Career Transitions of Football Players
Futbolcularda Kariyer Geçişleri

Erkut Tutkun [1], * İlyas Görgüt [2]

[1] *Bursa Uludağ University, Sport Science Faculty, Bursa, TÜRKIYE / erkuttutkunl@gmail.com / 0000-0003-4233-7798*
[2] *Kütahya Dumlupınar University, Sport Science Faculty, Kütahya, TÜRKIYE / ilyasgorgut@hotmail.com / 0000-0002-1497-4493*
* Corresponding author

Abstract: The aim of this study is to find out the career planning of football players who have ended their active sport life and the problems they encounter in line with these plans. In this study qualitative method was used and as a research design, psychological phenomenology approach, which is one of the phenomenological patterns, was preferred. The sample group of the study consists of 13 retired footballers determined with criterion sampling method. Online interviews were conducted with football players using semi-structured interview technique, lasting an average of 30 minutes. After the participants were informed in line with the principles of interview method, the interviews were recorded. Following this, the expressions of the footballers were written down and descriptive and content analysis method was applied on the texts. As a result of the analyses, it was found that the footballers stated that they preferred to continue their career as coach or to work in jobs other than football. Some of the players stated that they experienced financial, emotional and occupational disadvantages due to problems they encountered, that they had negative life satisfaction and they longed to return to their days as a footballer.

Keywords: Career, football player, planning, sport, transition.

Özet: Bu çalışmanın amacı, aktif spor hayatını sonlandırmış futbolcuların kariyer planlamalarını ve bu planlar doğrultusunda karşılaştıkları sorunları tespit etmektir. Bu çalışmada nitel yöntem kullanılmış ve araştırma deseni olarak fenomenolojik desenlerden biri olan psikolojik fenomenoloji yaklaşımı tercih edilmiştir. Araştırmanın örneklem grubu ölçüt örnekleme yöntemi ile belirlenen 13 emekli futbolcudan oluşmaktadır. Futbolcularla yarı yapılandırılmış görüşme tekniği kullanılarak çevrimiçi (online) ortalama 30 dakika süren görüşmeler yapılmıştır. Katılımcılar görüşme yönteminin ilkeleri doğrultusunda bilgilendirildikten sonra görüşmeler kayıt altına alınmıştır. Ardından futbolcuların ifadeleri yazıya dökülmüş ve metinler üzerinde betimsel ve içerik analizi yöntemi uygulanmıştır. Analizler sonucunda futbolcuların kariyerlerine antrenör olarak devam etmeyi ya da futbol dışındaki işlerde çalışmayı tercih ettikleri görülmektedir. Futbolcuların bir kısmı yaşadıkları sorunlar nedeniyle maddi, manevi ve mesleki dezavantajlar yaşadıklarını, yaşam doyumlarının olumsuz olduğunu ve futbolcu olarak geçirdikleri günlere geri dönmeyi arzuladıklarını belirtmişlerdir.

Anahtar Kelimeler: Kariyer, futbolcu, planlama, spor, geçiş.

INTRODUCTION

While individuals are living their lives, they do activities in all areas such as social, economical and cultural areas. While these activities sometimes have the purpose of resting-doing away with stress and having fun, they can sometimes have the purpose of gaining status and earning money. Showing the best performance in the activity that one is doing and being different than others is among the priority targets of individuals. In order to be superior to others and be the best in what they do, employees frequently do career planning. Individuals who plan their position and at which point they will be in the future have advantages in exploring their weaknesses and strengths and improving themselves. Career planning is at a crucial point for the future of athletes who are involved in sports which appeals to great masses and which necessitates a great competition.

Career is the stage, achievement and expertise gained with time and work in an occupation (1) Improvement involves individuals' being aware of their goals, interests and skills, occupational opportunities and requirements and creating realistic career plans(2). In addition to being a recreational activity done actively or passively, it is seen in all areas of individuals' lives in different functions and affects individuals' lives as an occupation (3). In parallel with these, sport as an occupation or career is a sport activity of many years which individuals choose voluntarily and in which athletes aim to reach the top with their performance in one or more than one sport activity (4). Athletes who choose a healthy life, gain popularity and respect before the society should turn this process into an effective and high-quality lifestyle. With regards to athletes, ending their career which has become a lifestyle, and which covers a big part of their lives will bring along great troubles and some problems. For

these reasons, it is very important for athletes to make the necessary preparations and to make a gradual transition before they end their active sport career in terms of physiological and psychological health.

Sport career includes transitions, that is turning points, moments or events which cause changes in individuals' assumptions about oneself and the world. Thus, it requires a compatible change in individuals' behaviours and relationships (5). Two types of transitions can be discerned: normative and non-normative transitions. During a normative transition, the athlete exits one stage and enters another stage. Theses normative transitions are generally predictable and anticipated. However, non-normative transitions do not occur in a set plan or schedule but they are the result of important events that take place in an individual's life. In terms of athletes, non-normative transitions may include a season-ending injury, the loss of a personal coach, or an unanticipated "cut" or termination from the team. These idiosyncratic transitions are generally involuntary and unpredicted (6). Advisors and clinical psychologists, career advisors, sport psychology advisors and researchers examine elite athletes' career transitions in terms of their reactions to adaptation to retirement and other roles. Their purpose in doing this is to understand sport career transition process and help athletes to go through an easier and less destructive process and to learn the required skills (7). Very few studies conducted recently on the career transitions of elite athletes have shown positive attainments. It has been found that athletes experience not only physical but also mental difficulties during their career (8-10).

