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Factors that may affect job satisfaction and commitment to the career within the profession of Athletic Training.

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Abstract

The primary goal of this study was to analyze factors that may affect the longevity and commitment of a career within the profession of athletic training. Aspects that were assessed include salary, perceived value, scheduling, hours worked, work demands, available leisure time, parenting, and family responsibilities.¹ Previous research focused heavily on work life balance in the athletic training profession. More specifically, what challenges certified athletic trainers (ATs) face within their workplace that may cause conflict in establishing as well as maintaining work life balance and its impact on retention of ATs in the profession. Literature supports many ATs experienced burnout among all settings such as secondary schools, collegiate, clinical, and even amongst graduate students gaining a clinical experience.^{1,2} Burnout may contribute to the job satisfaction and commitment to the profession when difficulties are faced beyond the control of the AT.³ The data in this study was evaluated to determine if any trends are present among aspects of the online survey. The survey was composed of questions related to factors effecting job satisfaction and commitment. There were multiple significant findings found within the study, specifically when discussing the motivation levels throughout the career of an athletic trainer comparing beginning the profession to current time. Additionally, the aspects such as perceived value in the workplace, relationship with partnered healthcare professionals, scheduling, and personal leisure were found to have the largest impact on ATs retention within the field of athletic training and their job satisfaction.

