

Investigation the Profile and the Level of Job Satisfaction of the Employee in Regional Sport Management

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Abstract

Purpose and Participants: *The aim of this study was to investigate the profile and the level of job satisfaction of the employee who work in Provincial Directorate of Youth and Sports of Çanakkale. Totally 38 (10 female 28 male) employee who were aged $40,3\pm 7,5$ years, $18,6\pm 6,8$ years length of service participated in to the study voluntarily.*

Methods: *Demographic survey and the Minnesota Satisfaction Scale (MSQ) were used to collect data. Pearson Correlation model in SPSS 11,5 statistical package program for Windows was used for statistical analyses.*

Results: *Findings showed that, % 44.7 of participants have education level of high school as often (%50), secretarial unit work, % 73 of participant work in officer position and monthly income mean was 1360.2 ± 224.1 TL. Results also indicated that average job satisfaction point was $62,9\pm 13,9$. Besides, it was found that there was no correlation with job satisfaction level and the age, length of service and the salary ($p>0.05$).*

Conclusion: *As a conclusion; it is possible to say that the level of the job satisfaction of the employees was high and they were satisfied with the current management model.*

Key words: Sport, management, job satisfaction

1. Introduction

In conjunction with developing technology of modern life, differentiations appeared in people's work time and workspace. There is a possibility that individuals who spent big part of their day in working environment may reflect their attitudes to time spent out of the job environment. One who is not happy in office might not be happy at home as well or, there might be difficulties in working performance. Concept of job satisfaction defined as, expressing individuals' level of happiness with their job (Mrayyan, 2005). This condition is only eventuated when the properties of job and the demands of working people are harmonized to each other (Davis, 1988). Job satisfaction is influenced by personal (age, gender, education level, length of service, and marital status) and organizational (quality of job, management, salary, possibility of development and progression, conditions of working, colleague, institutional atmosphere, personality of employee, and desire of to be praised) factors (Newstrom & Davis, 1993; Locke, 1983).

Provincial Directorate of Youth and Sports is an important organizational institution and it can be managed by various types of administration strategies. The purpose of this study was to investigate the level of job satisfaction of employee working in these institutions where individuals from different socio-economic cultures can work in the same working environment and factors affecting this situation.

2. Material and Methods

38 subjects (10 female, 28 male) who work in Provincial Directorate of Youth and Sports of Çanakkale participated in this study voluntarily. Data were collected by a questionnaire that is determining the demographic characteristics of participants and The Minnesota Satisfaction Questionnaire (MSQ) which is designed to measure an employee's satisfaction with their job.

2.1 Minnesota Satisfaction Questionnaire (MSQ);

It was developed by Weiss, Dawis, England and Lofquist in 1967. In 1985 it was translated into Turkish and reliability and validity studies were made by Baycan, FA. MSQ is composed of 20 items with likert scale ranges 1 to 5. The highest score is 100 and the lowest is 20 (Baycan, 1985).

2.2 Statistical Analysis;

Data were analyzed by SPSS 11.5 statistical package program for Windows. Demographic characteristics are shown as; mean, standard deviation, frequency and percentage. Pearson Correlation, t-test, and Kruskal-wallis tests are used to determine the level of job satisfaction of employee and to test the relationship between level of job satisfaction of employee and some variables. Findings were accepted as significant at $p < 0.05$ level.

3. Results

Demographic characteristics of 38 employees composed of 10 female and 28 male that are participated in this study voluntarily were shown in Table. 1 It was determined that the mean level of job satisfaction of participants was $62, 9 \pm 13, 9$. According to this finding it can be said that subjects are satisfied with their job. Moreover, results of correlation analysis showed that there was no statistically significant relationship between level of job satisfaction of employee and the variables; age, length of service, salary respectively; ($r: 0,49$ $p:0,77$) ($r:0,002$ $p:0,98$) ($r:0,19$ $p:0,23$).

Findings of t-test and Kruskal-Wallis tests which were performed to determine the participants' level of differentiation according to their level of education, gender, position in institution and the units they work indicated that there were no statistically significant differences considering their level of education, gender, position in institution and the units they work respectively; ($t:1,7$ $p:0,09$) ($x^2:1,232$ $p:0,54$) ($x^2:3,283$ $p:0,35$) ($x^2:2,952$ $p:0,39$).

4. Discussion

According to results of this study it was determined that participants were satisfied with their job and the present administration. Previously it was expected that there could be a relationship between the level of job satisfaction and the variables; age, length of service, and salary. On the contrary, there was no statistically significant relationship. However, there are studies support the present study's findings (Ekici et al., 2009; Kurçer, 2005). Unlikely, there are also other studies which are indicated the statistically significant relationship between these variables (Bozkurt & Bozkurt, 2008; Hickson & Oshagbemi, 1999). In addition to this, it was found that there were no statistically significant differences between the participant's levels of job satisfaction score and their level of education, gender, position in institution and the units they work. In similar studies (Yerlisu & Çelenk, 2008; Drakou et al., 2006) although there are findings that are support the present study, there are also other studies indicated that there are statistically significant differences between the level of job satisfaction scores if there is a opportunity to preferment depending on the level of education (Ekici et al., 2009; Hickson & Oshagbemi, 1999). Results of the study showed that the participants' had intermediate level of job satisfaction and they were not affected by investigated variables. It was thought that culture of organization and the type of administration may cause to this result.

5. Conclusions

In general, it can be concluded that participants' were not affected by researched variables and they were satisfied with their job and the present administration.

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Figure 1. Demographic Characteristics of Participants

Variables	Mean	SS
Age (year)	40,3	7,5
Length of service	18,6	6,8
Salary (TL)	1360,2	224,1
Job satisfaction	62,9	13,9
Gender	n	%
Female	10	26,3
Male	28	73,7
Total	38	100,0
Education level	n	%
Elementary	8	21,1
High school	17	44,7
University	13	34,2
Total	38	100,0
Unit	n	%
Administration	4	10,5
Secretariat	19	50,0
Maintenance-repair	12	31,6
Education	3	7,9
Total	38	100,0
Position	n	%
Civil servant	28	73,7
Technician	4	10,5
Chef	4	10,5
Coach	2	5,3
Total	38	100,0