

## ANALYZING OF LEVELS OF JOB SATISFACTION OF VOLLEYBALL CLASSIFICATION REFEREES IN THE TERMS OF SOME PARAMETERS

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### ABSTRACT

This research was carried out in order to determine the levels of job satisfaction of volleyball classification referees in the terms of some parameters (gender, age, marital status, duration of refereeing). The referees carrying out a duty in the Turkey leagues of 2011-2012 seasons constitute the nature of the research. At the same time, 136 classification referees who were selected randomly between 440 classification referees depend on the Volleyball Federation of Turkey constitute its sample. SPSS packaged software was used for the statistical analysis. Measurement tool consists of two parts. The evaluation was carried out intended for determine the demographic characteristics of the referees in the first section, "Minnesota Job Satisfaction Scale" was used in the second section. Validity and reliability studies were carried out and reliability co-efficient (cronbach alpha) was found as 0.75. Determined that there is no difference statistically between levels of the job satisfaction of the referees according to their genders, also there is significant difference statistically between levels of the intrinsic job satisfaction of the referees according to their ages, marital status and duration of the refereeing. As a result, it is concluded that as age goes by, job satisfaction is increasing in the parallel of this, increasing of the experience and authority depending on the duration of refereeing, integration of reward and referees works are effective in the emergence of this difference.

**Key words:** Volleyball, Referee, Job Satisfaction, Variable, Classification

### 1. INTRODUCTION

The work is an effort to produce goods and services that undertaken in return for price, brought with the relations with it and realized within a certain period of time in the organizational environment. Also, satisfaction is a form of an emotional response. Employees gain many experiences about their works, their company and business environment during the working life. Employees should have things they seen, experienced, gained, their happinesses and sorrows during their working life. Attitudes that had by the employees against their works or their company come into the open as a result of all this information and emotions. The job satisfaction is a general result of the attitudes and represents that employee to be in good condition physically and mentally (1). It is proper that specify the job satisfaction as the general attitude for to the works done by the employees (2,3). Defining the job satisfaction as the positive mood that obtained by the individuals as a result of the work experience, and also defining the job dissatisfaction as the negative attitudes that had by the employees against their works will be realistic, due to attitude that had by the employees against their works can be positive or negative (4).

Job satisfaction is the attitudes had by the people against their works, and also it includes the knowledge, beliefs, feelings, behavior, and evaluations. The job satisfaction increases in so much that in the parallel of this with the requests, business compliance of the employee. Also job dissatisfaction can be explained with the negative attitudes and behavior of the employee against the work. Also organizational and environmental factors such as content of the work, fees, management policy, working conditions can affect the job satisfaction as well as personal characteristics as well as age, gender, educational level (3).

The effort of human development, satisfied and enrichment have been an activity which was taken into account principally throughout history. Improvement of the characteristics such as abilities, skills, relationships of the individual in the business environment; is an important factor in the subject of finding the life meaningful and valuable (5). The satisfaction that provided from the work by the person is important for both his/her happiness and increasing the quality of the service provided by him/her. All employees request to be improved of working conditions, met the economic, psychological and social needs, aspirations and demands relating to the working life and these are satisfied as long as these requests are met (6).

The important thing in the job satisfaction is the form of perception of the concept of business by the individual. This content varies from person to person. The things understood by the individual in the work, expectations of work, standard of judgment, beliefs and attitudes determine the criteria for job satisfaction. The importance and values given by the people are different in the subject of dignity of work in society. The wage level that satisfied to one person of the people who work in the same status and in the same work may fail to satisfy one another. Furthermore, a person is satisfied in the terms of wage in the work, paying much fee to another one in the equal status causes to job dissatisfaction. As it is clear from this, job satisfaction is not only depending on the personal expectations; also environmental relations are effective (7).

Mumford found the close relationship between being low of the job satisfaction and decrease in performance in his researches regarding job satisfaction. He stated that people who are unhappy affected the motivation and performance negatively of their close friends and caused to decrease in the common moral (8). Kiely stated that getting the satisfaction in the work done is a size of a multi-faceted stance which can show a fast rise and increases at short notice and can be influenced by the numerous variables in the environment (9).

