

# RESEARCHING OF RANKING HANDBALL REFEREES' JOB SATISFACTION LEVELS IN TERMS OF SOME PARAMETERS

Dr. Cemal Gundogdu<sup>1</sup>, A. Serdar Yucel<sup>1\*</sup>, Dr. Veysel Kucuk<sup>2</sup>, Ozgur Karatas<sup>3</sup>

<sup>1</sup>Firat University, Physical Education and Sports Colleges,

<sup>2</sup>Marmara University, Physical Education and Sports Colleges,

<sup>3</sup>Inonu University, Physical Education and Sports Colleges, (TURKEY)

\*Corresponding author: alsetu\_23@hotmail.com

## ABSTRACT

This research has been conducted in order to determine the job satisfaction levels of the ranking referees in terms of some parameters (sex, age, marital status, income states, other profession, and refereeing period).

This research is a descriptive study towards the review of job satisfaction levels of Handball ranking referees. Referees take charge in 2010-11 season in Turkish leagues constitute the population of the research. Accordingly 107 Ranking referees under Turkish Handball Federation constitute the sample of the research. SPSS package program was used for the statistical analyses. Measuring tool is constituted of two sections. In first section a test directed towards to determine the demographical features of the referees while in second section "Minnesota job satisfaction scale" was used. Validity and reliability studies were made (cronbach alpha =0.70).

It was determined that statistically there is not a significant gap between the job satisfaction levels of the referees according to their sex, marital status, ranking position, refereeing periods and income status; and statistically there is a significant gap between their job satisfaction levels according to their ages. Increase of job satisfaction with the increase of age, increase of the experience, awards, rise of refereeing ranking and coalescence with the job are considered to be the factors for the existence of such difference. Income levels of the majority of the referees are seen to be at intermediate level.

**Key words:** Handball, Referee, Job satisfaction, Variant, Ranking

## 1. INTRODUCTION

Job satisfaction is the attitude of people against the job they do and it includes information, belief, feeling, behavior and assessments. The more wishes of the employee coincides with person job fib the higher would be the job satisfaction. Dissatisfaction with the job can be explained with the negative attitude and behavior of the employee against his/her job. Job satisfaction is influenced by organizational and environmental factors such as the content of the job, salary, administration policy and working conditions besides the personal features like age, sex and education level (1).

Strive for improving a person, making him/her satisfied, enrich him/her have historically been an activity given priority. Improvement of the features of a person's skill, talent and relation in a working environment is an important factor for him/her to find life significant and valuable (2). The satisfaction a person gets from his/her job is important both in terms of his/her own happiness and for the rise of the quality of the service s/he works for. All employees require the improvement of the working conditions and their economical, psychological and social requirements and desire and wishes regarding their working life to be met and they remain content as long as these wishes are met (3).

In western culture individuality, individual freedom, cultural improvement, values for providing opportunity and chance have always been main engine power of the society. The idea that happiness can be reached with the success in working life is a work ethics in the west. Working life should give the success chance and happiness to the individuals thus one of the main characters determining the western society is based on the such factors as individuals' content with their job, free expression of their feelings and their ability to change their fates through the job. Chance is given to the individuals to catch happiness through production and success and to gain status by doing so (4).

What is important in job satisfaction is the way of a person perceives the concept of work. This concept varies from person to person. What a person understands from a job, his/her expectations from the job, value judgments, belief and attitudes determine the scales for job satisfaction. The importance and values people attribute with regard to the prestige of job in a society varies. While a person might be content with his/her salary, another person working in the same job and status might not. While a person is satisfied his/her job this condition might also change into dissatisfaction of the person if any other person working in the same ob and status is overpaid. As understood from this work satisfaction doesn't just depend on personal expectations, environmental relations might also be effective (5).

Mumford has found a close relationship in his researches on job satisfaction between the low job satisfaction and decrease in performance. He states that the unhappy ones negatively affect the motivation and performance of his/her colleagues s/he works together and caused the common spirit (6). Kiely stated that job

satisfaction has multiple dimensions which can be influenced by many variants in the environment and which can show fast decreases and rises in short time (7).

