($\text{Mean}_{\text{age}}=34.03\pm 7.35$), who were working in a private company and operating in the private sector in Istanbul, and selected by purposeful sampling method. Moreover, it was determined that while the marital status of 79.5% of the participants was "Married", 27.1% was working for "16 years and more" at the workplace, 28.1% had leisure of "6-10 hours" per week.

Data Collection Tools

Personal Information Form: "Personal Information Form" prepared by the researcher consisted of questions such as gender, age, marital status, working period in the workplace and weekly leisure to collect information about the individuals involved in the study.

Perceived Freedom in Leisure Scale-25: The Perceived Freedom in Leisure Scale developed by Witt and Ellis (1985) to determine the perceived competence, perceived control and perceived intrinsic motivation of individuals in leisure, first adapted to Turkish by Lapa and Ağyar (2011) and later, Lapa and Kaas (2019) used the "Perceived Freedom in Leisure Scale-25 (PFLS-25)", whose construct validity was tested. The scale had 25 items and a single sub-dimension, and the reliability coefficient was determined to be 0.93. Items in the scale were scored as (1) Strongly Disagree, (5) Strongly Agree. In this study, the reliability coefficient for PFLS-25 was determined as 0.89.

Minnesota Job Satisfaction Scale: The Minnesota Job Satisfaction Scale (MJSS), developed by Weiss et al. (1967) to determine the job satisfaction levels of the participants and adapted into Turkish by Baycan (1985), was used. The scale consisted of 20 items and 2 sub-dimensions. The sub-dimensions were (1) Internal Satisfaction and (2) External Satisfaction. Answers given to the scale were scored as (1) Not Never Satisfied to (5) Very Satisfied. As a result, it was determined that the Cronbach Alpha internal consistency coefficient of the scale was 0.70 for the "Internal Satisfaction" sub-dimension and 0.71 for the "External Satisfaction" sub-dimension.

Data Analysis

SPSS 20.0 package program was used to analyse the data. The percentage and frequency method were used to determine the distribution of the personal information of the participants. The skewness and kurtosis values were examined to determine whether the data show normal distribution, and it was understood that the data showed normal distribution. In this context, in the analysis of the data, Independent t-Test, ANOVA, MANOVA and Pearson Correlation analyses were used. Finally, Cronbach Alpha coefficients were calculated to determine the reliability of the scales.

Results

Table 1. Distribution of scale scores

	Sub-dimensions	Items	n	Mean	Ss.	Skewness	Kurtosis
PFLS-25	Perceived freedom in leisure	25	512	3.74	0.48	-0.38	1.85
	Internal Satisfaction	12	512	3.87	0.57	-0.71	1.34
MJSS	External Satisfaction	8	512	3.53	0.71	-0.53	0.43

When the mean scores of the participants in Table 1 were examined, the mean score of PFLS-25 was (3.74). It was determined that the highest mean of MJSS sub-dimensions was in the "Internal Satisfaction" (3.87) sub-dimension, and the lowest mean was in the "External Satisfaction" (3.53) sub-dimension.

Table 2. Analysis Results of PFLS-25 and MJSS Scores According to Gender of Participants

Scales	Male (n=398)		Female (n=114)	
	Mean	Sd.	Mean	Sd.
PFLS-25	3.76	0.48	3.68	0.46
MJSS				
Internal Satisfaction	3.88	0.56	3.82	0.62
External Satisfaction	3.53	0.71	3.54	0.73

The analysis results were given in Table 2 according to the gender of the participants. According to the results of the independent t-Test analysis, no significant difference was found between the PFLS-25 scores according to the gender of the participants ($t = 1.605$; $p > 0.05$). According to the results of the MANOVA analysis, the main effect of the gender of the participants on the sub-dimensions of MJSS was not significant, and no significant difference was found at the level of the sub-dimensions [$\lambda = 0.994$, $F_{(2,509)} = 1.425$; $p > 0.05$].

