

An analysis on the job satisfactions levels of soccer referees

Ilker OZMUTLU¹, Murat TEKIN², Selami YUKSEK¹, T. Osman MUTLU³, Meric ERASLAN^{4,*}

¹ Department of Physical Education and Sport, Kafkas University, Kars, Turkey.

² Department of Physical Education and Sport, Karamanoğlu Mehmet Bey University, Karaman, Turkey.

³ Department of Physical Education and Sport, Muğla University, Muğla, Turkey.

⁴ Department of Physical Education and Sport, Gazi University, Ankara, Turkey.

* Corresponding author: M. Eraslan, e-mail: mericeraslan@hotmail.com

Abstract

The purpose of this study is to determine the level of job satisfaction of soccer referees in terms of some key variables, such as gender, educational background, professional experience and etc. This study has been generated from the Turkish Football Referees of the central board of Referees in Turkish Football Federation. In particular, sample group of this study is mainly based on 8 Females and 82 Males, total 90 Referees in Ankara Region. In collection of data, firstly, the personal data form, which is prepared by an analyst, has been implemented, and then, in order to determine the level of job satisfaction, scale of "Minnesota Satisfaction Questionnaire", which was enhanced in 1967 and transcribed in Turkish by Gokcora at 1985, has been applied to the referees. In analyzing and interpreting of this data, Kolmogorov-Smirnov test, Mann-Whitney U test, and Kruskal-Wallis test has been used as the variables in order to investigate the level of job satisfaction of the referees. At the end of the analysis, a positive correlation between the level of job satisfaction and gender, educational background, professional experience and the ranking variance could not have been found.

Keywords: Job satisfaction, soccer, referee.

Futbol hakemlerinin iş doyumunu düzeylerinin incelenmesi

Özet

Çalışmanın amacı; futbol hakemlerinin çeşitli değişkenler açısından iş doyumunu düzeylerini belirlemektir. Çalışmanın evrenini Türkiye futbol federasyonuna bağlı görev yapan futbol hakemleri oluştururken, örneklem grubunu ise Ankara bölgesinden 8'i kadın 82'si erkek olmak üzere toplam 90 futbol hakemi oluşturmaktadır. Verilerin toplanmasında öncelikle futbol hakemlerine araştırmacı tarafından hazırlanan kişisel bilgi formu uygulanmış, sonrasında ise iş doyumunu düzeyini belirlemek amacıyla 1967 yılında geliştirilen ve Gökçora (1985) tarafından Türkçeye uyarlanan "Minnesota Satisfaction Questionnaire" ölçeği uygulanmıştır. Verilerin çözümlenmesi ve yorumlanmasında, futbol hakemlerini iş doyum düzeylerini çeşitli, değişkenlere göre araştırmak için Kolmogorov-Smirnov testi, Mann-Whitney U testi ve Kruskal-Wallis testi, kullanılmıştır. Çalışmanın sonucunda; futbol hakemlerinin iş doyum düzeyleri ile cinsiyet, eğitim durumu, mesleki tecrübe ve klasman değişkenleri arasında anlamlı farklılık bulunmamıştır.

Anahtar Kelimeler: İş doyumunu, futbol, hakem.

INTRODUCTION

Maintaining life is the primary objective of man and society. People acquire a number of aims in order to survive and develop actions for these purposes. And, therefore, they own a job by participating in working life (4).

Job satisfaction is a personal evaluation of work conditions or the results obtained and are composed from internal reactions developed for perceptions

about conditions of work and job, through which individuals pass norms, values and prospects' system. In this sense, job satisfaction is the reaction against working environment for the individual (3). Job satisfaction is the spiritual pleasure for the employee for doing his job. Naturally, we can express that job satisfaction occurs when job characteristics meets the employee requirements (25). The pleasure which personnel take from job is widely depends on whether the business and with

everything related to the business meet the needs and aspirations of them (20).

Locke and Henne defines job satisfaction as “a person’s emotional state of satisfaction which rises from work experience in workplace and the values he attributed to work.” (19). In other words, for the individual, his business or business-related job is resulting in satisfactory or positive feeling for the perception of the conditions. At the same time job satisfaction is an indication of individual physiological and psychological feelings as well as physical and mental health of employees (17). Barutçugil (5) explains job satisfaction as an emotion which an employee feels after he realizes that the work he does and he gets coincides with his needs and his personal value judgments. To mention of job satisfaction, the material interests resulting from work, colleagues to enjoy work together and the happiness of building a handiwork comes to mind (11).

The negative behaviors which the employee feels towards his job will also lead to job dissatisfaction. The results of job dissatisfaction for personal extent decompose as psychological and behavioral. Psychological dimension is conflicts resulting from disruption of the working environment and disputes of the workforce of non-reached objectives or goals. Behavioral dimension is the appearance of behavioral problems in the form of flashback or aggression of work dissatisfaction (1).

