

The effect of self-efficacy on job satisfaction of sport referees

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ABSTRACT

The present research aims to investigate the effect of self-efficiency on job satisfaction of sport referees. The research method was descriptive. The research population consisted of 380 official football referees. The sample consisted of 191 randomly selected referees, size of which was determined by Morgan table. Sherer's general self-efficacy scale was used for data collection. The professional self-efficacy was also evaluated based on this questionnaire. Also, to measure the job satisfaction, Weiss et al.'s job satisfaction scale was used. The validity of questionnaires was approved by 12 expert Teachers and their reliability was confirmed by Cronbach's alpha coefficients of 0.88 and 0.84, respectively. The results showed that the general self-efficacy of sport referees has a significant effect on intrinsic and extrinsic factors of job satisfaction, while this effect was not significant for general factors of job satisfaction. The perceived self-efficacy of referees showed no significant effect on none of intrinsic, extrinsic or general factors of job satisfaction.

Keywords: Self-efficacy, Job satisfaction, Sport referees

INTRODUCTION

Nowadays, human resources are vitally and strategically important for organizations. An increased attention to human resources has made them as the first customers of organizations who fulfill their objectives. Skilled and efficient manpower is the most precious wealth of any organization. It can be said that employees with higher job satisfaction are in a good condition in terms of physical and mental abilities. On the other hand, management science experts believe that ignoring the real needs of employees will lead to loss of productivity. Interest and positive attitude toward the job increases work effort and ultimately reduce the costs [11]. Job satisfaction means the overall attitude of a person toward his/her job [8]. Job satisfaction is an attitude that shows how people feel about their job in general or, more specific, about its different domains, which comes from the person's evaluation of his job [10,12]. Any organization should identify the factors causing job satisfaction of employees to create the necessary motivation in human resources to utilize their maximum effort, skills, knowledge and expertise and help the organization in achieving its goals [6,17]. Self-efficacy is one of the factors influencing job satisfaction. Self-efficacy means confidence in one's capability in implementing a certain behavior successfully and that the expected results are obtained. Bandura et al. believe that the sense of self-efficacy is formed in people as a result of withstanding challenges and step by step and frequently practice of a behavior [5]. Self-efficacy is the core concept of Bandura's social-cognitive theory and refers to one's perceived abilities in dealing with a problem and performing an appropriate action. The concept of self-efficacy suggests that the cognitive, motivational, emotional, and functional processes are controlled and managed by the personal beliefs [4, 14]. Evidences obtained by different analytical and methodological strategies as well as intercultural studies have shown that high self-efficacy is positively related to positive thoughts, self-esteem and higher goals, high motivation, high level of mental wellbeing, positive emotions and good physical condition, while low self-efficacy is associated with anxiety, depression and low level of mental wellbeing [13]. Self-efficacy can positively affect all aspects of life. For example, studies show

that the higher the level of self-efficacy is, the greater the range of employment opportunities and job interests are [15]. People with strong sense of self-efficacy believe that they are able to effectively control the outcome of events in their lives. This perception gives them a different perspective than those with weak sense of self-efficacy because this feeling has a direct effect on their behavior. Thus, self-efficacy can be a crucial factor in the success or failure throughout the life [16].

Self-efficacy theory asserts that a person's belief in his/her own abilities leads him/her to the behaviors required for achieving the desired results and encourages him/her to do additional effort [20]. A strong sense of self-efficacy is effective on personal goals and how a person utilizes all his/her efforts to achieve them and to what extent he/she copes with problems and responds to his failures [18].

With regard to the above mentioned issues and this main idea that a higher job satisfaction leads to a higher efficiency, the main question of present research is whether the self-efficacy has an impact on the job satisfaction of sport referees. Therefore, in order to test the research hypotheses, the conceptual model of study was designed as diagram 1, considering the theoretical foundations and background of study.



Figure 1 – A hypothetical conceptual model for estimating the impact of self-efficacy on job satisfaction and sport referees

MATERIALS AND METHODS

A descriptive research design was used for the present study whose data were collected using questionnaires and via field study. This is an applied research in terms of the research objectives.

