

**DOI**

## **FACTORS AFFECTING JOB SATISFACTION OF THE COACH**

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### **ABSTRACT**

The satisfaction of work is an important concept not only for workers but also administrations as a concept of symbolizing the level of meeting the wishes. As for reason, the workers improve the level of their emotions and behaviors according to the meeting of their expectations; if their satisfaction is high, they easily commit yourself to the their works but if their satisfaction is low they easily tend to be in the behavior of give up their duties . The satisfaction of working which it has a determining impact on the performance and motivation of workers affect positive interdependence of grouping, and the cooperation in the group.

In this study, factors affecting job satisfaction of coaches discussed and discussed what could be done to improve job satisfaction. Coach Job Satisfaction Survey 20-item scale used and working in Bursa data collected from 75 coaches, were analyzed by SPSS program.

According to the findings of the love of the work of the coach and the 96%, 86% think that business is a business with a social prestige. 76% of the coach by the analysis of data obtained from the managers happy, thinking that they considered important by 60% of managers and thinking that they considered important by 60% of managers and 56% think that they are appreciated by managers. Coach of the institutions they work and 52% think that their promotion prospects. However, the coach thought he could not take advantage of the social opportunities of the institution in charge of 76% and 56% of it is seen that the idea that low and fair. Coaches also feel an emotional attachment to it is seen that the only institution they work 12%.

Keywords: work satisfaction, motivation, cooperation, and training.

### **INTRODUCTION**

The purpose of all enterprises and institutions to achieve predetermined goals. It found in a number of activities and to ensure that these activities are conducted with employees. The main expectations from the employees of enterprises and institutions is to obtain results in accordance with these goals. In contrast, in a number of employees is expected to discover as every human being and

satisfaction by meeting their needs. To meet the expectations and satisfaction employees with access to emerging discontent is not reached in more connecting expectations and performance of the business's employees fall (İşcan ve Timuroğlu, 2007: 128). Businesses, at least the employees must take care to have a certain level of job satisfaction. Because of job satisfaction can lead to the formation of the negative perception of the company in working to decrease. Workers, the disruption of the system in operation and the decrease of job satisfaction can be interpreted things go wrong and concerns can enter the inside. The increase in employee productivity concerns of not obstructing the work of the employees themselves and employees inevitably fall.

Job satisfaction is an important issue in terms of motivation and performance of employees and for the first time Elton Mayo's work from the 1930s to the present are discussed intensively (Taş ve Önder, 2010: 18). Especially diversified expectations of employees with social and cultural transformation taking place since the 1980s and the importance of job satisfaction concept has increased (Baysal, 1997: 2). Although every human being (and employees) can even if it is known that in different expectations of everyone's expectations. Various features that give employees the changing conditions and technological innovation also increases the diversity (Özer, 2004: 265). Job satisfaction is a multidimensional concept that is affected by both external factors and internal factors of. (Yıldırım, 2007: 260).

As in every country to train the athletes in Turkey is the duty of the coach. Coaching, and implementation of all educational activities related to the training of athletes is a profession is carried out in a particular discipline. Coaches are also perform on the basis of an educational activity as teachers. In this regard, the shape and conditions of work are important differences Despite coach is similar to the teachers. Naturally, motivation, they show significant similarities in terms of work productivity as factors affecting job satisfaction.

Businesses to remain competitive in the market and lasting success to working to achieve their investment dubbing, workers have intensified their efforts to achieve job satisfaction. Because employee motivation, job satisfaction and consequently productivity of living decreases the motivation of employees who have problems related to higher job satisfaction and productivity while decreases (Örücü vd., 2010: 2, 11). Therefore, management is required to have a successful job satisfaction of achieving the human resources (Davis,1998,98). Because there are several prospects within the framework of the working life of each employee and they can lead to frustration and failure to meet these expectations in the performance of the running time can be reduced (İşcan ve Timuroğlu, 2007: 128).