An athletic career consists of predictable stages and transitions such as, (a) sports specialization, (b) intensive training in the chosen sport, (c) to pass high-achievement sports and adult sports, (d) pass from amateur sports to professional sports, (e) pass culmination to the end of the sports career, and (f) end of the sports career (11).

The thought that ending elite sport life can cause a great risk in terms of athletes' psychological health and well-being has caused interest in studies conducted in the field (12). Athletes cope with developmental tasks such as cognitive and motivational readiness for competitive sport participation and successfully develop a multidimensional self-identity, influences if and when they are able to progress from one athletic stage to the next (13). Especially in the last three decades, studies on career transitions have begun to increase gradually.

While the focus was initially on the career transition consequences of the athlete rather than the sport, recently distinctions are made between specific types of transitions such as young athletes' quitting sport and career transitions within sport. Since 1990s, theories for athlete career transitions have been developed. Researchers have found various determinants such as athletic identity and voluntary control about the decision to retire for the quality of career transition process for athletes (14).

Athletes' post-career transition is considered to be a negative and most of the time a traumatic experience. These transitions are expressed as changes which (a) are interpreted as a process of coping rather than a phenomenon, (b) include not only sportive transition but also other transition processes and (c) consider the transitions of the athlete in sport career in terms of the perspective of an individual's life (15). Transition in sport career is generally associated with the stress and uncertainty about whether the situation will get better or worse. However, when considered objectively, transitions depend on athletes' being successful, adapting to their career and fulfilling some demands such as practice, communication and lifestyle (4). In addition, the feelings of contentment and success athletes get from their sport career depend on a situation that they left behind and they did their best to a great extent. Life cycle and sport transitions are attained with transitions that take place during sport career just like academic, professional, social and personal transitions (13).

After quitting sport, athletes are vulnerable about experiencing problems such as depression, anxiety, identity crises, harmful substance use, eating disorders, decreased self-confidence and adaptation to new situations. However, some key mediators accompanying athletes after their active sport life such as social support have been defined (12).

A great number of researchers define a professional athlete's sport career transition as a difficult, devastating, and emotional process full of controversy. This process is a complicated situation in which the comfort that comes from various factors such as retirement age, lifestyle, income and ego tend towards crisis (7). However, some researchers reject the prevailing belief that trauma, identity crisis or serious adaptation problems are inevitable in career transitions and instead advocate that sport-career transition is a process and it should be considered as an opportunity for development in personal development and other life areas (16). Transitions are defined as a turning point for athletes or as a series of needs that have to be met for athletes to be successful in sport or other areas of life (4). A successful coping increases athlete's having a long and successful life in sport and the possibility to adapt effectively to his/her career after sport. Otherwise, a bad coping leads to crises in an athlete's life such as quitting sport early, nervous ailments, and substance use such as alcohol and drugs (15).

As in the whole world, football is a sport branch that is widely accepted and widely followed in our country. The related stakeholders of this seemingly colourful and pleasant world, such as players and coaches, are taken as role models by everyone and their lifestyles are adapted. Detachment from the world of football which is a big sport industry, and which great number of people want to reach leaves serious influence and marks on lifestyles and anxiety over future. For this reason, it is necessary to examine the states of individuals in the nation's football which is widely influenced by the world football industry. In addition, it can be seen that there are not enough studies about the problems experienced by football players who end their active sport life and about what kind of career planning they do. Thus, this study was planned and conducted to find out the problems and plans of football players and the satisfaction they get from life as a result of their career planning in order to contribute to literature.

METHODS

This study is a qualitative study which was prepared to find out what kind of problems retired football players who are not continuing their active sport life face after they quit football, what kind of career planning they make and to find out whether they enjoy their new career. Qualitative research includes qualitative data collection methods such as observation, interview and document analysis and presents the included perceptions and events in a realistic and integrative way in their natural environment (17). Phenomenology research design was used in the study. This design includes researching individual's personal experience and perceptions and making sense of events (18). The phenomenological pattern is divided into two different types: Hermeneutic and empirical, transcendental, or psychological phenomenology. Hermeneutic phenomenology helps the researcher to interpret the participant's life experiences and texts of life with his experiences related to the phenomenon; Empirical, transcendental, or psychological phenomenology, on the other hand, is based on the blocking of the experiences of the researcher as if he had no knowledge about the phenomenon and the emphasis only on the experience and opinions of the participant (19). Therefore, the use of empirical, transcendental, or psychological phenomenology was adopted because of offering the experience and opinions of the participants rather than the researcher's experiences in our study. Within the scope of this approach, the researcher did not add personal experiences to the process and only collected data on the experience and opinions of the participants about the phenomena and took the role of not making any intervention.

