

An Examination of Job Satisfaction at the Classman Level of Soccer Referees

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Abstract: This research was made to determine job satisfaction levels of soccer referees according to both income and refereeing position variables. The job satisfaction of soccer referees was set by using the Job satisfaction scale. Total 37 referees and 83 assistant referees participated in the study and their ages are between 28.2 and 33.8. As a result of the research, the job satisfaction level of the referees and assistant referees was compared by t-test and it was not found statistically significant differences ($p>0.05$). It was found statistically differences in income and job satisfaction of the referees ($p<0.05$).

Key words: Job satisfaction, soccer, soccer referee, income, significant difference, Turkey

INTRODUCTION

If we examine the literature about job satisfaction, we see that job satisfaction is defined as an emotional reaction arising as a result of the evaluation of the study, work environment and working conditions at the workplace of the individual (Hayran and Aksayan, 1991). One of the important requirements to become successful, happy and productive (Gencay, 2007), the emotion of feeling well about the profession, he is practicing (Gibson *et al.*, 2000), an emotional response to value judgments by the working individual (Herne and Locke, 1985) and the happiness provided by the financial outcomes obtained from work and by working together with colleagues and producing (Simsek *et al.*, 1998).

Job satisfaction occurs when the contentedness and discontentedness felt by the employees about their profession and characteristics of their profession and expectations and desires of the employees intersect. Therefore, job satisfaction level is considered to improve proportional to the profession's level of meeting the needs felt most strongly by the individual. These levels of the employees vary depending on how much of their most important needs are satisfied by the profession they are practicing (Silah, 2001).

A sports referee is a person managing sports matches through his power and authority according to international rules (www.iskur.gov.tr). The referee acts as a judge with the powers granted to him. That is to say, the referee's function is to make the competition played within its rules and punish the violating behaviors. His decisions will be applauded, praised or reviled and criticized by the players-audience-director during and

after the match (www.hakemrehberi.8m.com). Job satisfaction may be an effective factor in the decisions of soccer referees who have to study under difficult physical and psychological conditions from time to time. For this reason, determining the job satisfaction of soccer referees is important in terms of healthy practice of their profession. Therefore, this research was made to determine job satisfaction levels of soccer referees according to both income and refereeing position variables.

MATERIALS AND METHODS

Population and sample: The population of the research involves referees at the classman level reporting to Turkish Referees Committee and working actively. As it was possible to reach the whole population, no separate sample group was selected and the data were obtained from the referees at the classman level accepting to attend the research voluntarily among those who had attended the half season training program of Turkish Soccer League in 2009. Survey was applied to a total of 120 soccer referees at the classman level, 37 of which are referees and 83 assisting referees within the scope of this research. The average age of the referees attending the research was 28.2 ± 3.38 years.

Research model: The research is a descriptive research in screening model. Screening models are appropriate models for researches intending to describe a past situation or an already existing situation as it is (Karasar, 1999). General screening models are screening arrangements made on the whole population or a group of

examples or samples taken from the population in order to obtain a general view about the population in a population consisting of a large number of elements (Karasar, 2003).

Data collection tools: This study puts emphasis on the determination of job satisfactions of soccer referees. Job satisfaction scale was used as the data collection tool. Job satisfaction scale was developed by Hackman and Oldham (1975), so as to determine the level of satisfaction of the individuals obtained by their jobs. Turkish adaptation and validity study of the scale was made by Guler and internal consistency coefficient of the scale (Cronbach's alpha) was found to be 96.

It is a 14 items self-statement scale arranged according to 5-point Likert scale consisting of unfinished positive expressions. It is scored from 1-5, since all of the items that form the scale are positive. The highest possible score of the scale is 70 and the lowest possible score is 14. The scores 53-70 refer to high job satisfaction, scores 33-52 refers to middle job satisfaction and scores 14-32 refers to low job satisfaction. Internal consistency coefficients (Cronbach's alpha) of the 14 questions, Job satisfaction scale used in the existing research was 9 and the reliability of the answers given to the scale was determined to be sufficient.