## 2. MATERIAL AND METHOD

While assessing the obtained data, in this study descriptive statistical calculations were used for the independent variants take place in the first section of the scales. In order to determine if the answers the referees give to the scale articles differ according to sex and marital status variants t test was used for the independent groups after the homogeneity of the variances were tested and LSD test was used in order to determine the difference between the one way analysis of variance (ANOVA) and groups after the homogeneity of the variances were tested according to the variants of age, ranking position, branch, income other than refereeing, refereeing period and income state. In cases where the variances are not homogeneous Mann Whitney U test and Kruskal Wallis H test was used instead of variance analysis.

The following are the points and their corresponding levels;

The point between 0-1, 25 is very low,

The point between 1, 26-2, 50 is low,

The point between 2, 51-3, 75 is sufficient,

The point between 3, 76-5, 00 is high satisfaction.

### 2.1. Research Model

This is a descriptive research directed towards the examination of job satisfaction levels of the Handball ranking referees.

### 2.2. Population and Sample

Referees take charge in 2010-2011 season in Turkish leagues constitute the population of the research. Accordingly 107 Ranking referees under Turkish Handball Federation constitute the sample of the research.

### 2.3. Data Collection Tools

Measuring tool used in the research is constituted of two sections. In first section a test directed towards to determine the demographical features of the referees while in second section "Minnesota job satisfaction scale" which is one of the mostly used scales in Turkey and in the world regarding the job satisfaction was used.

Minnesota Jon Satisfaction Scale is kind of a Likert scale graded between 1 and 5. In scale grading the following answers stand for their corresponding points: I'm not satisfied by any means; 1 point, I'm not satisfied; 2 points, I'm indecisive; 3 points, I'm satisfied; 4 points, I'm very satisfied; 5 points. There's no contra question in the scale (8).

### 2.4. Validity and Reliability Studies

In this research "Minnesota Jon Satisfaction Scale" whose reliability and validity was accepted all over the world and which was used in many researches up to now was used. Minnesota Jon Satisfaction Scale was developed by Weiss et al. (9). It was translated into Turkish by Baycan (10) and validity and reliability was made (cronbach alpha =0.70).

With this result it was accepted that Minnesota Jon Satisfaction Scale is a reliable and valid measuring tool. High point obtained from the scale shows that the job satisfaction degree is high while the low point shows that the job satisfaction degree is low.

## 3. FINDINGS

**Table 1.** Information regarding the demographical features of the ranking referees

Distribution	Variant	F	%
SEX	Female	15	14.0
	Male	92	86.0
	Total	107	100.0
MARITAL STATUS	Single	64	59.8
	Married	43	40.2
	Total	107	100.0
AGE	18-25	37	34.6
	26-35	48	44.9
	36+	22	15.5
	Total	107	100.0
INCOME STATUS	Low group lower level	8	7.5
	Low group higher level	1	0.9
	Intermediate group higher level	31	29.0
	Intermediate group lower level	62	57.9
	High group lower level	3	2.8
	High group higher level	2	1.9
REFEREEING PERIOD	Total	107	100.0
	0-5 years	56	52.3
	6-10 years	34	31.8
	11 and above	17	15.9
	Total	107	100.0

According to Table 1 it is seen that most of the attendants (86%) were male, 59,8% of them were single, 44,9% of them were between 26-35 years old. And also it is seen that most of the attendants (57,9%) had intermediate group low level income level and 52,3% of them practiced refereeing profession between 0-5 years.