Research Group: Criterion sampling method, which is one of the purposive sampling methods, was used in sample selection. In this method, the basic logic is forming the sample group by using a criterion list prepared previously or created by the researcher (17). 13 football players were chosen based on the following criteria form the research group.

- Having a professional football career of at least 15 years
- Not having played football actively in the last ten years
- Having played in the upper leagues of Football Federation

Table 1. Information about the participants

Number	Age	Years of active sport	Professionalism	Having played in upper leagues
RF1	48	22	✓	✓
RF2	52	21	✓	✓
RF 3	50	18	✓	✓
RF 4	53	23	✓	✓
RF 5	44	16	✓	✓
RF 6	49	23	✓	✓
RF 7	78	18	✓	✓
RF 8	51	24	✓	✓
RF 9	45	24	✓	✓
RF 10	46	23	✓	✓
RF 11	49	21	✓	✓
RF12	56	20	✓	✓
RF13	61	23	✓	✓

Data Collection: In qualitative research studies, it is necessary to pay attention to the concepts of reliability, durability, credibility and approval in order to ensure validity and reliability. Guba and Lincoln explain reliability as the repeatability of work in different times and places. While the accuracy of the data obtained from the research result for the researcher or the reader is expressed with validity and credibility (20), in order to ensure approval, there should be no bias in the results and interpretations of the research and similar comments should be obtained from others (21). In the light of this information, two experts were consulted about the research process in order to ensure validity and reliability in our study. In addition, while all the interviews made during the study process were recorded, the data obtained were completely transcribed. For collecting data about participants views about the phenomena four questions were asked after approval of experts. First of all, the football players chosen were interviewed online on the phone. The participants were informed about the recording and the questions that were planned in line with semi-structured interview form were asked. The interviews lasted 15-45 minutes. The questions in the interview are given below:

Question 1: What kind of a career planning did you make after you quit sport and what kind of difficulties did you face?

Question 2: How much does your new career satisfy you?

Question 3: What kind of differences do you see when you compare your sport career and your career after you ended your sport career?

Question 4: Do you have a longing to go back to the days that you played? Why?

Analysis of Data: The voice files recorded by the researcher were transcribed. The football players in the study who were not doing sport actively (retired) were coded as RF1, RF2, RF3, RF4, RF5, RF6, RF7, RF8, RF9, RF10, RF11, RF12 and RF13. The obtained texts were analysed with descriptive and content analysis method. Content analysis was conducted with categories obtained from football players' views and descriptive analysis was conducted through the expression of participants supporting these categories.

RESULTS

In this part, the footballers who participated in the study were asked 4 questions with semi-structured interview and the categories formed with their answers and the expressions of the participants were presented.

The footballers in the study were asked the question "What kind of a career planning did you make after quitting football and what kind of difficulties did you experience?

Table 2. Footballers' expressions about their career plans and the problems they encountered

Career within sport						Career outside sport	
Coaching	Coaching					Allocating time to family	Working
Teaching	**Problems**					Improvement	Private sector
Coaching in youth development							Self-employed
	Favouritism	*Political power*	*Individual problems*	*Managerial problems*	*Problems about the branch*	Participating in courses	
			Not being able to find job	Negative manager behaviours	Negative coach competition	Support from foreign coaches	
			Sudden decrease in income	Professionalism and its negative influence	Footballers' financial demands		
			Not being able to reach goals		Insufficient field		
			Starting disadvantageously when compared with other coaches		Insufficient material		
					Absence of skilled athletes		

In our study, the footballers who ended their sport life and continued to work in the field of teaching stated that they were either teaching or coaching in youth development, while the footballers who ended their sport life and continued to work outside the field of sport stated that they tried to earn their living in the private sector or through their own business. The players who continued with coaching stated that they participated in courses and they were supported by foreign coaches and they tried to improve this way. However, they also stated that favouritism was common and it was difficult to find a job when you did not have a political power with you. In addition, coaches stated that they were influenced by factors such as negative behaviours of the management, negative competition of other coaches, facility and equipment problem in youth development, not being able to find skilled players and financial demands of athletes. Footballers' answers to the related question are as follows.

RF1: *...First, I thought about coaching. I attended coaching course...You know about the conditions in Turkey. Especially in coaching, if you do not have political power, someone supporting you, you don't have the chance to do this.*

RF6: *....Since I had an educational background, I was either going to try to be effective in the field of football or continue my educational life in schools....Coaching is much more difficult than being a footballer because there are limited number of job opportunities and a lot of people demanding this job. What I have the most difficulty in is the fact that this thing is not happening fairly....If you don't have any political support, someone who has your back, it's really difficult to advance. You*

have lots of difficulties. You have to start from the bottom when everyone starts from the top.