Table 3. Analysis Results of PFLS-25 and MJSS Scores According to the Marital Status of the Participants

Scales	Married (n=407)		Single (n=105)	
	Mean	Sd.	Mean	Sd.
PFLS-25	3.73	0.49	3.80	0.43
MJSS				
Internal Satisfaction	3.87	0.58	3.86	0.73
External Satisfaction	3.51	0.71	3.61	0.73

In Table 3, analysis results were given according to the marital status of the participants in the study. According to independent t-Test analysis results, it was found that there was no significant difference between PFLS-25 scores regarding the marital status of the participants ($t = -1.391$; $p > 0.05$). According to the results of the MANOVA analysis, the main effect of the marital status of the participants on the sub-dimensions of MJSS was not significant, and there was no significant difference at the sub-dimensions level [$\lambda = 0.992$, $F_{(2,509)} = 1.975$; $p > 0.05$].

Table 4. Analysis Results of PFLS-25 and MJSS Scores According to the Working Period of the Participants

Scales	Less than 1 year (n=94)		1-5 years (n=124)		5-10 years (n=75)		11-15 years (n=80)		16 years and more (n=139)	
	Mean	Sd.	Mean	Sd.	Mean	Sd.	Mean	Sd.	Mean	Sd.
PFLS-25	3.84	0.46	3.77	0.39	3.68	0.51	3.80	0.58	3.66	0.47
MJSS										
Internal Satisfaction	4.15	0.45	3.82	0.57	3.67	0.72	4.03	0.61	3.74	0.44
External Satisfaction	3.94	0.54	3.48	0.59	3.23	0.79	3.65	0.81	3.39	0.68

In Table 4, analysis results were given according to the working hours of the participants in the research. According to the results of ANOVA analysis, it was determined that there was a significant difference between the PFLS-25 scores according to the working periods of the participants ($F = 2.639$; $p < 0.05$). It was determined that employees who had a period of less than 1 year in the workplace had a higher level of perceived freedom in Leisure. Similarly, it was determined that the main effect of the participants' working period in the workplace on the sub-dimensions of MJSS was significant [$\lambda = 0.877$, $F_{(8,1012)} = 7.810$; $p < 0.05$]. At the level of sub-dimensions, a statistically significant difference was found in both the "Internal Satisfaction" sub-dimension [$F_{(4,507)} = 11.875$; $p < 0.05$] and the "External Satisfaction" sub-dimensions [$F_{(4,507)} = 14.099$; $p < 0.05$]. In the Internal and External Satisfaction sub-dimensions, it was determined that the mean scores of the participants who had a period of less than 1 year in the workplace were higher than the mean scores of the other participants.

Table 5. Analysis Results of PFLS-25 and MJSS Scores According to Weekly Leisure of the Participants

Scales	1-5 Hours (n=115)		6-10 Hours (n=144)		11-15 Hours (n=123)		16 hours and above (n=130)	
	Mean	Sd.	Mean	Sd.	Mean	Sd.	Mean	Sd.
PFLS-25	3.71	0.46	3.68	0.45	3.74	0.46	3.84	0.54
MJSS								
Internal Satisfaction	3.93	0.57	3.99	0.65	3.79	0.65	4.02	0.65
External Satisfaction	3.61	0.63	3.63	0.72	3.48	0.81	3.69	0.77

Table 5 showed the analysis results according to the weekly leisure of the participants in the study. According to the results of ANOVA analysis, a significant difference was found between PFLS-25 scores according to the weekly leisure of the participants ($F = 2.858$; $p < 0.05$). It was observed that the participants who had 16 hours or more per week had higher levels of perceived freedom in leisure. Similarly, it was determined that the main effect of the participants' weekly leisure on the sub-dimensions of MJSS was significant [$\lambda = 0.954$, $F_{(6,1016)} = 4.037$; $p < 0.05$]. At the level of sub-dimensions, it was determined that there was a statistically significant difference in both the "Internal Satisfaction" [$F_{(3,508)} = 7.479$; $p < 0.05$] sub-dimension and the "External Satisfaction" sub-dimensions [$F_{(3,508)} = 5.405$; $p < 0.05$]. In the Internal and External Satisfaction sub-dimensions, the mean scores of the participants who have 16 hours or more per week were higher than the mean scores of the other participants.