**Table 2.** Findings regarding the comparing of job satisfaction levels of referees according to their sexes

Dimension	Sex	n	X	Ss	t	p
Intrinsic satisfaction	Male	92	3,77	0,51	.373	.71
	Female	15	3,82	0,34		
	Total	107	3,80	0,43		
Extrinsic Satisfaction	Male	92	3.37	0.35	-1.418	.15
	Female	15	3.50	0.18		
	Total	107	3.44	0.27		

$p > .05$

It is seen on Table 2 that intrinsic satisfaction of male referees ( $X=3,77$ ) and intrinsic satisfaction of female referees ( $X=3,82$ ) are at high level. Intrinsic satisfaction average points of the referees according to their sexes is not significant statistically ( $p > 0,05$ ). Furthermore it is seen on table that extrinsic satisfaction of male referees ( $X=3,37$ ) and extrinsic satisfaction of female referees ( $X=3,50$ ) are at sufficient level. Extrinsic satisfaction average points of the referees according to their sexes is not significant statistically ( $p > 0,05$ ).

**Table 3.** Findings regarding the comparing of job satisfaction levels of referees according to their ages

Dimension	Age	n	X	Ss	F	p	Difference (LSD)
Intrinsic satisfaction	18–25	37	3.77	0.37	7.816	.00*	1–3
	26–35	48	3.63	0.36			2–3
	36+	22	4.10	0.72			
	Total	107	3.78	0.49			
Extrinsic Satisfaction	18–25	99	3.43	0.37	2.777	.06	
	26–35	88	3.31	0.32			
	36+	35	3.51	0.30			
	Total	222	3.39	0.34			

\* $p < .05$

It is seen on Table 3 that intrinsic satisfaction of the referees ( $X=3,77$ ) is at high level and intrinsic satisfaction of the referees ( $X=3,63$ ) between the ages 26-35 is at sufficient level, intrinsic satisfaction of the referees ( $X=4,10$ ) of 36 years old and above is at high level. Intrinsic satisfaction average points of the referees according to their ages is significant statistically ( $p > 0,05$ ). It was further seen that this difference is significant between the average points of the referees between the ages 18-25 and referees of 36 years old and above and the referees between the ages 18-25 and the referees 36 years old and above ( $p < 0,05$ ).

Furthermore it is seen on table 3 that the extrinsic satisfaction ( $X=3.43$ ) of the referees between the ages 18-25 is at sufficient level, extrinsic satisfaction ( $X=3.31$ ) of the referees between the ages 26-35 is at sufficient level and extrinsic satisfaction ( $X=3.51$ ) of the referees 36 years old and above is at sufficient level. Extrinsic satisfaction average points of the referees according to their ages is not significant statistically ( $p > 0,05$ ).

**Table 4.** Findings regarding the comparing of job satisfaction levels of referees according to their marital status

Dimension	Marital status	n	X	Ss	t	p
Intrinsic satisfaction	Married	43	3,81	0.32	.522	.60
	Single	64	3.76	0.57		
Extrinsic Satisfaction	Married	43	3.47	0.39	2.041	.06
	Single	64	3.33	0.29		

$P > .05$

It is seen on Table 4 that intrinsic satisfaction of married referees ( $X=3,81$ ) and intrinsic satisfaction of single referees ( $X=3,76$ ) are at high level. Intrinsic satisfaction average points of the referees according to their marital status is not significant statistically ( $p>0,05$ ). Furthermore it is seen on table that extrinsic satisfaction of married referees ( $X=3,47$ ) and extrinsic satisfaction of single referees ( $X=3,33$ ) are at sufficient level. Extrinsic satisfaction average points of the referees according to their sexes is not significant statistically ( $p>0,05$ ).

**Table 5.** Findings regarding the comparing of job satisfaction levels of referees according to their ranking positions

Dimension	Ranking	n	X	Ss	F	p
Intrinsic satisfaction	Ranking A	25	3.85	0.77	.577	.56
	Ranking B	37	3.80	0.38		
	Ranking C	45	3.72	3.35		
	Total	107	3.78	0.49		
Extrinsic Satisfaction	Ranking A	25	3.37	0.29	.265	.76
	Ranking B	37	3.42	0.37		
	Ranking C	45	3.37	0.34		
	Total	107	3.39	0.34		

$p>.05$

It is seen on Table 5 that intrinsic satisfaction of Ranking A referees ( $X=3,85$ ) is at high level, intrinsic satisfaction of Ranking B referees ( $X=3,80$ ) is at high level, intrinsic satisfaction of Ranking C referees ( $X=3,72$ ) is at sufficient level. No difference was seen between the average points of the referees according to their rankings ( $p>0,05$ ).