Statistical population and samples

The statistical population of present research consisted of 380 level 1 and level 2 Referees of Islamic Republic of Iran Football Federation. Using Morgan table, the number of samples was determined as 191 persons. To prevent decline in the number of participants, 210 questionnaires were distributed, amongst them, 188 questionnaires were used in the final analysis. Random sampling was also adopted.

Research tools

To measure the general self-efficacy of sport referees, Sherer's General Self-Efficacy Scale consisted of 17 questions was used. The perceived self-efficacy of referees was also measured by 9 items based on the accomplished questionnaire and according to the research theoretical foundations. Also, Weiss et al.'s General Job Satisfaction Scale was used to measure the job satisfaction of sport referees. This questionnaire consisted of 20 questions and covered three dimensions of job satisfaction including intrinsic, extrinsic and general factors.

Validity was confirmed by a survey of 12 experts. The reliability of self-efficacy and job satisfaction questionnaires was also confirmed by Cronbach's alpha coefficients of 0.88 and 0.84, respectively.

Methods of data analysis

In order to describe the findings in descriptive statistics, a large number of tables and diagrams were used. Meanwhile, in order to better describe the data, measures of central tendency and dispersion were used. In inferential statistics, for performing statistical tests to confirm or refuse the research hypotheses, Structural equation

modeling was used and the regression equation was fitted to variables to measure the direct effect of components on each other. All inferential analyzes were performed using the software Lizrel 8.

Results and findings

The demographic characteristics of samples are separately presented in Table 1.

Table 1 - Demographic characteristics of samples

| Frequency | percent | |
|----------------|---------|------|
| Age | | |
| 25-30 | 43 | 22.9 |
| 31-35 | 94 | 50 |
| 36-40 | 51 | 27.1 |
| Total | 188 | 100 |
| education | | |
| Diploma | 28 | 15 |
| BSc | 134 | 71.7 |
| MSc or MA | 25 | 13.4 |
| Total | 188 | 100 |
| Married status | | |
| Single | 54 | 28.7 |
| Married | 134 | 71.3 |
| Total | 188 | 100 |

Descriptive findings about the variables, self-efficacy and job satisfaction

As you can see in Table 2, the mean scores of GSE (General Self-Efficacy) and PSE (Perceived Self-Efficacy) are respectively 2.64 and 9.53. Also, the mean scores of IS (Intrinsic Satisfaction), ES (Extrinsic Satisfaction) and GE (General Satisfaction) are respectively 3.85, 3.64 and 3.74.

Table 2 – the total scores of variables, self-efficacy and job satisfaction

| variables | total scores | | | |
|-------------------------|--------------|-------|-----|-----|
| | Mean | SD | Min | Max |
| General self-efficacy | 2.64 | 0.229 | 1 | 5 |
| Perceived Self-Efficacy | 3.53 | 0.345 | 1 | 5 |
| Intrinsic Satisfaction | 3.85 | 0.530 | 1 | 5 |
| Extrinsic Satisfaction | 3.64 | 0.557 | 1 | 5 |
| General Satisfaction | 3.74 | 0.484 | 1 | 5 |

Correlations between the research variables

Table 3 shows the correlations between the main variables. According to this table, there is a significant positive correlation between most of the variables. The values marked by (**) mean that the correlation is significant with a 99% level of confidence ($\alpha=1$).

Table 3 - Correlations between the research variables

| variables | Intrinsic Satisfaction | Extrinsic Satisfaction | General Satisfaction | General self-efficacy | Perceived Self-Efficacy |
|-------------------------|------------------------|------------------------|----------------------|-----------------------|-------------------------|
| Intrinsic Satisfaction | 1 | | | | |
| Extrinsic Satisfaction | 0.581** | 1 | | | |
| General Satisfaction | 0.882** | 0.896** | 1 | | |
| General self-efficacy | 0.371** | 0.142 | 0.285** | 1 | |
| Perceived Self-Efficacy | 0.226** | -0.024 | 0.109 | 0.377** | 1 |

RESULTS

Results of structural equation modeling

As shown in diagram 2, this study examined the direct effects of two variables, GSE and PSE on the variables, IS, ES and GS.