Table 6. Results of the Correlation Analysis Between PFLS-25 and MJSS

	PFLS-25	Internal Satisfaction	External Satisfaction
PFLS-25	1		
Internal Satisfaction	0.183*	1	
External Satisfaction	0.113*	0.748	1

According to the results of the Pearson Correlation analysis performed to determine the relationship between PFLS-25 and MJSS in Table 6, it was found that there was a positive and low-level statistically significant difference between PFLS-25 and MJSS ($p < 0.05$).

Discussion and Conclusion

This study aimed to determine the relationship between perceived freedom in leisure and the job satisfaction of private-sector employees. In this context, the obtained results were discussed and interpreted in this section.

It was no significant found difference between the level of perceived freedom in leisure by the participants according to the gender variable. According to the obtained result, while studies conducted by Yaşartürk and Yılmaz (2019), Serdar et al. (2019), Serdar and Ay (2016), Demirel et al., (2017), Harmandar Demirel et al., (2017) and Çakır (2019) were parallel to this study, the results of the studies conducted by Lapa (2013) and Kara (2019) the results of this research was not parallel. When the job satisfaction level of female and male were examined, it was determined that the main effect of the gender of the participants on their job satisfaction levels was not significant and there was no significant difference in the sub-dimensions. When the literature on the subject was examined, while this study was parallel the results of the study conducted by Elsherbeny and El-Masry (2018), it was found that the results of studies conducted by Doğan et al. (2019), Türkoğlu and Yurdakul (2017), Hwang and Ramadoss (2017), and Ordu (2016) was not. No significant difference was found between the levels of perceived freedom in leisure by the participants according to the marital status variable. This situation can explain as that the marital status of individuals was not an important factor in determining their level of perceived freedom in leisure. When the researches on the subject were evaluated, the results of the research conducted by Yaşartürk and Yılmaz (2019) and the results of this research were in parallel. It was determined that the main effect of the marital status of the participants on their job satisfaction was not significant and there was no difference in the sub-dimensions. In this context, while the results of the study conducted by Türkoğlu and Yurdakul (2017), Elsherbeny and El-Masry (2018) and Koç and Er (2020) were in parallel with the results of this study, the results of the study conducted by Hoboubi et al. (2017) did not match the results of this study. A difference was found between the individuals' perceived freedom level in leisure according to their working period in the workplace. In other words, individuals who work in the workplace for 1 year or less had a higher level of perceived freedom in leisure compared to other individuals. Moreover, it was determined that the satisfaction levels of the individuals who worked in the workplace for 1 year or less were found to be higher in both internal and external sub-dimensions of the job satisfaction of the participants according to the period of work. In this context, the results of the studies conducted by Türkoğlu and Yurdakul (2017) were parallel to the results of this study. A statistically significant difference was found between the levels of freedom perceived by individuals in leisure according to their weekly leisure. In another definition, perceived levels of freedom by individuals with the leisure of 16 hours or more per week was more than any other individual. This situation could be interpreted as that as the weekly leisure of individuals increased, their perceived freedom level increased in free. When the

literature on the subject was examined, the results of the study conducted by Serdar (2020) was not parallel to the results of this study. Moreover, it was determined that individuals who had leisure of 16 hours or more weekly had higher levels of both internal and external satisfaction than other individuals. This could be explained by the fact that individuals' use of this period according to their wishes and desires, together with the increase in their weekly leisure, had a positive effect on their job satisfaction. Moreover, it was determined that there was a positive and low level statistically significant relationship between perceived freedom in leisure and job satisfaction. In other words, this situation could be interpreted as the level of freedom that individuals perceive in their leisure increased in parallel with their job satisfaction levels.

As a result, although there was no statistically significant difference, it was determined that male participants' perceived levels of freedom in leisure were higher than females, and married individuals had higher levels of their internal satisfaction. It was found that individuals who had worked in the workplace for 1 year or less had higher levels of perceived freedom and internal and external satisfaction in leisure. Besides, it was observed that participants with the leisure of 16 hours or more per week had higher levels of perceived freedom in leisure and job satisfaction. Finally, it could be said that as individuals' perceived freedom levels in leisure increased, their levels of job satisfaction also increased.

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