It is seen on Table 5 that extrinsic satisfaction of Ranking A referees ( $X=3,37$ ) is at sufficient level, extrinsic satisfaction of Ranking B referees ( $X=3,42$ ) is at sufficient level, extrinsic satisfaction of Ranking C referees ( $X=3,37$ ) is at sufficient level. No difference was seen between the average points of the referees according to their rankings ( $p>0,05$ ).

**Table 6.** Findings regarding the comparing of job satisfaction levels of referees according to their professions other than refereeing

Dimension	Profession other than refereeing	n	X	Ss	F	p
Intrinsic satisfaction	A profession relevant to sports	28	3.68	0.32	2.407	.095
	A profession other than sports	54	3.88	0.57		
	I don't have any income other than refereeing	25	3.67	0.42		
	Total	107	3.78	0.49		
Extrinsic Satisfaction	A profession relevant to sports	28	3.36	0.31	.185	.832
	A profession other than sports	54	3.41	0.37		
	I don't have any income other than refereeing	25	3.38	0.30		
	Total	107	3.39	0.34		

$p>.05$

It is seen on Table 6 that intrinsic satisfaction of referees according to the profession of referees other than sports ( $X=3,68$ ) is at sufficient level, their intrinsic satisfaction for a profession other than sports ( $X=3,88$ ) is at high level, their intrinsic satisfaction for I don't have any income other than refereeing ( $X=3,67$ ) is at sufficient level. No difference was seen between the average points of the referees according to their profession other than refereeing ( $p>0,05$ ).

It is seen on Table 6 that extrinsic satisfaction of referees according to the profession of referees other than sports ( $X=3,36$ ) is at sufficient level, their extrinsic satisfaction for a profession other than sports ( $X=3,41$ ), their extrinsic satisfaction for I don't have any income other than refereeing ( $X=3,38$ ) is at sufficient level. No difference was seen between the average points of the referees according to their profession other than refereeing ( $p>0,05$ ).

**Table 7.** Findings regarding the comparing of job satisfaction levels of referees according to their refereeing period

Dimension	Refereeing Period	n	X	Ss	F	p	Difference (LSD)
Intrinsic satisfaction	0-5	56	3.72	0.35	5.491	.005*	1-3
	6-10	34	3.70	0.41			2-3
	11-+	17	4.13	0.82			
	Total	107	3.78	0.49			
Extrinsic Satisfaction	0-5	56	3.38	0.34	.456	.635	
	6-10	34	3.36	0.30			
	11-+	17	3.46	0.41			
	Total	107	3.39	0.34			

It is seen on Table 7 that intrinsic satisfaction of 0-5 years old referees according to the refereeing period ( $X=3,72$ ) is at sufficient level, the intrinsic satisfaction of referees for 6-10 years referees ( $X=3,70$ ), is at sufficient level, the intrinsic satisfaction of referees for 11 years and above of referees ( $X=4,13$ ), is at high level. The average points of referees according to their refereeing periods ( $p<0,05$ ) is significant. And of this difference it was seen that the points of 0-5 years referees and 1 years and above referees and the average points of 6-10 years referees and 11 years and above referees ( $p>0,05$ ) is significant.

It is seen on Table 7 that extrinsic satisfaction of 0-5 years old referees according to the refereeing period ( $X=3,38$ ) is at sufficient level, the extrinsic satisfaction of referees for 6-10 years referees ( $X=3,36$ ), is at sufficient level, the extrinsic satisfaction of referees for 11 years and above of referees ( $X=4,13$ ), is at sufficient level. No difference was seen between the average points of the referees according to their profession other than refereeing ( $p>0,05$ ).