RF9: *....When I wanted to be a coach, I couldn't because other things stepped in the selection of coach. Relatives or acquaintances were preferred...I couldn't get to where I wanted since there is favoritism, although I was good at my job.*

RF11: *....I started coaching; however, after I started this job, I realized that a lot of things that I saw in football were also here; that is, I saw things get different when money came into question. I continued to work in youth development, which is something that I am still doing. I had ideals to be somewhere else, but life brought us here. Maybe I quit after I saw the things people did for money, behaviors of managers, coaches' bad competition among themselves, footballers' complaints about playing or not playing and the bonus that they received per match. In short, when professionalism is involved, all the beauties vanish.*

RF13: *......After I left football, I was unemployed for a few years. Then I became a coach. I had a lot of hard times. I couldn't get my money; we didn't have equipment or good players. However, since we loved the job, we did it without money or equipment. We are the volunteers.*

The footballers who participated in the study were asked the question "*How much does your new career satisfy you?*"

Table 3. Footballers' expressions about the feeling of satisfaction created by the new career

It does satisfy			It doesn't satisfy	
Spiritual satisfaction	Coaching in the super league	Continuing in jobs related with sports	Discomfort	Missing
Taking care of young children *-Not having any financial problems* *-Not having problems about the playing time*			**Seeing coaches who don't deserve** *-Coaching as a result of favouritism* *-Coaching in good teams due to sports career*	Continuing educational life
Teaching, coaching			Loss of popularity	Not quitting football
Finding players for upper groups			Not having the position one deserves	
Finding players for the national team			Change in social environment	
			Selfish friends	

Footballers in the study stated that they experienced spiritual satisfaction since they were working with young groups, they were teaching and they found players for the upper groups and the players in the national team. In addition, coaches also experienced satisfaction since they were continuing jobs related with coaching or because they were coaches in teams in the super league. The footballers who stated that they did not experience satisfaction miss the education life they couldn't continue in the past and the football life they couldn't continue. Coaches stated that they were not comfortable with popularity loss, not having the position that they deserved, and the presence of coaches who coach upper divisions

although they are not sufficient. Footballers' expressions about satisfaction are as follows:

RF3: *If you are asking whether this situation makes me uncomfortable, it doesn't. Then you see the people coaching. For this reason, sometimes you say that you wish you had applied to something earlier. I have always thought that I hadn't quit earlier. I had even got a place in the department of physical training; however, the conditions at the time were not suitable for me to attend university. I have always regretted this.*

RF4: *My career and my present position are disproportional in my opinion. I'm saying this because*

there are examples, there is populism about football in Turkey right now. Famous footballers can find jobs in upper levels without any training or any academic career.

RF8: *...There are a lot of differences between my new career and my sport career....There is a lot of difference between my social circle there and my sport career.. While it is possible to see unselfish friendships in the sports environment more, in the business world, friendships are built on materiality.*

RF10: *I did not have any financial expectations. I felt a great pleasure emotionally. We trained 8 players to our*

A team. Right now we are training 8 players to our A team.

RF12: *I love working with children. Since there aren't talks there such as I didn't get the money-I did, or I didn't play-I did, I am continuing to work as a coach at youth development*

The footballers who participated in the study were asked the question "What kind of differences can you see when you compare your sport career now with your career after you quit football"

Table 4. Footballers' views about the differences between their sport career and their career after ending the sport career

There were no differences	There were differences	
Still related with sports -going to matches -participating in activities such as courses, organizations, etc. -Coaching -Managing -Teaching	Experiencing lows after experiencing highs	Not reaching ideals because of favouritism
	Being at a loose end	Differences in terms of popularity
	Family disintegration	The problem of adaptation to social environment other than sport
	Getting bad habits (Alcohol, Gambling, women, etc.)	Role of consumer when an athlete, role of producer when a coach
	The difficulty of completing lacks in social security	

Of the footballers who participated in the study, those who were still interested in football stated that there weren't many changes in their lives. However, those who experienced the highs, but then fell to lows in football stated that they felt at a loose end and they witnessed some of their friends to lose their families and to get some bad habits. They complained that they couldn't get to where they wanted in their lives due to favouritism and they experienced problems about making up for the social security problems that they couldn't receive when they were players. The footballers used the following expressions about the situation:

RF1: *I saw the top of everything in football. Later, if you cannot hold on to anything in life, you certainly feel at a loose end....most of my friends divorced or separated from their wives...if there is nobody supporting you, you feel at a loose end, you fall into the clutches of alcohol and gambling. What I mean is, there are a lot of differences between your life when you are a footballer and your life afterwards. You fall down from very high, and this affects you in every way.*

RF3: *I was a consumer when I was a player. I spent my earnings without thinking. However, when you become a coach, you train people and a generation; for this reason, you have to be more careful.*

RF5: *Planning a career without someone to support you is a bit of being a dreamer, I think. We made a lot of investments about idealism and career. However, all of these were like being a dreamer and I get this years later.*

RF7: *.... Some things are different in terms of love, interest or respect. People look at you more differently when you are playing football. It is different when you are a coach or a teacher after you quit football. People's interest becomes less and their perspectives change.*

RF9: *I am still related with sports now. I watch all the games and go to as many games as I can. I have children, they have their sport life and I follow their sport life. I mean, there isn't much of a change.*

RF11: *When you enter the business life, you don't socialize, you feel at a loose end suddenly, you lose that social circle completely and enter a different circle. I mean, you feel at a loose end.*

The footballers who participated in the study were asked the question "Do you feel a longing for the days you played football? Why?"

