A Comparative and Analytical Study of Self-Esteem and Job Satisfaction in Athletes and Non Athletes

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Abstract: Prime purpose of the study was aimed to compare the Self-Esteem in athletes and non athletes. The study also objects to analyze Job satisfaction in athletes and non athletes. To obtain data, the investigator had selected 60 athletes from different game and sports and 60 non athletes from different eco-social backgrounds and non sportspersons. To measure the level of Self-Esteem among subjects, Self-Esteem Inventory constructed by Prasad and Thakur (1988) and the Muthyaa’s Job Satisfaction Scale were administered. To determine the significant differences of Self-Esteem in male athletes and non-athletes descriptive statistics and t-test was employed for data analyses. To test the hypothesis, the level of significance was set at 0.05. Significant differences were found between athletes and non athletes on self-esteem and job satisfaction.

Keywords: Comparison, Self-Esteem, Job satisfaction, Athlete and Non-Athlete.

INTRODUCTION

Job satisfaction is important to the employer, the worker and the community. A number of social factors play an important role influencing individual’s choice of a particular profession or occupation. These include the community background (rural and urban), parents’ occupation and educational level, income of the family, sex, personality traits of the individuals age, social status of the family and financial position. Lavingia (1977) states that job satisfaction improves the performance as well as the effectiveness of the individual, irrespective of the nature of work.

Job satisfaction is a very important attribute which is now a day’s frequently measured by organizations. Job satisfaction describes how content an individual is with his or her job. It is a relatively recent term since in previous centuries the jobs available to a particular person were often predetermined by the occupation of that person's parent. There are a variety of factors that can influence a person's level of job satisfaction; some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships and the job itself.

Self-esteem is defined as, “an intra-psychic structure: an attitude about the self” (Baumeister, Tice, & Hutton, 1989). Cooper smith (1967) defined self-esteem as “the evaluation which the individual makes and customarily maintains with regard to himself”. Kawash and Scherf (1975) asserted that, “there is probably no personality trait more significant in the context of total psychological functioning than self-esteem”. Approval motivation is defined as the desire to produce positive perceptions in others and the incentive to acquire the approval of others as well as the desire to avoid disapproval (Martin, 1984; Shulman & Silverman, 1974).

The amount of value we ascribe to the self is our self-esteem is a learned phenomenon like the other aspects of the self and become a reflection of how other regard us or attach value to us as person our behavior reflects our self-esteem and has a reassuring effect on the other. Cooper smith (1967) define self-esteem as a set of attitudes and beliefs that a person brings with himself or herself when facing the world such a set of attitude and beliefs include a person’s belief about whether he or she can expect success or failure how much of effort he or she should put forth.

OBJECTIVES

1. To compare the Self-Esteem in athletes and non athletes from the J&K state of northern India.
2. To compare the Job satisfaction level in athletes and non athletes from the J&K state of northern India.

METHOD AND PROCEDURE SAMPLE

To obtain data, the investigator had selected 120 subjects from J&K state of northern India. Sixty athletes and sixty non athletes from the state were selected from different districts and of both gender. The subjects were purposively assigned into two groups. The random sampling technique was used to select the subjects. All the subjects, after having been informed about the objective and protocol of the study, gave their consent and volunteered to participate in this study.

INSTRUMENT SELF-ESTEEM INVENTORY (SEI):

To measure the level of self-esteem of subjects for the
present study, the Self-Esteem Inventory (SEI) developed by Prasad and Thakur (1988) was administered. The test is a self-evaluation questionnaire and comprises of two forms. In the first part of inventory the subjects were to respond to items regarding as to what they think of themselves and in the second part of inventory responded to items concerning as to what the people who know them think about them. The first part of the test consisted of 29 items which were related to socially perceived self-esteem and there were 30 items in the second part which were related to socially perceived self-esteem. Against every item options were given in seven point scale which ranged from ‘totally correct’ to ‘totally wrong’. Subjects making responses were given in seven point scale which ranged from ‘totally correct’ to ‘totally wrong’. Subjects making responses were given 7 to 1 scores from totally correct to totally wrong. For socially undesirable items, reverse pattern was followed.

Job Satisfaction Scale: The Muthyya’s Job Satisfaction Scale were administered and scoring of questionnaire was done as per the instructions provided in the respective Manuals. For collecting relevant data the research scholar visited few of the districts and questionnaires were also sent by post.

STATISTICAL TECHNIQUE EMPLOYED

To determine the significant differences of Self-Esteem in athletes and non athletes t-test was employed for data analyses. To test the hypothesis, the level of significance was set at 0.05.

Table-1: Significant differences in the Mean scores of Self-Esteem among athletes and non athletes.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Athletes</th>
<th>Non-Athletes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Self-Esteem</td>
<td>Mean</td>
<td>SD</td>
</tr>
<tr>
<td></td>
<td>32.47</td>
<td>1.79</td>
</tr>
<tr>
<td></td>
<td>28.65</td>
<td>2.86</td>
</tr>
<tr>
<td></td>
<td>2.52</td>
<td>0.05</td>
</tr>
</tbody>
</table>

Table-1 shows the Mean and SD values of athletes on the variable Self-Esteem as 32.47 and 1.79 respectively. However, non-athletes had Mean and SD values as 28.65 and 2.86 respectively. The ‘t’-value 2.52 as shown in the table above was found statistically insignificant (P>0.05). Taylor (1995) conducted a study where he compared athletic participants and nonparticipants in order to ascertain if participating in intercollegiate athletics had an effect on self-esteem. He reported that athletic participation did have a positive effect on self-esteem, but it was not strong enough to have a statistically significant effect on its own. Kumar, Pathak and Thakur (1985) compared individual athletes, team athletes, and non-athletes on their levels of self-esteem using the Self-esteem Inventory (Prasad & Thakur, 1977). It has been observed from the above results that athletes have demonstrated significantly better on Self-Esteem than the non-athletes.

Table-2: Significant differences in the Mean scores of Job Satisfaction Level among athletes and non athletes.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Athletes</th>
<th>Non-Athletes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Satisfaction</td>
<td>Mean</td>
<td>SD</td>
</tr>
<tr>
<td></td>
<td>26.67</td>
<td>2.62</td>
</tr>
<tr>
<td></td>
<td>38.55</td>
<td>1.14</td>
</tr>
<tr>
<td></td>
<td>6.55</td>
<td>0.01</td>
</tr>
</tbody>
</table>

Table-2 shows the Mean and SD values of athletes on the variable Job Satisfaction as 26.67 and 2.62 respectively. However, non-athletes had Mean and SD values as 38.55 and 1.14 respectively. The ‘t’-value 6.55 as shown in the table above was found statistically insignificant (P>0.01). The mean of satisfaction level of athletes is less than mean of satisfaction level of non-athletes, therefore, non-athletes are more satisfied than athletes.

CONCLUSION

Within the limitations of the present study, the following conclusions can be drawn:

It is concluded that the significant differences were found between athletes and non-athletes on the variable self-esteem and the level of job satisfaction among the athletes is also less as compared to that in the non-athletes.


S. Bhupinder Singh (2016), A study of psychological variables between male rowing players, Vol.05,April2016, Issue02, pp1-3