**Table 8.** Findings regarding the comparing of job satisfaction levels of referees according to their income level

Dimension	Income level	n	X	Ss	F	p
Intrinsic satisfaction	Low group lower level	8	3.54	0.40	.722	.608
	Low group higher level	1	4.16	-		
	Intermediate group higher level	31	3.72	0.41		
	Intermediate group lower level	62	3.83	0.55		
	High group lower level	3	3.86	0.09		
	High group higher level	2	3.87	0.05		
	Total	107	3.78	0.49		
Extrinsic Satisfaction	Low group lower level	8	3.45	0.22	.932	.464
	Low group higher level	1	3.75	-		
	Intermediate group higher level	31	3.29	0.36		
	Intermediate group lower level	62	3.43	0.34		
	High group lower level	3	3.33	0.07		
	High group higher level	2	3.31	0.44		
	Total	107	3.39	0.34		

It is seen on Table 8 that intrinsic satisfaction of Low group lower level referees according to their income position ( $X=3,54$ ) is at sufficient level, the intrinsic satisfaction of Low group higher level referees ( $X=4,16$ ), is at high level, the intrinsic satisfaction of Intermediate group higher level referees ( $X=3,72$ ), is at sufficient level, the intrinsic satisfaction of Intermediate group lower level referees ( $X=3,83$ ), is at higher level, the intrinsic satisfaction of Inter High group lower level referees ( $X=3,86$ ), is at higher level, the intrinsic satisfaction of Intermediate group higher level referees ( $X=3,78$ ), is at higher level. No difference was seen between the average points of the referees according to their income level ( $p>0,05$ ).

It is seen on Table 8 that extrinsic satisfaction of Low group lower level referees according to their income position ( $X=3,45$ ) is at sufficient level, the extrinsic satisfaction of Low group higher level referees ( $X=3,75$ ), is at

high level, the extrinsic satisfaction of Intermediate group higher level referees ( $X=3,29$ ), is at sufficient level, the extrinsic satisfaction of Intermediate group lower level referees ( $X=3,43$ ), is at sufficient level, the extrinsic satisfaction of Inter High group lower level referees ( $X=3,33$ ), is at sufficient level, the extrinsic satisfaction of Intermediate group higher level referees ( $X=3,31$ ), is at sufficient level. No difference was seen between the average points of the referees according to their income level ( $p>0.05$ ).

#### 4. DISCUSSION AND CONCLUSION

In our research it was seen that statistically ( $p>0.05$ ) job satisfaction levels of the Handball ranking referees was not significant according to their sexes (Table 2). The condition of sex not being efficient in job satisfaction seen in majority of the scientific studies derives from the idea that the both sexes give the same reactions against their jobs under same conditions (11). In parallel with our study Musal et.al (1995) and Health employees didn't find a significant difference in their research in which they examined the job satisfaction according to sex variant (12).

In another study in which Turkish Super League table tennis players' satisfaction levels were examined statistically no difference was seen in their job satisfaction levels (13). In the examination of job satisfaction levels of the academic members who work in Higher Education Institutions that bring up Physical Training and Sports teacher it was determined that no relationship was seen between the job satisfaction and sex (14). Yıldız et.al., It's seen that there are research findings proposing there is no relationship between the job satisfaction and sex for the Physicians work in İstanbul Faculty of Medicine (15). Also it was seen that there is no significant difference between the job satisfaction levels of the lawyers according to their job satisfaction levels (6).

As a result of his study in which he examined the personal features and job satisfaction relationship and as a result of his research which he applied to men and women working in different institutions in Turkey concerning sex, Bilgiç stated that this variant caused no difference at general job satisfaction level (17). In our study the fact that no difference was seen between the sexes and job satisfaction levels of the referees shows that the job satisfaction of the referees is not influenced by the sex variant. Even though the sexes of the referees are different it shows that they have the same level of satisfaction. The reason for that can be explained with the fact that the same job is fulfilled under similar conditions.