Job satisfaction (job satisfaction), the information for the work of employees, are the attitudes and feelings that arise within the framework of beliefs. In this sense, the job satisfaction, all the attitude exhibited by employees against work represents (Örücü vd., 2010: 1-2). Employees who work in shaping attitudes One of the most important factors in job satisfaction, employee satisfaction with the work represents (Naktiyok, 2002: 179; Erdogan 1999: 29) Another definition also job satisfaction, they feel the satisfaction of employees or jobs are expressed as dissatisfaction. Positive literally discussed when job satisfaction, employee of the business, the business environment, to embrace and adopt and colleagues are developing a positive attitude towards them. Naturally, job dissatisfaction (dissatisfaction) implies that the negative attitudes of employees (Eğİnl, 2009: 37).

Employees can meet the needs of the savings they have achieved what they have done. If the revenue obtained from working there arises a dissatisfaction remains insufficient to meet those needs. Besides, everyone wants to do the job himself sees fit and work conditions are expected to be good. What he wants is not working as intended and therefore leads to the dissatisfaction of the working conditions (Eren, 2011: 241). Job satisfaction is a feeling of satisfaction they need from the employees' work. What they get in return for their needs with their work as employees if they will meet the satisfaction will be so high. The opposite will be the case dissatisfaction and interest in work and motivation of employees will be

reduced (İşcan and TIMUROĞLU, 2007: 125-128) Low job satisfaction in working can lead to release of absenteeism and work (Weaver and Kanbur, 2008: 88). As seen the job satisfaction of the employee's work is an important concept. Job satisfaction is high, worker job satisfaction are more wrapped emerging low discontent and even employees leave their jobs due to this discontent.

For businesses and job satisfaction, job satisfaction is the relationship of the importance of the motivation factor. Because job satisfaction is the final stage of being motivated. internal tensions that have emerged to address the needs together with meeting the needs of individual end and this relaxation allows employees to act as needed to do the job (Tunçer, 2013: 104). Job satisfaction increases, increasing motivation, employee motivation is growing to be more efficient and provide an increase in the operating performance (Ozer, 2009: 9-10; Koc et al., 2009: 19). Maintain a constant level in a particular employee motivation, job satisfaction and employee reaches enhance the organizational commitment. employee job satisfaction in employees who have not reached the reached the job satisfaction is seen as a problem by not working in show business head several unrests and they can work (Çetin vd. 2013: 158).

Factors affecting job satisfaction has been the subject of much study and were classified in various ways. Employee job satisfaction by providing the general classification on this issue motivating tool for economic tools, personal factors, psychosocial tools, administrative tools, and divided into four as organizational tools (Şimşek 2001: 138). Another work-related factors that affect the job satisfaction factors are the nature of the business, individual factors, psychosocial factors and other factors are grouped (Köroğlu, 2011: 259). Both classifications are also similar. A general assessment of business conditions and the factors affecting job satisfaction, quality of work, pay and promotions, personal needs and expectations, attitudes, values and beliefs, workplace environmental factors on (Duman, 2000: 67; Örucü vd., 2010: 2-3).

job satisfaction of employees with their own work alongside relevant factors related to demographic factors also matter. Research shows that job satisfaction of age, gender, child status, seniority, working time in the institution shows that the employee's title and influenced by factors such as a personal position. However, these factors do not cause the same effect in all. For example, in some cases reverse some increase in job satisfaction while increasing the state's seniority status may be in question (Çimen and Şahin, 2000: 65; Özaltın vd., 2002: 424-425; Koç vd., 2009: 14). Working life has a positive effect on job satisfaction of a step which promoted the need for self-actualization. Because employee satisfaction to the needs of a living being promoted to achieve and demonstrate greater efforts for the continuation of the current status (Yavuz and Karadeniz, 2009: 516-517). Besides the organization of bonuses and premium facilities, such as employee performance evaluation form factors in shaping the attitudes of the employees' job satisfaction by work-related (Çetin vd., 2013: 158-159).

Satisfactory elements related to the work environment can improve employee job satisfaction (Yavuz and Karadeniz, 2009: 517). That's not like you need to get the public sector and labor conditions are among the factors that increase the job satisfaction as well as in the private sector. However, it made a survey of employees in the public sector than private sector employees have indicated that more job satisfaction. In both sectors experienced similar factors in terms of job satisfaction, while the total effect on job satisfaction is found to be more satisfied with the status of public employees (Eğinli, 2009: 49-50).