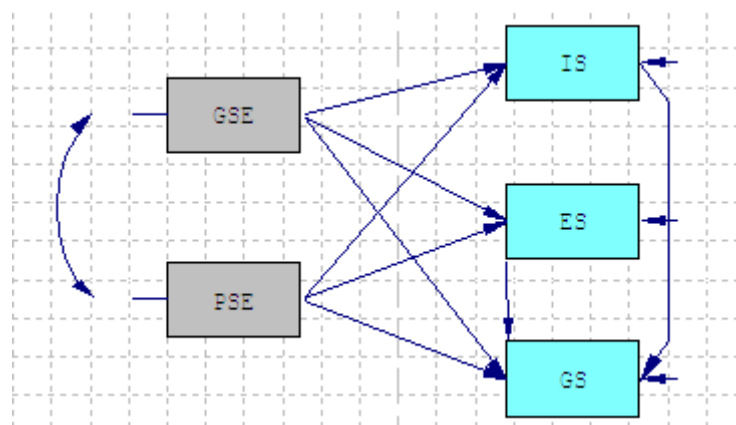


figure 2 – Conceptual model of research

Based on the estimated model in Figure 3, we find that variable GSE explains 42% of the variable IS, 24% of the variable ES and 1% of the variable GS. The results also suggest that the effect of variable PSE on IS, ES and GS is respectively 5%, 5% and 1%.

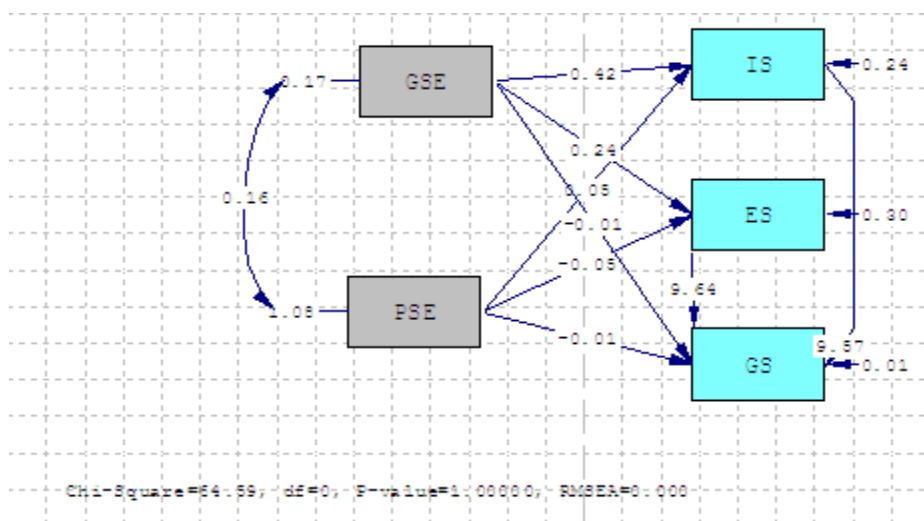


Figure 3 - Research operating model based on the beta coefficients of each path

The standardized coefficients of measured variables are presented in Figure 4. The effectiveness of each variable can be compared to that of the other variables and then, the variable with a greater standardized coefficient represents more effectiveness. For example, the variable GSE has the greatest effect (33%) on the variable IS, and the lowest effect (1%) on the variable ES. On the other hand, the variable PSE has the greatest effect (10%) on the variable IS, and the lowest effect (2%) on the variable GS.

Table 4 shows the results about the Fit Index (FI), the Goodness of Fit Index, the Root Mean Square Error of Approximation (RMSEA) and Chi-square.