With regard to job satisfaction, the definitions are basically three things in common. These are explained as follows (22):

- Job satisfaction refers to the employee's job-related subjective and the inner feelings, in general, they cannot be observed, but their behavior is understandable.
- Job satisfaction is experienced in the case where the employee gains acquisition beyond the expectations or he achieved the rewards which he believes he deserved or wants to achieve.
- Job satisfaction includes a few attitude objects which are separated but connected.

Business gratification purposes of research on literature are described as, identifying potential problems in organizations, uncovering the causes of absenteeism and leaving job, assessing the impact of organizational changes on work attitudes, promoting good communications between

management and employees, providing accurate information on conflicts between management and the union(14).

It is an important issue that referees, known as people who manage competitions on the basis of the authority, duty, internationally recognized rules, must be able to identify the psychological and physiological capabilities of athletes, besides primarily ensuring the applicability of the rules in the field of. During competitions in the failure of these situations the referees may have to fight with other factors off the court as well as athletes in the field. Besides these causes, referees’ permanent travels, their fees and the factors such as rising concerns on the profession can be said concepts that affect the satisfaction level of referees over the occupation. Consequently, the purpose of this study is to investigate the levels of job satisfaction of soccer referees in terms of some of the variables.

MATERIAL & METHOD

This chapter contains information and statistical methods to analyze data, research model, and the research group and data collection instruments.

Objectives of the study

It is for examining the professional satisfaction of soccer referees that the levels of job satisfaction according to several variables.

Model of the study

In this study screening models are used. Screening models are research approaches that aim to describe the situation as it exists in the past or currently existing. The event, individual or object which is the subject of research is tried to be determined as it exists in its own circumstances. It is not tried to modify them or made effort to affect it in any way (15).

Population and Sample Group

The study population consist Central Arbitration Committee soccer referees who are connected to Turkey Soccer Federation while the study group consists a total of 90 soccer referees including 8 women and 82 men who are governing competitions in the region and referees in Ankara.

Data Collection

In order to determine the level of job satisfaction, "Minnesota Satisfaction Questionnaire" was used. The scale developed in 1967 is a tool

which is 5-point Likert-type (with scoring ranging from 1 to 5), consisting of 20 items, featuring internal and external factors of job satisfaction (9). Minnesota Satisfaction Questionnaire is a scale which is consisting of 20 questions, adapted to Turkish by Baycan (6), of which long form consists of 100 items, developed by Weiss, David, England and Lofquist (9) in order to measure job satisfaction.

Minnesota Satisfaction Questionnaire is a tool which is 5-point Likert-type (with scoring ranging from 1 to 5), consisting of 20 items, featuring internal and external factors of job satisfaction. The questions affecting Internal Satisfaction score are 1, 2, 3, 4, 7, 8, 9, 10, 11, 15, 16, and 20. The questions that affect the External Satisfaction are 5, 6, 12, 13, 14, 17, 18, and 19. In each question there are 5 choices which denote the degree of satisfaction with his own job. These choices are "I'm not happy at all", "I'm not happy", "Undecided", "I am happy" and "I am very happy". In Minnesota Job Satisfaction Scale Rating score is calculated as "I'm not happy at all" 1, "I'm not happy" 2, "Undecided" 3, "I am happy" 4 and "I am very happy" 5. The lowest score on answer keys is 1 and the highest is 5. The maximum score is 100, the minimum is 20 and 60 is the average score which means that the satisfaction refers to neutral.

Data Analysis

In solution and interpretation of data, before levels of job satisfaction of soccer referees tested according to several variables, it have been identified with just one sample, Kolmogorov-Smirnov test, if research data owns feature of normal distribution (see table 1). As presented in the table, distributions are not normally distributed, and then the Mann-Whitney U test and Kruskal-Wallis test is used.

RESULTS

In this chapter, statistical results of soccer referees' levels of job satisfaction relationships with a variety of variables are shown.

P value is 0.05 (table 1). This shows us that data is not normally distributed. Alpha= 0.9677 is found.

Table 1. One-Sample Kolmogorov-Smirnov Test which indicates Soccer Referees' job satisfaction levels.

	Level of job satisfaction
n	90
Mean	66.99
Std. Deviation	18.42
Kolmogorov-Smirnov	1.345
p	0.050

As shown in table 2, there is no significant difference within gender variable in satisfaction levels [U value =3692.000 p>0.05].