In order for referees to enjoy the power vested on them with courage and determination they should have such qualities as leadership, self-reliance, and determinant, making quick right decisions under pressure, personal management skills, perception, caution and being able to fight with aggression, anxiety and stress (10). Referees in our country usually referee as a second job. For this reason refereeing is not seen as a professional (11).

People have to work to sustain their lives. However along with the work life it is needed to make some additional works. Refereeing made in various branches provides financial income for those employed and unemployed (unemployed, students etc.). Efficient usage of these periods depends on the satisfaction level individuals get from the works s/he fulfilled. Attitude and behaviors of the managers when making assignment, their relations with other personnel and performances of managers within personal management carry a big importance for the continuance of the existence of that institution within the organization and between the organizations due to the fact refereeing which is made as an additional job is not a permanent revenue source (12).

## 2. MATERIAL AND METHOD

This research is a descriptive study intended for investigation of levels of job satisfaction of the Volleyball classification referees. The classification referees carrying out a duty in the Turkey leagues of 2011-2012 seasons constitute the nature of the research. In this direction, 136 Classification referees depend on the Volleyball Federation of Turkey constitute the sample of the research. The measurement tool used in the research consists of two parts. The evaluation intended for determine the demographic characteristics of the volleyball classification referees was carried out in the first section, there is "Minnesota Job Satisfaction Scale" which is one of the scales which is the most widely used around the Turkey and World in the second section. 136 Volleyball Referees attended to the research group. Of the attendants 72.1% (98) were males, 27.9% (38) were female referees.

Minnesota Job Satisfaction Scale is a Likert-type scale that rated between 1-5. It is evaluated as I am not at all satisfied; 1 point, I am not satisfied; 2 points, I am undecided; 3 points, I am satisfied; 4 points, I am very happy; 5 points in the scale rating. There is no reverse question in the scale (13).

"Minnesota job satisfaction scale" which is used in many studies so far and its reliability and validity accepted all over the world was used in this research. "Minnesota job satisfaction scale" was developed by Weiss, Dawis, England&Lofquist in 1967 (14). It was translated into Turkish by Baycan (1985) (15) and validity and reliability were carried out (cronbach alpha =0.77). Baycan (1985), Oran (1989), Görgün (1999) ve Bayraktar (1996) used this scale in their research. With this result, it is accepted that Minnesota job satisfaction scale is a valid and reliable measurement tool. High point to be gained from the scale shows that job satisfaction is high, also low point shows that job satisfaction is low.

Descriptive statistical calculations were made in this research for independent variables that taken in the first section of the scales while evaluating of the datas obtained. LSD test is made to determined the differences between one-way analysis of variance (ANOVA) and groups after testing of homogeneity variances according to the t tests, variables of age and duration of the refereeing for independent groups, after testing of the homogeneity of variances to determined whether answers given by the referees to the scale articles are different according to the gender and marital status variables. Mann Whitney U instead of t test, Kruskal-Wallis H test was used instead of analysis of variance in the case of variances are not homogeneous.

Followings obtained from the scale;  
 Point between 0-1, 25 states very low,  
 Point between 1, 26-2, 50 low,  
 Point between 2, 51-3, 75 sufficient,  
 Point between 3, 76-5, 00 high satisfaction

### 2.1. Research Model

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

### 2.2. Population and Sample

Referees take charge in 2010-2011 season in Turkish leagues constitute the population of the research. Accordingly 136 Ranking referees under Turkish Volleyball 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 (13).

#### 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, Dawis, England&Lofquist in 1967 (14). It was translated into Turkish by Baycan (1985) (15) and validity and reliability was made (cronbach alpha =0.77). Baycan (1985), Oran (1989), Görgün (1999) and Bayraktar (1996) used this scale in their studies.

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

Observed that (72.1%) are male, 65,4% are single, 57,4% are between 26-35 years of the majority of participants according to Table-1. Also, observed that (44,9%) middle group have the income status at the low level and 36,8% fulfill the profession of refereeing between 0-5 years of the majority of participants.