Table 5. Footballers' views about longing for the days back when they played football

Professional longing	Longing about health	Longing for sport environment	Social Longing
Since it is a role given	Being fit all the time	Thrill and stress of football	Being popular
Since it is the job that the footballer can do	Healthy running of bodily functions	Football supporters	Being loved
Not having been able to use the opportunities		Means and facilities of our day	Being respected

The footballers who participated in the study feel a great longing for the past. They stated that being a footballer was a role given to them and a job that they could to, it contributed to being fit all the time and they missed beautiful memories of the football circle. They want to go back to old days since they were loved and respected by people. Footballers used the following expressions about their longing for the past.

RF2: ... Of course I have a longing because this is the role given to us, we were made for this. And we did this with love. We weren't very pleased, but this became our life style, our profession, this is what we know. We don't trade or do anything else.

RF6: Sometimes we shared very beautiful things, for example the excitement when you enter the field, the atmosphere in the field, I can even feel it when I am watching now. I love excitement; I can still feel the atmosphere, the National Anthem when I was a young national team player. Or the atmosphere when starting a big match. The fact that everyone is living that ambiance from outside, but you are living it on the inside and that you can see the difference.

RF9: .....I would certainly like to play if the regulations about players were like now. At least there are some issues protecting players now, it is not easy to cancel deals. Even if they are cancelled, they pay you compensation. Since we did not have such things, we had to quit early. Of course I want to return so much; but unfortunately I can't.

RF10: Of course I made mistakes, too. A Fenerbahçe footballer of the time was my roommate, he said he was going to Fenerbahçe, I thought of my family and did not go. I wish I had gone there, I would have a different position now.

RF12: First of all, I was very fit. I have a longing for that. Besides, we were doing a job that we liked and we were earning money. They were beautiful times, both physically and financially.

DISCUSSION

In this part of the study, which was prepared to find out how footballers who ended their active sport lives planned their lives, footballers' views within the context of the study were assessed in the light of the results of the study and the literature.

Of the footballers in the study, some of the footballers who graduated from teaching departments of universities continued to teach, while some others continued coaching in youth development after they graduated. In addition, of the footballers who were not university graduates, there were also those who became coaches and worked in jobs outside the profession of football in private sector. The footballers went on coaching stated that they developed themselves by participating in courses and activities organized by the federation and interacting with coaches who had experiences abroad. However, they complained that in order to start and continue the profession of coaching, people needed the support of a political power and being favoured by someone. They advocated that the only way for a coach who couldn't get what he deserved was to prove himself in lower leagues, which created a disadvantage in competing with other coaches. They also stated that while working in youth

development, they were exposed to negative behaviours of managers, other coaches got in destructive competition to be ahead of other coaches and they experienced problems in youth development such as shortages of facilities, equipment and skilled players and also financial demands. According to Lavallee and Wylleman, in some instances, players can end their sport life of their own accord. This act of ending sport life voluntarily can occur as a result of some reasons such as financial pressures, the wish to spend more time with family, lack of life satisfaction and the desire to be after another career (6). Baillie stated that while some athletes decided to end their careers for financial reasons, ethnic or gender problems or being unsatisfied with life, some others ended their careers to spend more time with their families or friends (22). Shachar et al., stated that athletes who continued their careers as coaches after ending their sport lives had a high possibility of showing less interest about exploring career choices outside sport world (23).

According to Coakley, although athletes believed to be ready for sport-career transition period, they accepted that their efforts were insufficient and their subjective well-being caused negative feelings when they were faced with retirement. However, he also stated that the participants in his study experienced moderate level of difficulty (7). In their study, Mizuno et al., found that professional athletes had too much nervousness during the career transition period before they got their next role. In the following periods, career maturity and consequently technical skills, human skills and conceptual skills were found to increase (24). According to Torregrosa et al., encouraging double career plan that athletes can work in both their existing careers and their possible retirement careers while doing elite sports provides ease during the transition period after athletes end their active sport life (25). According to the research data of Stambulova et al., encouraging double career helps minimizing the number of athletes who need psychological support. Retirement planning, voluntary ending of active sport life, multiple personal identities, social support and coping strategies ease the transition to an alternative professional career. On the other hand, not considering all these dimensions makes retirement more difficult for athletes (15).

The results of our study and other studies conducted in literature show that while planning their careers after ending their active sport lives, footballers experience problems which influence their financial situation, their families and their psychological situation. It is important that footballers are informed and guided to make double career plans not just before they quit football, but much earlier, when they start football. This way, it will be possible to get the highest level of efficiency from individuals who are kept within the system. In addition, for a problem-free career transition, athletes should have more private and public training. A fair after-football career planning which is closed to the influence of any authority, and which can keep footballers within the system should be made. In addition, in terms of solving the problems of coaches working in youth development, severe sanctions should be applied, and tight controls should be conducted.