Table 2. Mann-Whitney U test results which indicate football referees' job satisfaction levels for gender variable.

	n	Average Rank	Sum of the Rank	U	Z	p
Men	82	45.02	3692.0	3692.0	-0.553	0.580
Women	8	50.38	403.0			

As shown in table 3, there is no significant difference within educational status variable in satisfaction levels [X² value=2.990; p>0.05].

Table 3. Kruskal-Wallis test results which indicate football referees' job satisfaction levels for educational status.

	n	Average Rank	df	X ²	p
High school	13	45.04	3	2.990	0.393
Associate degree	34	42.15			
License	39	50.06			
Graduate	4	31.0			

As shown in table 4, there is no significant difference within classification variable in satisfaction levels [X² value=4.745; p>0.05].

Table 4. Kruskal-Wallis test results which indicate football referees' job satisfaction levels for classification variable.

Variables	n	Average Rank	df	X ²	P
Top classifying referees	1	45.0	5	4.745	0.448
Top classifying assistant referees	2	64.0			
Regional classifying referees	7	51.93			
Classifying referees	35	39.29			
Classifying assistant referees	14	43.57			
Province classifying referees	31	50.76			

Table 5. Kruskal-Wallis test results which indicate football referees' job satisfaction levels for year variable.

	n	Average Rank	df	χ^2	P
1-2 year	1	28.0	5	2.291	0.808
3-5 year	22	52.0			
6-8 year	31	44.05			
9-11 year	20	44.42			
12-14 year	12	41.17			
15-19 year	4	43.75			

Table 6. Mann-Whitney U test results which indicate football referees' job satisfaction levels for working in another profession other than refereeing condition variable.

	n	Average Rank	Sum of the Rank	U	Z	p
Yes	61	44.23	2698.0	807.0	-0.669	0.503
No	29	48.17	1397.0			

As shown in table 5, there is no significant difference within year variable in satisfaction levels [χ^2 value=2.291; $p>0.05$].

As shown in table 6 there is no significant difference within profession variable in satisfaction levels [U value=807.000; $p>0.05$].

DISCUSSION

It is identified that there is no significant difference within gender variable in satisfaction levels of soccer referees. According to this result it can be said that soccer refereeing provides the same satisfaction on men and women referees. When similar studies in the literature examined, in Taşğın's (24), Can et al. (7) and Kale's (12) studies are similar with this study, but Eğinli (10) and Karaca's (13) studies are not parallel. The cause of this variety may be due to equal opportunities presented to men and women while practicing their refereeing profession, unlike other occupational groups.

It is identified that there is no significant difference within refereeing year variable in satisfaction levels of soccer referees. This condition reveals that refereeing does not have a significant difference between job satisfaction and professional experience. This study shows differences in Can et al. (7), Çoknaz's (8) and Akkan's (2) studies unlike Söğüt et al. (23), Kitapçioğlu's (18) and Kale's (12) studies. Reason for these differences may be due to that: "soccer refereeing does not create a difference on the satisfaction for the profession while professional experience progresses and it provides a satisfactory consistently due to its characteristic features when compared to other branches or occupational groups.

It is identified that there is no significant difference within classification variable in satisfaction levels of soccer referees. According to this result it can be said that soccer refereeing does not have a material impact on the level of job satisfaction if he/she is in different classification. Can et al. (7) and Savucu et al. (21) differ in study results. Reason for these differences may be due to the difference between soccer referees and other classification referees, classifying at promotion or a higher promotion criteria, respectability, the integration in the classification which the referees in.

It is identified that there is no significant difference within educational status variable in satisfaction levels of soccer referees. This condition reveals that there is no relationship exists between referees' educational status and job satisfaction. This situation does not show similarity in Çoknaz's (8) study unlike Kargün et al. (16) and Can et al. (7) study. Among the reasons for this difference these are to be said: "In refereeing, the events and issues which may adversely affect the profession of refereeing is about perception of events in other words it is associated with characteristic structures and experiences of individuals, but is not associated with education level."

It is identified that there is no significant difference within working in another profession other than refereeing condition variable in satisfaction levels of soccer referees. Due to that there is no difference observed when the referee has another job or not. This condition is similar to Yıldırım et al. (26), Söğüt et al. (23) and Kargün et al. (16) study results. The cause of this similarity is, materiality is in distances among the reasons why referees chose this profession, different aspects of

the profession of refereeing, and it is for the benefits of referees, which is a priority.

In this study it is concluded, in soccer refereeing profession, if there is a connection between levels of job satisfaction and gender variable, education variable, the classification variable, the variable of professional experience, and the variable of having another occupation other than refereeing, considering the characteristics of the study groups. Hereafter, with a research in different sample groups, differences in levels of job satisfaction of soccer referees can be demonstrated with different variables associated with refereeing profession and job satisfaction.

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