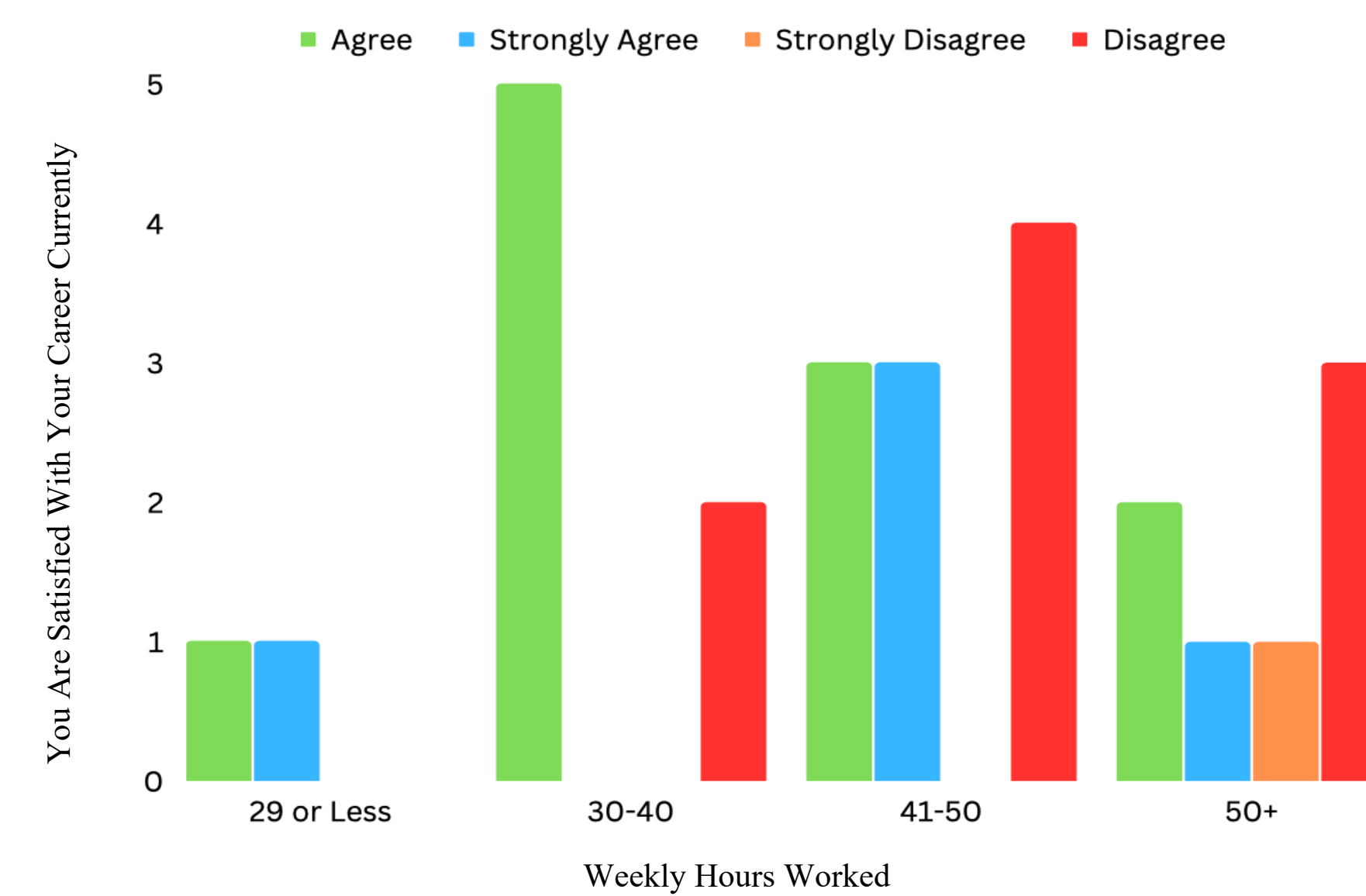
Purpose

Research surrounding job satisfaction among ATs has explored factors that ultimately lead to professional attrition.^{1,2} In an effort to better understand factors that contribute to an AT leaving the profession, the goal of this study was also aimed at examining job satisfaction and potential burnout among ATs. Furthermore, years of professional experience were examined to determine if the factors that impact professional commitment.

Participants & Methods

- 27 AT in high schools and colleges with varying levels of experience were recruited via convenience and snowball sampling.
- Data were collected via Qualtrics survey which consisted of demographic questions, questions related to overall contributions to job satisfaction, and questions related to professional commitment. Data analysis was conducted via SPSS.