**Table 1.** Information regarding demographic characteristics of the classification referees

| Variable                      |                   | Range | F          | %            |
|-------------------------------|-------------------|-------|------------|--------------|
| <b>GENDER</b>                 | Male              |       | 98         | 72.1         |
|                               | Female            |       | 38         | 27.9         |
|                               | <b>Total</b>      |       | <b>136</b> | <b>100.0</b> |
| <b>MARITAL STATUS</b>         | Single            |       | 47         | 34.6         |
|                               | Married           |       | 89         | 65.4         |
|                               | <b>Total</b>      |       | <b>136</b> | <b>100.0</b> |
| <b>YAŞ</b>                    | 18-25             |       | 24         | 17.6         |
|                               | 26-35             |       | 78         | 57.4         |
|                               | 36+               |       | 34         | 25.0         |
|                               | <b>Total</b>      |       | <b>136</b> | <b>100.0</b> |
| <b>DURATION OF REFEREEING</b> | 0-5 years         |       | 50         | 36.8         |
|                               | 6-10 years        |       | 44         | 32.4         |
|                               | 11 and over years |       | 42         | 30.9         |
|                               | <b>Total</b>      |       | <b>136</b> | <b>100.0</b> |

Observed that intrinsic satisfaction of male satisfaction is ( $X=3,58$ ), intrinsic satisfaction of female satisfaction is ( $X=3,47$ ) on the sufficient level in the Table-2. The average scores of intrinsic satisfactions not significant statistically ( $p>0,05$ ) according to the genders of the referees. Also, observed that external satisfaction of male referees ( $X=3.34$ ), external satisfaction of female referees ( $X=3.43$ ) on the sufficient level.

**Table 2.** Findings regarding comparison of levels of job satisfaction of the referees according to their genders

| Dimension              | Gender | N   | X    | Ss   | Levene |     | T      | P   |
|------------------------|--------|-----|------|------|--------|-----|--------|-----|
|                        |        |     |      |      | f      | p   |        |     |
| Intrinsic Satisfaction | Male   | 98  | 3,58 | 0,30 | 2.794  | .97 | 1.882  | .06 |
|                        | Female | 38  | 3,47 | 0,35 |        |     |        |     |
|                        | Total  | 136 | 3,52 | 0,33 |        |     |        |     |
| External Satisfaction  | Male   | 98  | 3.34 | 0.39 | 5.065  | .02 | -1.418 | .15 |
|                        | Female | 38  | 3.43 | 0.31 |        |     |        |     |
|                        | Total  | 136 | 3.39 | 0.35 |        |     |        |     |

$p>.05$

Determined that datas on the size of external satisfaction of the referees are not homogeneous after Levene's homogeneity test according to the above table. Therefore, Mann-Whitney U (MWU) test which was proposed as an alternative test (16) was used in the case of failure to meet the "normality" conjecture. MWU test results regarding external dimension of job satisfaction are seen according to the genders of the referees in Table-3.

**Table 3.** MWU test results regarding comparison of levels of job satisfaction of the referees according to their genders

| Dependent Variable | Groups | N  | %    | Row Average | Total of Row | MWU    | P    |
|--------------------|--------|----|------|-------------|--------------|--------|------|
| Gender             | Male   | 98 | 72.1 | 65,55       | 6423,5       | 1572,5 | ,157 |
|                    | Female | 38 | 27.9 | 76,12       | 2892,5       |        |      |

$p > .05$

The average scores of external satisfaction of the referees are not significant statistically ( $p > 0,05$ ) according to the genders of their genders.

**Table 4.** Findings regarding comparison of levels of job satisfaction of the referees according to their ages

| Dimension              | Age   | N   | X    | Ss   | Levene |      | F     | p    | Difference (LSD) |
|------------------------|-------|-----|------|------|--------|------|-------|------|------------------|
|                        |       |     |      |      | f      | p    |       |      |                  |
| Intrinsic Satisfaction | 18-25 | 24  | 3.55 | 0.26 | 1.476  | .23  | 4.044 | .02* | 2-3              |
|                        | 26-35 | 78  | 3.49 | 0.31 |        |      |       |      |                  |
|                        | 36+   | 34  | 3.68 | 0.33 |        |      |       |      |                  |
|                        | Total | 136 | 3.55 | 0.32 |        |      |       |      |                  |
| External Satisfaction  | 18-25 | 24  | 3.48 | 0.29 | 3.943  | .02* | 1.537 | .21  |                  |
|                        | 26-35 | 78  | 3.33 | 0.36 |        |      |       |      |                  |
|                        | 36+   | 34  | 3.36 | 0.43 |        |      |       |      |                  |
|                        | Total | 136 | 3.36 | 0.37 |        |      |       |      |                  |

\* $p < .05$

Observed that intrinsic satisfactions ( $X=3.55$ ) of referees between the ages of 18-25 are sufficient, intrinsic satisfactions ( $X=3.49$ ) of referees between the ages of 26-35 are sufficient and intrinsic satisfactions ( $X=3.68$ ) of referees who are 36 and over in the Table-4. This difference that observed between the average scores of inner satisfaction of the referees is significant statistically ( $p < 0,05$ ). Observed that this difference is significant ( $p < 0,05$ ) between the average scores of referees between the ages of 26-35 and 36 and over.