It can be seen that the footballers in the study who had an educational background also coached in addition to teaching in order to be able to teach something to children. According

to Wylleman and Lavallee, academic or vocational training, or developing a professional occupation, has been an important reason for talented athletes to terminate their sport career (13). Because the transition out of an academic career is often accompanied by an athlete's increased efforts to secure greater financial and personal security. Other footballers in study who did not have an educational background and worked as a coach stated that they did not have a sufficient financial income, but they experienced spiritual satisfaction for training footballers to upper divisions and national teams. Footballers who did not break away from sport and became coaching in super league teams or youth development teams of these teams stated that they were pleased with their new careers. Coaches who stated that they were not pleased can be seen to have regrets for not continuing their university education in the past due to football and not accepting the transfer offers of big clubs. They mentioned that they experienced a loss of popularity after football, they were not valued as much as they were in the past, their social circle began to consist of people outside of football, thus there became lost of self-interested people around them, all of which negatively influenced their life satisfaction.

In addition, favouritism and the presence of those who start coaching in good clubs only because they played top level football, although they haven't received any education cause discomfort among those who quit football and started a career of coaching. Life satisfaction and difficulties encountered during retirement have a positive correlation in footballers who ended their professional sport life with their own will (26). Studies conducted have shown that life satisfaction of athletes after retirement was positive, they chose to stay within the world of sport and they were not influenced socially negative (27, 28). Athlete's psychosocial development about her or his role within the social environment and relationships with others plays an important role in the quality of athletes' sport involvement throughout the athletic lifespan. The role of relationships is significant throughout the sport career in view of the support they can provide to athletes (13). However, athletes who are faced with the possibility of ending their sport career also experience great number of psychological, social, financial and professional changes (29). According to the results of Butt and Molnar's study, athlete identity is influenced by factors such as team mates, coaches, etc. Thus, other people in the team also have influences on the decision of retirement. However, it was found that players who experienced unsuccessful things while retiring tended to form an identity and friend circle that is not associated with sport (30). Torregrosa et al. found that athletes who followed double career planning shared a profile characterized by retirement planning, voluntary retirement, multiple personal identities, social support and active coping strategies. These factors are seen as facilitators to ease the transition period from retirement from elite sport to an alternative profession. In addition, a strong faith and awareness in retirement planning, various personal identities, a strong social support perception and a feeling of autonomy in making decisions have been observed in athletes who follow double career. On the other hand, athletes who have not followed double careers have shown characteristics such as lack of planning in retirement, involuntarily ending their career, unidimensional athletic

identity, lack of social support and lack of reactional coping strategies (25). Studies which show that retired footballers experience positive satisfaction in their lives after retirement are based on the fact that these studies are conducted on individuals who have stayed within sport life and who have not stayed away from sport. However, it can be seen that footballers who have a career outside of sport or those who have been obliged to have a career outside of sport stated that they couldn't work as a coach since there isn't a fair system and since they have a positive perception because they experience a fear of the future. For positive satisfaction in the new career, psychological support is also necessary in addition to financial and systemic reconstructions.

Retired footballers who participated in the study and stated that they couldn't stay away from football and that they still worked in the world of sport emphasized that their lives were not changed much. However, footballers who experienced the top level and then lost everything suddenly stated that they experienced bad situations. These people even stated that they saw disintegration of families and acquiring bad habits. In addition, they complained that they couldn't get to where they wanted in their lives due to favouritism and they experienced problems about making up for the social security problems that they couldn't receive when they were players. According to Werthner and Orlick, athletes' retirement should not be confused with the retirement of those who retire due to their age for three reasons. First of all, most of the athletes who retire are still young. Secondly, it is difficult to compare traditional career and sport retirement due to biological reasons and aging. Thirdly, based on the concept that when they retire athletes end their roles rather than their professional lives, ending a sport career is considered as a negative action. Thus, football players' retirement should be discussed with caution (31).

Since 1970, emotional and personal problems are seen in the transition periods of players who quit sport as a result of injury. These people generally report problems such as financial problems, divorce, substance abuse and career development (32). Football players who do not experience financial problem before retirement and who have a high level of income cannot earn so much money and thus they cannot prepare for their life financially and have to lead a more modest life (7). According to Ball, since players show maximum effort to be successful in their target, they experience a loss of identity when they fail or feel alienated (33). Miller and Buttell emphasize a psycho-education which focuses on making sport identity more variable, supporting the process of pain, developing coping skills, defining psychosocial support and reviewing the symptoms of mental health. Following such educational programs can increase a quick recovery of transition to retirement and can decrease mental health and sensitivity (34).

While the problems of footballers who have not experienced many changes in their lives can be solved with small readjustments, the rehabilitation of those who have seen the top and then lost all in an instant is an issue that should be approached with care and professionally. The institution of family, financial protection of players and giving them psycho-social support will make great contributions to not losing these people. Responsible units and people should conduct detailed and meticulous works so that they can

transfer their experiences and contribute to sport in the country after they end their football career.