Since there is no fixed criterion for assessing the model goodness of fit based on these indicators, we confine ourselves only to the significance level of the fitted model. According to the significance level of the model, the suitability of the fitted model is accepted by the type I error level (0.05); therefore, the fitted model enjoys the required suitability. Chi square statistic with degrees of freedom equal to zero in this model is almost done. However, note that the above model was fitted by eliminating the effects of variables on each other, according to their actual impact on the response variables.

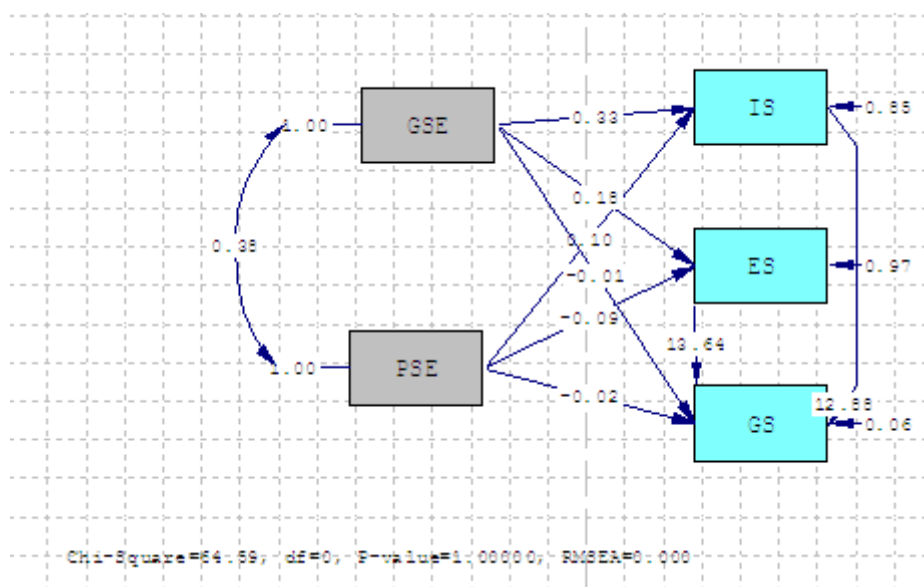


figure 4 – Research model based on the standardized standards of each variable

Table 4 – Goodness of fit index

| index | |
|-----------|-------|
| GFI | 0.88 |
| RMSEA | 0.001 |
| CHI SQUAR | 64.59 |
| df | 0 |
| P | 1 |

The research conceptual model exhibits that there is no significant relationship between the intrinsic and extrinsic satisfaction, while both are significantly related to the general satisfaction. Therefore, we attempted to eliminate the effect of these two aspects on the general satisfaction and to take into account only the specific changes of this very variable.

DISCUSSION

Main hypothesis 1: General self-efficacy has a significant effect on the job satisfaction of sport referees.

The results of fitting the structural equation models in the general self-efficacy and the job satisfaction components in sport referees showed that there is a significant relationship between the general self-efficacy and the intrinsic and extrinsic factors of job satisfaction in referees. This research is consistent with researches conducted by Caprara et al. (2005), Qalayi et al. (2012) and Zahed et al. (2009) which also stated that self-efficacy may have a positive effect on the job satisfaction. However, no significant relationship was found between the self-efficacy the general satisfaction of referees which was inconsistent with the researches by Caprara et al., Qalayi et al. and Zahed et al. [1, 2, 7].

Main hypothesis 2: Perceived self-efficacy has a significant effect on the job satisfaction of sport referees.

The results of fitting the structural equation models in the perceived self-efficacy and the job satisfaction components in sport referees showed that there is no significant relationship between the perceived self-efficacy and the job satisfaction in referees. Given the presence of a significant relationship between the general self-efficacy and perceived self-efficacy, the job satisfaction of referees was expected to be explainable by the general self-efficacy. As a result, regarding the greater effectiveness which this aspect of self-efficacy has on the job satisfaction, the perceived self-efficacy could show no significant effectiveness on the job satisfaction of referees.