Also, observed that external satisfaction ( $X=3.48$ ) of the referees between the ages of 18-25 are sufficient, external satisfaction ( $X=3.33$ ) of the referees between the ages of 26-35 are sufficient and external satisfaction ( $X=3.36$ ) of the referees between the age of 36 and over are sufficient in the table-4.

As shown in the table above, determined that datas in the size of external satisfaction are not homogeneous after Levene's homogeneity test. Therefore, Kruskal Wallis H (KWH) test was used for unrelated k-sample proposed as an alternative test (16) in the case of failure to meet the "normality" conjecture for parametric statistics.

KWH test results regarding external dimension of job satisfaction of the referees according to their ages are shown in the Table-5.

**Table 5.** KWH test results regarding comparison of levels of job satisfaction of the referees according to their ages

| Variable | Groups | N  | %    | Row Ortalaması | Sd | KWH   | P    |
|----------|--------|----|------|----------------|----|-------|------|
| Age      | 18-25  | 24 | 17.6 | 79,67          | 2  | 2,480 | ,289 |
|          | 26-35  | 78 | 57.4 | 65,33          |    |       |      |
|          | 36+    | 34 | 25.0 | 67,88          |    |       |      |

$p > .05$

The average scores of external satisfaction of the referees according to their ages are not significant statistically ( $p > 0,05$ ).

**Table 6.** Findings regarding comparison of levels of job satisfaction of the referees according to their marital status

| Dimension              | Marital Status | N  | X    | Ss   | T     | P    |
|------------------------|----------------|----|------|------|-------|------|
| Intrinsic Satisfaction | Married        | 72 | 3,61 | 0.30 | 2.189 | .03* |
|                        | Single         | 64 | 3.49 | 0.33 |       |      |
| External Satisfaction  | Married        | 72 | 3.35 | 0.39 | -.440 | .66  |
|                        | Single         | 64 | 3.38 | 0.34 |       |      |

$p < .05$

Observed that intrinsic satisfactions of the married referees ( $X=3.61$ ), intrinsic satisfactions of the single referees ( $X=3.49$ ) are on the adequate level. The average scores of inner satisfaction of the referees according to the marital status are significant statistically ( $p<0,05$ ). Also, external satisfaction of the married referees ( $X=3.35$ ), external satisfaction of the single referees ( $X=3.38$ ) are on the adequate level in the table. The average scores of external satisfaction of the referees according to the marital status are not significant statistically ( $p>0,05$ ).

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

| Dimension              | Duration of Refereeing | N   | X    | Ss   | F     | p     | Difference (LSD) |
|------------------------|------------------------|-----|------|------|-------|-------|------------------|
| Intrinsic Satisfaction | 0-5                    | 50  | 3.42 | 0.29 | 7.342 | .001* | 1-2              |
|                        | 6-10                   | 44  | 3.63 | 0.28 |       |       | 1-3              |
|                        | 11-+                   | 42  | 4.63 | 0.34 |       |       |                  |
|                        | Total                  | 136 | 3.55 | 0.32 |       |       |                  |
| External Satisfaction  | 0-5                    | 50  | 3.29 | 0.35 | 1.679 | .190  |                  |
|                        | 6-10                   | 44  | 3.39 | 0.35 |       |       |                  |
|                        | 11-+                   | 42  | 3.42 | 0.41 |       |       |                  |
|                        | Total                  | 136 | 3.36 | 0.37 |       |       |                  |

\* $p<.05$

Observed that intrinsic satisfactions ( $X=3.42$ ) of the referees between 0-5 years are on the adequate level, intrinsic satisfactions ( $X=3.63$ ) of the referees between 6-10 are on the adequate level, intrinsic satisfactions ( $X=3.63$ ) of the referees who have 6 years and over are on the adequate level according to the duration of refereeing of the referees in the Table-7. The difference between ( $p<0,05$ ) average scores are significant according to the duration of refereeing of the referees. Observed that this difference is significant between average scores of the referees between 0-5 years and 11 years and over and average scores of the referees between 0-5 years and 6-10 years ( $p<0,05$ ).