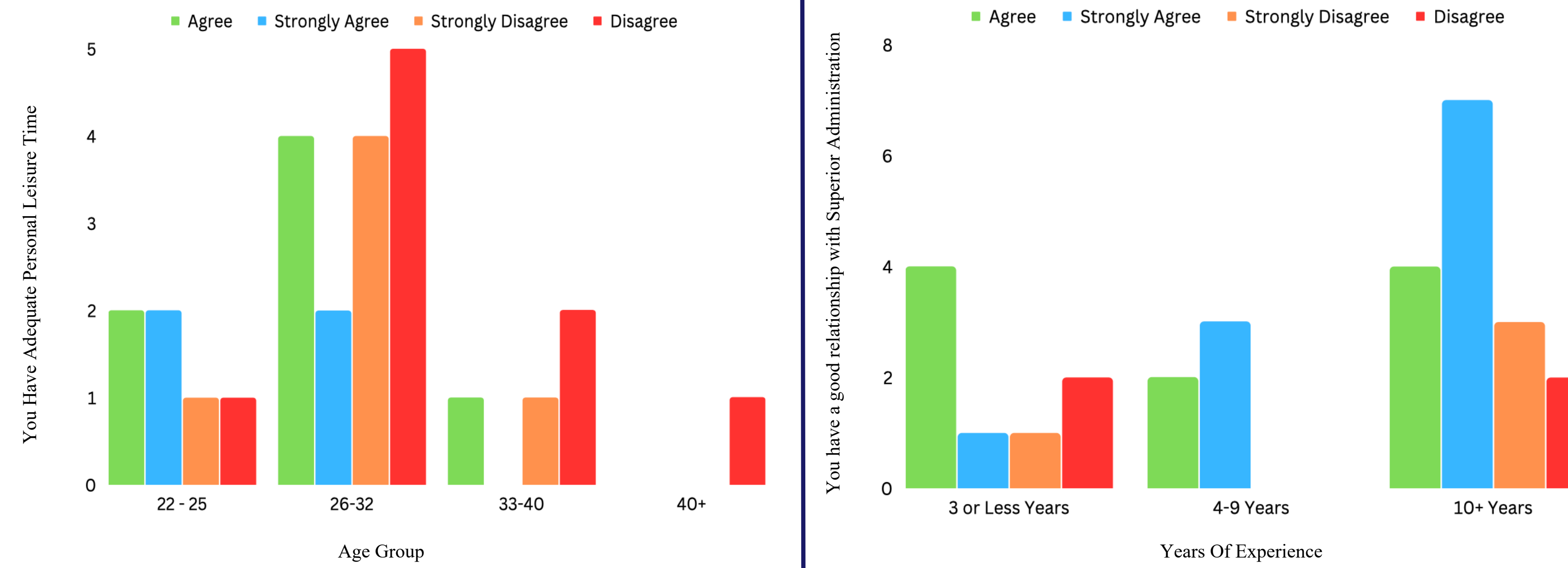
Results



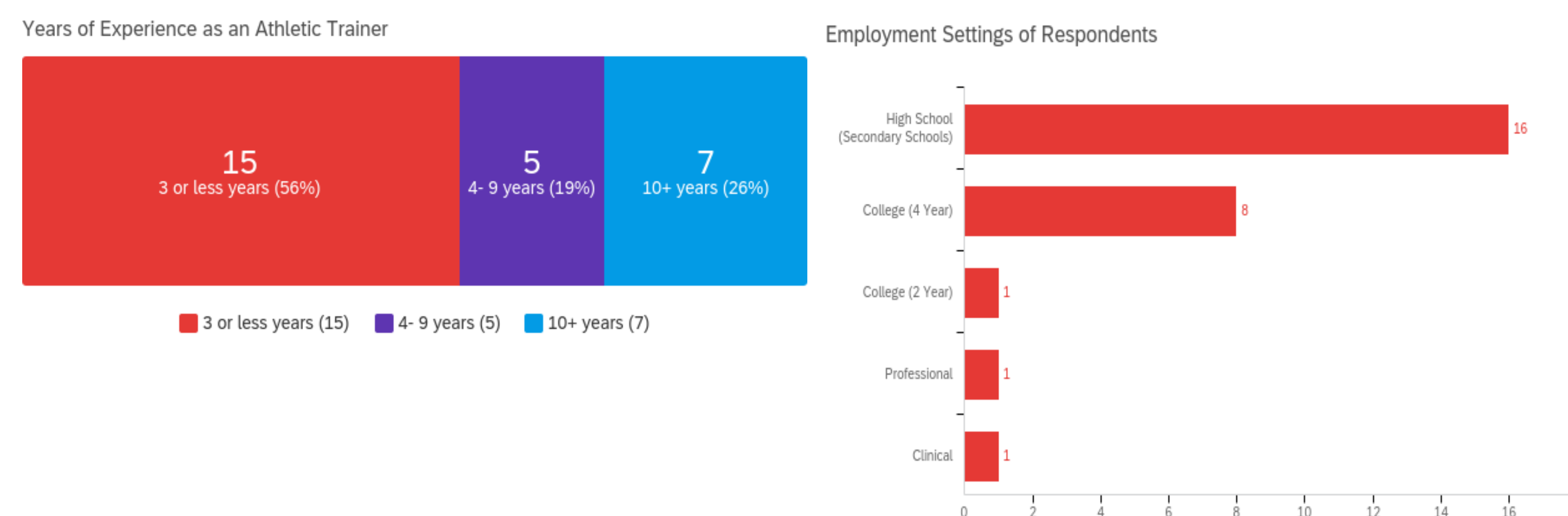
A major contributor to job dissatisfaction was hours worked, with those working more hours reported higher levels of dissatisfaction ($F(3,22)=3.685, p=.029$). Respondents that indicated having more leisure time felt more satisfied with their job. This finding varied by age group ($F(3,22)=3.685, p=.029$). More years of experience reported stronger relationships with administration and allied healthcare professionals leading to higher job satisfaction ($F(3,22)=4.555, p=.013$). Examples of the factors mentioned the most towards job dissatisfaction were those related to salary, job demands, and excess hours worked within a week.

Conclusion

This study helped to bring insight to what complications may arise within the field of athletic training and what factors lead to job satisfaction. This could better prepare a future AT on what should be discussed prior to accepting a job to mitigate the risk of these factors playing a role in ultimate job dissatisfaction. Current ATs often anecdotally express what contributes to their job satisfaction; however, by conducting this study, more evidence-based conclusions can now be drawn in an effort to better the working environment and create a better profession for ATs holistically.



Participant Demographics



References

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