People who have quit football have a longing for the past days. They state that football is a role given to them, it is their profession and that they cannot do anything except football and thus they experience difficulties. In addition, they state that they had a healthy and fit body thanks to sport and that they miss all of their memories, good or bad, in their football life. They advocate that players of today are very lucky and if they had had the possibilities of today, they would have been at better places now. Besides, since they were popular, loved and respected when they were playing, they want to go back to old days again to experience this situation that satisfied them.

According to some studies conducted, it was found that since athletes are unprepared about job opportunities in the field, they experience difficulty, time and energy loss in transition to a second career after retirement (16, 35, 36). Athletes who end their active sport life do not generally have the necessary professional knowledge when they are making a transition to a career outside sport. Most players do not think of a career transition plan until their sport lives end or until they are released by their clubs (37). Since sport is a job for professional players, retirement or ending professional career means loss of job for players. In addition, since job or profession is the most important life activity giving information about adults' intrinsic and extrinsic behaviours, the effect of retirement on professional players should be considered in a rational way (36). The fact that footballers are not inclined to other professional branches affects them in terms of career transition. The fact that they have to work in jobs that they are not sufficient in influences their dreams and ideals both financially and in terms of performance.

As a conclusion, players who end their active sport life should be kept within the system so that they don't experience problems. This should be done via both the state and private sector. The state should set up rehabilitation centers, provide psychological and professional support and provide a problem-free career transition. Elite athletes should not be coaches for elites before they receive the necessary trainings. A football management system in which players receive the necessary trainings, and then prove themselves and which is free from political effects should be formed. Social security rights during the period players are actively playing should be followed so that they do not experience problems when they retire. Necessary conditions should be created for each footballer who starts football to have something that they can do after they end their careers and double career planning should be made. Economic support should be provided financially to protect players who end their active sport life. In addition, studies for career planning of athletes in different branches and categories should be encouraged so that there will be more studies in literature and these studies should become integrated with international literature.

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GENİŞLETİLMİŞ ÖZET

Kuramsal Çerçeve: Bireyler hayatlarını yaşarken sosyal, ekonomik, kültürel hemen her alanda etkinlikte bulunmaktadırlar. Bu etkinlikler kimi zaman dinlenme-stres atma, kimi zaman eğlence amaçlı olurken bazen de statü elde etmeye veya para kazanmaya dönük faaliyetler olarak karşımıza çıkmaktadır. Yürüttüğü faaliyetlerde en iyi performansı göstermek, diğerlerinden farklı olmak kişilerin öncelikli hedefleri arasındadır ve bu nedenle sıklıkla kariyer planlaması yoluna başvurmaktadırlar. Geniş kitlelere hitap eden ve büyük bir mücadeleyi zorunlu kılan spor alanında mücadele eden sporcuların da kariyer planlaması yapmaları gelecekleri açısından hayati bir noktadadır. Sporcuların elit sporu bırakmaları, özellikle de elit-sporu bırakmanın sporcuların psikolojik sağlığı ve refahı için büyük bir risk oluşturabileceği düşüncesi araştırma çevrelerince bu alanda yapılan çalışmalara ilgi duyulmasını sağlamaktadır (12).

Sporu bıraktıktan sonra, sporcular depresyon, anksiyete, kimlik krizleri, zararlı madde kullanımı, yeme bozukluğu, kendine güvende azalma ve yeni durumlara adaptasyon gibi sorunları yaşama konusunda savunmasızdırlar. Ancak geçiş süresince yaşanacak olumsuzlukları ortamdan kaldırmak için sosyal destek gibi aktif spor yaşamı sonrası sporcuya eşlik eden bazı uzlaştırıcı kilit aracılar tanımlanmıştır (12). Birçok araştırmacı profesyonel bir sporcunun spor kariyer geçişini zor ve yıkıcı, uyuşmazlıklarla dolu, duygusal bir süreç olarak tanımlamaktadırlar. Bu süreç sporcuların emeklilik yaşı, yaşam tarzı, gelir ve ego gibi çeşitli faktörlerden elde edilen rahatlığın krize doğru yöneldiği karmaşık bir durumdur (7). Ancak kariyeri geçişlerinde travmayı, kimlik krizini veya ciddi uyum sorunlarının kaçınılmaz olduğunu savunan hakim inanç reddedilmekte, bunun yerine spor-kariyer geçişinin bir süreç olduğunu, kişisel gelişim ve diğer yaşam alanlarındaki gelişim için bir fırsat olarak görülmesi gerektiği belirtilmektedir (16). Dolayısıyla alana katkı yapmak futbolcuların sıkıntılarının planladıkları ve elde ettikleri kariyer planlamasının ve yaşamdan aldıkları tatminin belirlenmesi amacıyla çalışma uygulanmış ve literatüre kazandırılmıştır.