Observed that intrinsic satisfactions ( $X=3.29$ ) of the referees between 0-5 years are on the adequate level, intrinsic satisfactions ( $X=3.39$ ) of the referees between 6-10 are on the adequate level, intrinsic satisfactions ( $X=3.42$ ) of the referees who have 6 years and over are on the adequate level according to the duration of refereeing of the referees in the Table-7. Observed ( $p>0,005$ ) difference between average scores according to the duration of refereeing of the referees.

#### 4. DISCUSSION AND CONCLUSION

Observed that levels of job satisfaction of volleyball classification referees are significant statistically ( $p>0,05$ ) according to their genders in our researches (Table 2). The situation that gender is effective in the job satisfaction observed on the majority of scientific studies results from the thought that each gender will give the same response against their jobs under similar conditions (17). Parallel to our studies, Musal and ark.(1995) could not find the significant difference in the research examined the job satisfaction of the health care workers according to the gender variable (18). Oshagbemi (1997), stated that gender is not effective alone on the job satisfaction in the research carried out in order to examine the title's impact on the job satisfaction (19).

The difference was not observed statistically on the levels of job satisfaction according to the genders in another research that examined the satisfaction levels of the table tennis players of Turkey super league (20). Revealed that there is no relation between gender and job satisfaction in the examination of levels of job satisfaction of teaching staffs who work in the institutions of higher learning that train the physical education and sports teacher (21). Confronted with the research findings which introduce that job satisfaction has no relation between gender and job satisfaction on the doctors who work at the Faculty of Medicine, Istanbul, in the study of Yıldız and ark.(2003) (22). Again, observed that there is no significant difference between levels of job satisfaction of Lawyers' job satisfaction according to their genders (23). Hulin and Smith (1964) concluded that women got lesser satisfaction with their works in the research that carried out with 295 male and 164 female participations. However, researchers stated that this situation can be result from the cases such as women obtain lower wage compared to men for the same work, rather than itself of the gender factor, they should work harded for win the same awards (24).

Bilgiç (1998) stated that this variable did not lead to difference in the level of the overall job satisfaction, as a result of the research related to gender that carried out with the male and female employees who work in the different institutions in Turkey, and examined the individual characteristics and relation of the job satisfaction (25). Lack of the difference between levels of job satisfaction of the referees according to their genders in our studies shows that job satisfaction of the referees did not impressed by the gender variable. It shows that referees have the job satisfaction in the same level although the genders of the referees are different. The reason of this can be explained due to carrying out the same work in the similar conditions.

Determined that levels of job satisfaction ( $p<0,05$ ) are significant according to the ages of Volleyball classification referees (Table 4). Observed that %50 of the A classification referees are between 33-39, again %50

of B classification referees between 33-39, %33 of C classification referees between 26-32 for the question of "relation between classification and ages of the referees" in this study. Observed that classifications of the referees increase in the parallel of their ages increase, the ages of the referees who succeed are high according to this (26). Herrera and Lim (2003) found significant difference between levels of job satisfaction according to the ages of the coaches in the study carried out by them (27). Similarly, Drakou and ark. (2006) found that level of job satisfaction of those who have elder age in the study carried out by them (28). Hunt and Saul (1975) aimed to clarify the relations among age, seniority and job satisfaction and in this context, to test the previous results introduced in the subject of the gender-related differences, in their studies. There is positive and linear relation among their overall job satisfaction, age and seniority in the workplace of "white-collar" employees according to the findings of the research of Hunt and Saul (29). Gleen ve ark. (1977) determined that ages affected the job satisfaction directly of both female and male employees in the study carried out by them (30). Gündoğdu et al (2012) determined in their work that referees 36 years old and above have higher intrinsic satisfaction level comparing to lower age groups. Occurrence of difference between levels of job satisfaction according to the ages of the employees shows that intrinsic job satisfaction of the referees affected with the age variable in our study. Thought that job satisfaction will be increased in the parallel of this as age goes by, increasing of the experience, increasing of the awards, increasing of the classification in the refereeing and integration of the work are the factors in the emergence of this difference.