Analysis of the data: The data obtained as a result of the survey were analyzed using SPSS 13 package program. Internal consistency of the questions was assessed through reliability analysis (Cronbach's alpha). Means (M) and Standard Deviations (SD) of the data were calculated and variances in job satisfaction were compared by independent samples t-test according to refereeing position independent variables. Job satisfactions according to income levels from refereeing were determined by ANOVA test. Alpha level of error was taken as 0.05 in the determination of statistical significance.

RESULTS AND DISCUSSION

A total of 120 soccer referees at the classman level, 117 of which are male and 3 are female attended the research. Referees' ages varied between 22 and 41 years and the average age was 28.2±3.38 years. As for the refereeing experience of the attendants, it was determined to be varying between 1 and 15 years and had an average of 8.01±2.92 years. Educational backgrounds of the soccer referees were examined and it was found that they had n = 9 (7.5%) high school, n = 100 (83.3%) university and n = 11 (9.2%) master's degree.

When the job satisfactions of soccer referees in terms of the task, they are practicing on the field as referee (M = 34.89) and assisting referee (M = 32.26) were compared through independent examples t-test, there was no statistically significant difference between them $t(118) = -1.342 (p>0.05)$ (Table 1). The job satisfactions of soccer referees were examined and it was seen that the job satisfactions of n = 36 were as low as 25.22 . When the job satisfactions of soccer referees in terms of income was compared through one way analysis of variance test, there was statistically significant difference between them $F(117) = 2 (p<0.05)$ (Table 2).

This study aims to examine the job satisfaction of soccer referees. To that end, Job satisfaction scale was applied to a total of 120 classman soccer referees 117 of which were male and 3 female working under Turkish Refereeing Committee. Findings obtained in line with the purpose of the research were statistically evaluated and recommendations were made in line with the results.

No significant difference was found in the job satisfactions of the referees according to their position in the study. In the study made by Can *et al.* (2010) made on handball referees, it was found that the position category did not have an effect on job satisfaction. Evaluating both findings, it can be said that the positions of the referees did not affect their job satisfactions.

As a result of this research where job satisfaction of soccer referees was examined, it was determined that the increase of financial income obtained from the profession had a positive effect on the job satisfaction of soccer referees. In similar study, Sahin made on wrestle referees, it was determined that the incomes earned by wrestle referees also affected job satisfaction. Savucu *et al.* (2008) tries to determine the job satisfactions of basketball referees, it was determined that the incomes earned by basketball referees affected job satisfaction of basketball referees. Gencay (2007) determined that job satisfaction of physical education teachers increased as their income

Table 1: Distributions of soccer referees according to their income levels from refereeing

Job satisfaction	N	M	SD
Low	36	25.22	8.04
Medium	67	35.05	8.20
High	17	41.88	8.73
Total	120	33.07	9.93

Table 2: ANOVA results of job satisfactions according to their income levels from refereeing

Job satisfaction	Sum of squares	df	Mean ²	F	p-value
Between group	3639.430	1819.71	28.01	2	0.000
Within group	7598.880	64.9400	-	117	-
Total	11238.32	-	-	119	-

increased. Likewise, Dolunay (2002) states that the personal success scores of teachers increased positively as their monthly incomes increased. Therefore, the findings show parallelism with other studies made. It is obvious that job satisfaction is affected by the income earned from the profession in both the study and other studies. From this point forth, it can be said that satisfactory increase of soccer refereeing incomes may affect job satisfactions in refereeing profession positively.

CONCLUSION

As in this study, it can be said that job satisfactions of soccer referees is affected by the incomes earned by refereeing. Therefore, it is thought that the increase of incomes earned by refereeing may affect job satisfactions positively and help the referee take healthier decisions while practicing his refereeing profession.

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