The studies measuring the effectiveness of self-efficacy on job satisfaction were limited in number and out of reach; so, because this variable is used as a new factor in investigating job satisfaction of referees, nothing much can be said about the consistency of results with other studies. Moe et al. (2010) concluded in his study that positive emotions and self-efficacy beliefs have a mediation role between teaching strategies and job satisfaction [19]. Dunlop et al. (2011) claims that there is a positive correlation between self-efficacy and work performance. Given that job satisfaction is an important effective factor on a good work performance, it can be deduced that job satisfaction has an impact on self-efficacy [9].

Sub-hypothesis 1: General self-efficacy has a significant effect on the intrinsic factors of job satisfaction in sport referees.

Results showed that there is a significant relationship between general self-efficacy and the intrinsic factors of job satisfaction. Also, calculation of Pearson's correlation coefficients between these two variables showed that the overall effect of general self-efficacy on intrinsic factors of job satisfaction is significant.

Sub-hypothesis 2: General self-efficacy has a significant effect on the extrinsic factors of job satisfaction in sport referees.

Results showed that there is a significant relationship between general self-efficacy and the extrinsic factors of job satisfaction. Also, calculation of Pearson's correlation coefficients between these two variables showed that the overall effect of general self-efficacy on extrinsic factors of job satisfaction is significant.

Sub-hypothesis 3: General self-efficacy has a significant effect on the general factors of job satisfaction in sport referees.

Results showed that there is no significant relationship between general self-efficacy and the general factors of job satisfaction. Given that the general factors of job satisfaction are based on the intrinsic and extrinsic factors of satisfaction, the direct effects of general self-efficacy on the general factors of job satisfaction were expected to be insignificant, regarding the elimination of other effects from the model.

Sub-hypothesis 4: Perceived self-efficacy has a significant effect on the intrinsic factors of job satisfaction in sport referees.

Results showed that there is no significant relationship between perceived self-efficacy and the intrinsic factors of job satisfaction. As previously noted, the significant correlation between the GSE and PSE will make their stronger aspect effective on job satisfaction, so the effectiveness of one of these aspects will be through the other one. Likewise, in this study, effectiveness on job satisfaction was done through the general self-efficacy and the effect of perceived self-efficacy on the extrinsic factors of job satisfaction in sport referees was not significant.

Sub-hypothesis 5: Perceived self-efficacy has a significant effect on the extrinsic factors of job satisfaction in sport referees.

Results showed that there is no significant relationship between perceived self-efficacy and the extrinsic factors of job satisfaction. Also for this component, the significant correlation between the GSE and PSE made their stronger aspect effective on job satisfaction, so effectiveness on job satisfaction was done through the general self-efficacy and the effect of perceived self-efficacy on the extrinsic factors of job satisfaction was not significant.

Sub-hypothesis 6: Perceived self-efficacy has a significant effect on the general factors of job satisfaction in sport referees.

Results showed that there is no significant relationship between perceived self-efficacy and the general factors of job satisfaction. The significant correlation between the GSE and PSE helps to justify the changes in job satisfaction of referees through their general self-efficacy.

Sub-hypothesis 7: General self-efficacy has a significant effect on perceived self-efficacy of sport referees.

Results and the calculated linear correlation coefficients showed that there is a significant relationship between general self-efficacy and perceived self-efficacy. The positive correlation of these two variables shows that increasing the referees' score in one of them leads to an increase in their scores in the other one and vice versa. It must be noted that the structural equations derived from the research conceptual model and the significance model of the t-student test statistics show that the relationship between these two variables is a mutual one. It means that both factors are effective on each other, so it is acceptable that the general self-efficacy influences the perceived self-efficacy and is influenced by it.

CONCLUSION

Overall, the research results showed a good fit for the conceptual model. The relationship between referees' self-efficacy and job satisfaction is significant. The referees with high self-efficacy enjoy a higher job satisfaction as well. Therefore, to improve the job satisfaction of referees which has a dramatic impact on their performance and productivity it is necessary to pay great attention to improvement of their self-efficacy.

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