There are researches which have conflicting results about relation between marital status and job satisfaction. Found that levels of job satisfaction (intrinsic satisfaction) are significant statistically ( $p>0,05$ ) according to the marital status of the volleyball classification referees in our study (Table 6). In other words, averages of the married referees are higher than averages of the single referees. Rogers and May (2003) observed that decrease in the satisfaction and job satisfaction on the marriage and incompatibility and job satisfaction on the marriage carried together in the study carried out on married couples and lasted for twelve years (31). Birinci (1999) (32), Hayran and Aksayan stated that marital status are effective on the job satisfaction in their studies (33). Yılmaz ve Azgın (2011) stated that job satisfaction regarding marital status of the participants is the significant difference in the size of the expectation in the study carried out on the job satisfaction (34). Found that those who are married have higher levels of job satisfaction than those who are single (except of the element of working conditions) in a study of Ataklı, Dikmentaş and Altınışik (2004) carried out on the secretaries who work university hospitals (35).

Kemaloğlu (2001) concluded that married teaching assistants have more job satisfaction than teaching assistants who have no child, teaching assistants who have child, than teaching assistants who have no child in the study carried out by him in terms of marital status (36). Differentiation of the levels of job satisfaction (intrinsic satisfaction) according to the marital status of the referees in our study shows that generally job satisfaction of the referees affected with the variable of the marital status.

Observed that difference in external saturation between levels of job satisfaction ( $p>0,05$ ) according to the duration of the refereeing of the volleyball classification referees (Table 8). Gülay (2006), there is no significant difference between job satisfaction scores according to the years of service in terms of dimensions of job satisfaction of physical education teachers (38), observed that levels of job satisfaction did not show the difference of the attorneys depending on the variable of the service life (23). Demir (2002) could not determined a significant difference between levels of job satisfaction according to the seniorities in the study carried out for "determine the levels of job satisfaction of personnel work at the Central Organization of Youth and Sports General Directorate" (39).

Differently with our study; Aslan (1997), stated that being senior in the work is effective in the increasing of the job satisfaction (39). The differentiation seen in the intrinsic satisfaction observed between referees who have duration of refereeing up to 5 years and referees between who have duration of refereeing over than 5 years. Karlıdağ ve Yoloğlu (2000) observed that levels of job satisfaction is higher on those who are faculty member/member of the physicians and those who have working time up to 6-10 and over (40). Ronen (1978) explained that reduction of the relative satisfaction at the beginning and beginning to rise again in the parallel of increasing of the seniority, as individual begins to be more realistic in the expectations (41). Gündoğdu et al (2012) reached to the conclusion in their research that the referees having 11 years and above seniority have higher intrinsic satisfaction levels (42). It is concluded that increasing of the duration of seniority of the referees increases the intrinsic satisfactions of the referees in our studies. It can be said that increasing of reputation of the authorities and society of the referees whom duration of severance is increased and increasing of the activities in the decisions taken regarding work and feeling of success had against work done increases the intrinsic satisfactions in our studies. If also age increased with the duration of the work experience (seniority) increased in this research, it could be argued that these two variables affected each other and they are interdependent variables.

Lack of levels of job satisfaction of external of the referees according to the duration of the refereeing shows that it did not affect with the variables of duration of the refereeing of job satisfaction of the referees generally. The reason of this; it can be said that not losing the excitements, managing each competition as managing the first competition of the classification referees result from to be loved of the refereeing, to be appreciated on the condition that work done, closing to each other of the refereeing environments, conditions of the work.

Consequently; in the research; determined that there is not difference statistically between levels of job satisfaction according to the genders of the volleyball classification referees; there is significant difference statistically between levels of intrinsic job satisfaction according to the duration of refereeing, marital status and ages. It can be said that by age goes by, job satisfaction will be increased in the parallel of this, increasing of the experience and authority depending on the duration of the refereeing, rewarding, increasing of the respectability in the community and integration of works of the referees are effective in the occurrence of this difference. When taken findings of the referees regarding job satisfaction into consideration, thought that helping of the more

experienced referees to young referees who been already classification, need of completing of a set of incomplete information by the relevant federation rules will provide convenience in the subjects of adapting of the inexperienced referees to the environment and increasing of the job satisfaction.

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