It was seen that statistically ( $p<0.05$ ) job satisfaction levels of the handball ranking referees according to their ages are significant (Table 3). In a study it is seen that 50% of the A ranking referees between 33-39 age range, 50% of the B ranking referees between 33-39 age range, 33% of the C ranking referees between 26-32 age range against a question asking "the relationship between the rankings of the referees and their ages". It is seen that the older referees get the higher their rankings and accordingly it is seen that successful referees are those who are older (18). In the study of Herrera and Lim a significant difference was found between the job satisfaction and ages of the trainers (19). Similarly Drakou et al. determined in their study that the older persons' job satisfaction levels are higher (20). In a study of Glenn et al. the age directly influences the job satisfaction of both male and female workers (21). Resulting difference between the job satisfaction levels and ages of the referees shows that the referees are influenced by the age variant. It's thought that the job satisfaction rises accordingly with the age and the rise of experience, rise of awards, rise of ranking and coalescence with the job are thought to be the factors for this difference.

It was seen that statistically ( $p<0.05$ ) job satisfaction levels of the handball ranking referees according to their marital status are not significant (Table 4). Insignificant difference of job satisfaction of the workers according to their marital status in a study of Güler presents a similarity (22). Gaines and Jermier presented that there's no significant difference between their job satisfaction levels according to their marital status in a study in which the emotional exhaustion of the cops were studied in terms of certain variants (23). With a study on sports specialists (24) Musal et al. emphasized that there's no significant difference in their study on job satisfaction and marital status of the health workers (12).

In his study from the perspective of marital status, Kemaloğlu reached to the point that the married academic members were more satisfied comparing to the single academic members and those having children were more satisfied comparing to those who don't have (25). In our study differentiation of the job satisfaction levels of the referees according to their marital status shows that generally the job satisfaction of the referees is not influenced by the marital status variant. It's thought that no difference is seen according to the marital status due to the fact that referees don't have overtime, their work hours are short, married referees take time off with their families and jobs, single referees take time off with their friends and relatives.

It was seen that statistically ( $p<0.05$ ) no difference was seen between the job satisfaction levels of the handball ranking referees according to their profession other than refereeing (Table 6). Karaküçük and Emirhan stated in their research that the referees mostly work in an institution or association and they referee in their spare times (26). When examining the basketball referees of Ankara region it is seen that 60% of the A ranking referees are civil servants, 40% of the B ranking referees are self employed, 50% of the B ranking referees are civil servant and 34% of them are self employed, 42% of the C ranking referees are regional provincial referees and 50% of them are student group (18).

When looking at relationships in the study applied to the football referees it is seen that 65% of the A ranking referees were self employed, 60% of the B ranking referees and 47% of the C ranking referees were civil servants and 55% of the provincial referees were constituted by the students (27). Concerning the volleyball referees, most of the regional-provincial were constituted by students and civil servants (81%) while the most of the national referees (82%) is constituted by the students and civil servants working in the public sector (28).

In his study reviewing the professions of the trainers other than training, Emre (29) determined the following: for workers ( $n=49$ , 18,5%), for public servants ( $n=36$ , 13,6%), for teachers ( $n=58$ , 21,9%), for academic members

(n=15, 5,7%), for retired persons (n=61, 23,0%) and for the self employed (n=46, 17,4%). In our study differentiation of job satisfaction levels of the referees according to their profession other than refereeing shows that general job satisfaction of the referees is not influenced by the variant of the profession other than refereeing. Almost every day referee decisions are incessantly discussed in sports programs and sometimes constitute the sports agenda for days. It's been almost never discussed our brought to the agenda what are the professions of the referees, what do they strive for, what are the working conditions other than refereeing and what are the problems of the referees who have tremendous authorization on the pitch and who cannot be interfered during a competition. Furthermore it's thought that a difference appears since s/he is assessed according to his/her success in refereeing, not to work s/he does other than refereeing.