Coach; Located their sports program on stage received his education in the branch successfully completed and consequently having a document issued by the General Directorate of the athlete or team of national and international rules and in a way that has the technical training, preparing for the competition, which prepared the ground for racing and competition, followed closely every development and persons who have authority in all these areas (SGM Ant. Yönt. 4.md). Coaches do not teach just sports. Their are multiple tasks and roles. A good coach in place by the time the athletes and teachers, parents, doctors, consultants and be a good role

model.Coaches assumed the role varies according to the needs felt. Therefore, there is a unique role and importance of coaches.

Expectations as a team in the coaching profession as in any profession and motivating factors are involved. They are related to the business and work environment itself is a part some personal expectations and these factors affect the trainer job satisfaction.Yerlisu ve Çelenk (2008: 89-91) 's research has made the coaches' job satisfaction is not high, but also shows that there is a high dissatisfaction concerned.Friends interested in size from the dimensions of job satisfaction is the highest out of conditions of work, factors that lead to job dissatisfaction on issues such as the location of the physical environment is concerned.It also seems to find not enough satisfactory fees received by the coach.

Sunay (1998: 32-33) 's research is the lack of physical conditions in terms of job satisfaction and coaches have highlighting findings. Taken pursuant to this research made on coaches with different levels of education in the coaching education to impact on job satisfaction but both types of education in the physical conditions of the lack of job satisfaction stands out as the factors that most influence.In addition, depending on the current form of government institutions, which affect the size of the business and friend relationship such as job satisfaction and according to the type of training seems to be effective differentiation of these levels.

### **Purpose of the Study**

The main objective of this research in Bursa working in different branches is to determine the status of job satisfaction in the coach.

### **Method of Study**

The study was conducted based on the survey method. Scan models are approaches that aim to show as well as the current situation.Incident which is the subject of the study, people or objects within the subjective conditions are described with the current effort to shape. Differentiate them in any case, affect the effort is not shown. Specifying the purpose of the screening model is mostly done with

interrogative sentences. These questions are related generally to "What was ?", "What about?" and "What it consists of? "it shaped. "*In a poll, from what is the political tendencies of the people? ,to which are components of a substance up many questions can be answered by a research survey model. It is important to be able to observe up to replace the existing one before.*"(Eroğlu 2006.3)

### **Universe and Sampling**

The study universe consisted of Bursa Provincial Directorate of Youth Services and Sports in the body is composed of coaches working in different branches. The sample selected by random sampling from the population constitutes 75 coaches.

### **Measuring Tools Used**

Coach Job Satisfaction Survey: First questionnaire by the researchers in the study were prepared. Ideas of sports professionals who specialize in question was taken in the second stage. The final stage of preliminary tests done in the 20 coaches revised and final state is given in the survey. The survey consists of 20 questions and yes,no there are two options in the form of charity.

### **Data Handling:**

Survey responses were analyzed using SPSS 19. 00 program. Descriptive statistics were used to evaluate the data.

## **RESULTS**

**Table 1. Statement of Data Analysis of the Job Satisfaction Coach**

<b>QUESTIONS</b>	<b>Yes%</b>	<b>No%</b>
1. I have received adequate and fair wage.	44	56
2. I am satisfied with working conditions.	68	32
3. My success is appreciated by corporate executives.	56	44
4. I love my job.	96	4
5. I benefit from the opportunities of social institutions.	24	76
6. I have no fear of losing my job.	72	28

7. I have the opportunity to increase my organization	52	48
8. I have a respectable job in the community.	88	12
9. I want to spend the rest of my career at this institution.	80	20
10. I'm happy with the manager and I trust them.	76	24
11. Institutions cares about me.	64	36
12. I do not have problems with religious belief or political opinion.	84	16
13. Emotionally tied to my business.	88	12
14. I work with are open to innovation institution.	76	24
15. I leave my job when I found a better job.	36	64
16. My job is to go with my skill and personal property.	96	4
17. My suggestion about my job is being considered by managers.	60	40
18. It is given the opportunity to show myself and my ability to work.	68	32
19. I see the problems of the institution as my own problems.	76	24
20. Mobbing does not apply to employees of the Agency.	60	40

When examined in Table 1;

Coach of 96% of the job he loved and they do the work that is appropriate to their individual capabilities and features,88% of what they believe to be a respected role in the community and work places they are emotionally attached, 84% of the problem with life in belief and political opinion, while 80% stated that they want to spend the rest of their career in this institution.

