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Identification and ranking of social factors affecting work balance in sports teachers

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Introduction:

Enriching the balance of work by attracting background resources (social support in the work environment, sufficient income, and confidence in the future of employment), personal resources (characteristics, optimism, skills, and self-esteem), and structural resources (such as social ties in the family environment and the provision of self-confidence by family members) has a positive effect on the way people function.

In general, from what has been said, satisfaction and dissatisfaction are not the two ends of a continuum. As many think, lack of satisfaction is not unilaterally the result of low or high salaries, although they are also affected by it. Instead, job satisfaction results from the impact of many factors such as needs, interests, motivations, attitudes, and personalities of people on the one hand, and job coordinates such as work environment, organizational atmosphere, organizational culture, and management on the other hand. If these factors support each other, they will cause a state in which a person feels satisfied. Therefore, enriching the work balance by attracting background resources (social support in the work environment, sufficient income, and assurance of future employment), personal resources (characteristics, optimism, skills, and self-esteem), and structural resources (such as social bonds in the family environment and providing self-confidence by family members) has a positive effect on the way people function. Therefore, the current research aims to explain the work balance model in sports teachers, and it intends to answer the question, how is the explanation of the work balance model in sports teachers with the approach of the openings of hope and darkness?

Methodology:

Considering that the primary purpose of this research is to identify and rank the factors influencing work balance in sports teachers, the current research is applied research. In terms of nature and method, it is descriptive and from the field branch.

This study selected physical education teachers with a doctorate in sports management, official employees, and more than 10 years of work experience as the studied population. This study used the network analysis process technique to prioritize the criteria. Saati believes that ten experts are enough for studies based on pairwise comparison. Also, Riza and Vasilis (1988) point out that the number of experts as interviewees should not be large and suggest a total of 5 to 15 people. Due to the importance of the discussions and comments, the questionnaire was distributed among 50 experts. Due to the limited size of the statistical population, sampling was not done, and the sample size and the population were equal. The methods of collecting information in this research are divided into two categories: library and field. Library methods were used to collect information related to the subject's literature, and the background of the research, and field methods was used to collect information to confirm or reject the research hypotheses. A questionnaire was used to collect research data. ANP is used in the expert questionnaire to prioritize the main criteria

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for choosing the project method using techniques based on paired comparison. These questionnaires are organized based on the spectrum of 9 degrees per hour. This research uses the hourly pairwise comparison model to design the expert questionnaire. Using this model, the relative importance of criteria is estimated using numbers that are the principles of ANP. This research used the network analysis process (ANP) to determine and prioritize the indicators and measure the internal relationships under the criteria. For this purpose, the pairwise comparison matrix was used to determine the weight of the requirements. The current research has been carried out in several stages and using several techniques. The calculations related to the ANP technique were performed using the Super Decision software.

Results:

The results showed that the criterion of family-friendly policies, with a normalized weight of 0.294, is the priority. The modeling criterion, with a normalized weight of 0.269, is the second priority. The measure of flexible work arrangements, with a normalized weight of 0.267, is the third priority. Finally, the self-care criterion, with a normalized weight of 0.171, is the last priority.

Conclusion:

It seems that managers and employees understand the meaning and concept of work and consider work values to align with their values. The meaningfulness of work in this organization creates employees' motivation and dependence on work. When the employees of this organization experience the meaningfulness of work, people will be internally motivated, satisfied with their personal growth, and make the best use of opportunities. In this case, when the employees understand the meaning of work, they are more motivated to perform work activities and will do their work in the best way. As a result, they will be away from job stress, their satisfaction with themselves and their lives will increase, and they will experience a happier life. This hypothesis's results align with the research of Kashyap and Arora and Hackman and Oldham. Therefore, managers are suggested to have flexible working hours so employees can rest during the work week. Also, make the work environment safe, away from any emotional, verbal, and physical abuse, and with facilities such as health care. By involving the employees in the work, the managers should make them believe that the organization and the employees need each other to achieve the goals and also that the organization pays attention to the needs of the employees and responds to them.

Keywords: work balance, PE teachers, family-friendly policies