No extrinsic difference was seen between the job satisfaction levels ( $p < 0.05$ ) of the handball ranking referees according to refereeing periods (Table 7). While Gülay couldn't find a sufficient difference between the job satisfaction points of the physical training teachers according to their service years in terms of job satisfaction dimensions (30), it was seen that the job satisfaction levels of the lawyers didn't show a sufficient difference depending on the service period variant (16). In his study to determine the "job satisfaction levels of the personnel working in the central organization of the General Directorate of Youth and Sports" Demir couldn't determine a sufficient difference between the satisfaction levels according to their rankings (31).

Different from our study, Aslan (1997) stated that having senior ranking is efficient in the rise of job satisfaction (32). In our study the difference seen in intrinsic satisfaction was seen between the group having long period of refereeing and the group having comparatively shorter period of refereeing. With his study Aslan shows parallelism on this direction. In their study Karlıdağ and Yoloğlu determined that job satisfaction levels are even higher or those who are academic member/stuff, physicians and for those whose working period in the profession is 6-10 years and above (33).

Job satisfaction levels of the referees according to their refereeing period do not differentiate in our study and this shows that general job satisfaction of the referees is not influenced by the variant of refereeing periods. This is considered to be resulting from the fact that referees of ranking A, B and C do not lose their enthusiasm during the ranking period and they take the field as if it was the first time, they like the profession of refereeing and the refereeing environments and working conditions are close to each other.

No difference was seen between the income levels ( $p > 0.05$ ) of the handball ranking referees (Table 8). To the question asking "in what economic status you consider yourself", 80% of the A ranking referees and 59% of the B ranking referees answered that it was high. 65% in average of the C ranking, federation and regional-provincial referees answered that their economic status were at intermediate level (18). In his study Sungur determined that the Turkish football referees' socio-economic levels are at intermediate level as a result of a study examining the socio-economic structures of Turkish football referees (27). It was found that 39.1% of teaching stuff was at intermediate income level, 41% at more than intermediate income level and 13,7% at high income level (34). In a master thesis subjected "researching the socio-economic levels of the women who make sports and who don't", socio-economic levels of the women who make sports and who don't were examined by benefiting from literature scanning and survey methods. As a result it was seen that the socio-economic level of the women making sports were higher than those who don't and that they were in healthier environments and more apt to cultural activities (35).

It's stated that people from different social classes in our society attend to sports and generally people from intermediate class in terms of socio-economic make sports (36). Differentiation of job satisfaction levels of the referees according to their income levels shows that generally referees are not influenced from the income level variant of the job satisfaction. The reason for this is considered to be the fact that most of the referees' income level is at intermediate level, they don't need to have very good income level in order to make refereeing, and expenses of the referees are met by the federations. It was determined that income levels of the most of the referees are at intermediate level. In order for referees to conduct the marches better it's important that they would be comfortable and at high level economically.

In conclusion; it's considered in the research that statistically there's no difference between the job satisfaction levels of the handball ranking referees according to their sexes, marital status, their profession other than refereeing, refereeing periods and income levels; that there's a sufficient difference statistically between their job satisfaction levels according to their ages and the reason for this consequence is considered to be resulting from the fact that the job satisfaction level increases in parallel with the advancing age and the increase of experience, awards, refereeing ranking and coalescence with the job are considered to be the factors for the resulting difference. Considering the findings of the referees concerning the job satisfaction it's thought that more experienced referees should help to the newly ranked referees at young ages, certain missing information should be supplemented by the concerning federation bodies and these are considered to be helpful for the inexperienced referees to accommodate themselves to the environment and enable to the rise of the job satisfaction levels.

Further research, regarding is needed for the following areas; job satisfaction of job satisfaction levels of the referees, qualities of transformational leadership considering the elements of transformational leadership such as charisma, vision and inspiration, communicative skills of trainers through strategies for conflict resolution, the effects of job satisfactions on trainer performance, leadership proficiencies of referees working in sports clubs, and comparing the leadership behaviours of female with those of male referees [37-43].

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