The results; Coaches and administrators that they were satisfied with the 76% they trust them,60% 's proposal is accepted by the manager on work and mobbing does not apply to employees of the institution, stated that is appreciated by corporate executives, the success of 56%.

The results; A portion of 52% of the rise of the coach that institution capabilities, the institutions can not take advantage of the social opportunities of 76% and The fee is 56% of the results they have achieved enough and thought it was not fair.

## CONCLUSIONS AND RECOMMENDATIONS

As a result of all this data is accessible by road, Bursa Provincial Directorate of Youth Services and Sports within the coach who served as the staff love their work and their personal essence of things. İş tatmininde, çalışanların isini severek yapmaları büyük önem taşımaktadır. Business people working in an office of the loving care of themselves and trust their managers are also among the factors that contribute positively to job satisfaction. Business coach working in the institution shows that high levels of satisfaction who is doing a respectable job in the community and to be emotionally connected to the high rate of workplace coach. 20 question in the survey, and only 98% responding positively to a section having negative thoughts about whether to take advantage of wages and social benefits, Bursa Provincial Directorate of Youth Services and Sports in serving coach is possible to say that the relatively high level of job satisfaction.

Coaches the opportunity to rise in the institution would find little higher rate of job satisfaction in the workplace if they have found a solution to this problem is considered, those who could not benefit from the social facilities of the institution and the fees are not fair and adequate.

Research findings indicate that job satisfaction in the organization would like to complete the rest of his working life of employees is higher. Naktiyok of job satisfaction (2002: 179) 's research results to be seen to increase the loyalty of similarly functioning institution. This finding could lead to job of pointing employment decrease in satisfaction Örucü ve Kanbur (2008: 88)'s research results in an indirect similarity with flour findings. Because of the work of employees surveyed are almost no separation of thought and the height of the main factors in providing job satisfaction experienced this situation. Çetin vd. (13: 158) 's research has supported this finding. Employee job satisfaction reached by research workers could not reach the issue not cause job satisfaction is to leave the company continues to work even if the life business as a source of potential problems. Similarly, İşcan ve Timuroğlu (2007: 128) 's research shows that job satisfaction is

not reached to the discontent that emerged and the employee's performance has degraded.

This they worked they want a significant portion of the employees work in research and the satisfaction seems to be high. Complaints about the working conditions of employees is low. Yavuz and Karadeniz(2009: 517) 's research reveals that working conditions are important in terms of job satisfaction and work colleagues. Eren (2011: 241) 's research likewise indicates a dissatisfaction can occur in the absence of business conditions as desired. Eğinli (2007: 37) employees in the research is to demonstrate that friendship relations positively affected. Similarly, Yerlisu and Çelenk (2008: 92-93) volleyball have reached similar findings in their research in order to coach. Sunay (1998: 31) 's research findings have also revealed the importance of the relations of friendship in terms of job satisfaction. In addition, their satisfaction with managers working according to the same study's findings also affect job satisfaction positively. This study's findings indicate they are satisfied with the name of the administrator running parallel to the data of the work and the job satisfaction is at an adequate level.

This positive thoughts on wages of employees in research seems to be lower than in other subjects. It is seen that life satisfaction than any other factor in the wages earned by the employee satisfaction. But in promotion opportunities for employees it is seen as having a positive outlook on where they think and complimented the positive thoughts. Yavuz and Karadeniz (2009: 517) 's research which reveals that contribute positively to the promotion of employee satisfaction survey that addresses the need to achieve. Çetin vd. (13: 158) 's research which is a research prize, reveals that the subsidies to improve employees' satisfaction as the primary facilities. Overall work environment, managers, financial opportunities, such as friendship relations factors excels in the factors affecting job satisfaction and findings on these issues are similar to the findings in the literature significantly.

### **Suggestions**

Drying of the guest house, swimming pool, gym, ski, coaches and other institutions to ensure the benefit of staff from facilities such as stadiums, Employees and producing more successful staff overtime costs paid or duty, Allowing for the coaches to make its own program, Budget between branches, equal treatment in terms of equipment and facilities, The provision of successful business coaches and conditions to participate in the examination office within the institution of appropriate coaches are expected to provide an increase in the satisfaction rate.

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