Çalışmanın Amacı: Futbol, tüm dünyada olduğu gibi ülkemizde de geniş kabul gören ve yaygın olarak takip edilen bir spor dalıdır. Bu renkli ve keyifli görünen dünyanın oyuncu, antrenör gibi ilgili paydaşları herkes tarafından rol model olarak alınmakta ve yaşam tarzları benimsenmektedir. Büyük bir spor endüstrisi olan ve çok sayıda insanın ulaşmak istediği futbol dünyasından kopuş, yaşam tarzları ve gelecek kaygısı üzerinde ciddi etkiler ve izler bırakmaktadır. Dolayısıyla dünya futbol endüstrisinden geniş ölçüde etkilenen ülke futbolunda bireylerin durumlarının incelenmesi gerekmektedir. Bu nedenle bu çalışmada, futbolcuların yaşadıkları sorunları, planlarını ve kariyer planlamaları sonucunda hayattan aldıkları tatmini tespit etmek ve literatüre katkı sağlamak amaçlanmıştır.

Yöntem: Bu çalışmada nitel araştırma yöntemi tercih edilmiştir. Nitel araştırma, gözlem, görüşme ve doküman analizi gibi nitel veri toplama yöntemlerini içermekte ve araştırmaya konu olan algıların ve olayların doğal ortamda gerçekçi ve bütüncül bir biçimde ortaya konmasına olanak sağlamaktadır (17). Çalışmada fenomenoloji araştırma deseni kullanılmıştır. Bu desen, bireyin kişisel deneyim ve algılarının araştırılmasını ve olayların anlamlandırılmasını içermektedir (18). Çalışma grubu için amaçlı örnekleme yöntemlerinden ölçüt örnekleme yöntemi ile 13 futbolcu seçilmiştir. Katılımcıların görüşleri hakkında veri toplamak için yarı yapılandırılmış görüşme yöntemiyle telefonda (çevrimiçi) görüşmeler yapılmış ve dört soru sorulmuştur. Görüşmeler 15-45 dakika sürmüştür. Araştırmacı tarafından ses dosyaları yazıya dökülmüş ve futbolcular EF1.....EF13 şeklinde kodlanmıştır. Elde edilen metinler betimsel ve içerik analizi yöntemiyle analiz edilmiştir.

Sonuç ve Değerlendirme: Araştırma sonucunda sporu bırakmış futbolcular eğitim kökenli olanlar öğretmenlik veya altyapılarda antrenörlük yaptıklarını, spor dışında kariyerini sürdürenler ise özel sektörde ya da kendi kurdukları işlerde hayatlarını devam ettirmeye çalıştıklarını belirtmektedirler. Antrenörlük hayatına devam edenler kurslara katıldıklarını, yabancı antrenörlerden destek aldıklarını ve bu şekilde gelişmeye çalıştıklarını ifade etmektedirler. Ancak ülkemizde

adam kayırmacılığın olduğunu ve arkanızda siyasi bir güç olmadığında iş bulamadığınızı iddia etmektedirler. Ayrıca antrenörler yönetimlerin kendilerine karşı olumsuz davranışları, diğer antrenörlerin olumsuz rekabetleri, altyapılarda tesis, malzeme sıkıntısı, yetenekli sporcu bulamama ve sporcuların parasal talepleri gibi faktörlerden etkilendiklerini beyan etmektedirler. Yine futbolcular geçmişte devam edemedikleri eğitim ve bıraktıkları futbol hayatına özlem duymaktadırlar. İlaveten futbolculuğun onlara biçilmiş rol ve yapabileceği meslek olduğundan, sürekli fit olmaya katkı sağladığından ve futbol ortamında yaşanan güzel anıları özlediklerinden bahsetmektedirler. Kendi dönemlerinde popüler olduklarından, insanlar tarafından sevilip, sayıldıklarından dolayı eski günlere tekrar dönmeyi istemektedirler. Antrenörleri popülarite kaybı, hak ettiği konumda olmama, sosyal çevrelerinin değişmesi ve

çıkarcı insanların olması, sadece üst düzey bir kulüpte oynadığı için yeterli olmasa da üst kademelerde antrenörlük yapan ve adam kayırma sayesinde bir yerlere gelen antrenörlerin varlığı gibi durumlardan rahatsız olmaktadırlar. Sonuç olarak aktif spor yaşamını bırakan sporcuların sorun yaşamaları için sistem içerisinde tutulması gerekmektedir. Bunun özel ve kamu eliyle sağlanması gerekmektedir. Devletin rehabilitasyon merkezleri kurarak psikolojik ve mesleki destek sağlayarak kariyer geçişinin sorunsuz olmasını sağlamalıdır. Futbol hayatına başlayan her sporcunun kariyerini noktaladıktan sonra yapabileceği ikinci bir yeterliliğe sahip olabilmesi için gerekli koşullar oluşturulmalı ve ikili kariyer planlamasına gidilmelidir. Aktif spor yaşamı biten sporcuların maddi olarak korunmasını sağlayacak ekonomik destekler sağlanmalıdır.