



Benha University
Faculty Of Physical Education For Men
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**Construction Of Ascale For Measuring
Job Satisfaction Sports Specialists
At Youth And Administrations**

**Among the Requirements to Attain
PH .D in Physical Education**

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The introduction of the research:

Forms a special importance because of the important role which he performs for the educational process in society. The athletic specialist plays a vital role for the person and society through the leading role which he performs in educating kids.

This research is considered a course trial for building the measurement of the job satisfaction for the athletic specialist in Egypt, whereas there aren't any Egyptian or Arabic measurements to measure the job satisfaction for the athletic specialist.

It seems that the amount of satisfaction for the specialist plays an important part in defining efforts which he does in work. The higher the rates of this satisfaction the more the specialist accept his work and does a great effort and success in doing his job.

The aims of the research:

This research aims at building the measurement of job satisfaction for the athletic specialist in the youth and athletic administrations in A.R.E.

The procedures:

This study depended on a sample of about 600 athletical specialist all over the Republic. It is tested haphazardly by the information Bank at the central organization of public equipment and survey (attached enclosed n.) the sample has been distributed on the stages of excusion the research about 200 specialists for the stage of measurement limitation, 400 specialists for making job analysation and drivate the criteria (table n.).

Means of collecting data:

The researcher (scholar) did the measurement of job satisfaction by using the job analysis by means of the basic components for hoteling and using caizars' method to define extractive factor's. the items which tackled on the factor equal to or more than + 0.05 have been extracted. The number of items of measure on its long form about 60 items undergarded 7 basic axis and the number of short form items for the measure about 36 items.

The measure has total degree equals to the total marks of the terminal axis and a terminal degree for each axis alone for the long form.

The measure has a total degree to calculate the short form of the measure and the answer to the items of measure is done through fifth dimensions scale which is graded at a range of the extreme agreement and an extreme disagreement the measure has criteria for calculating the marks of the measure of its two forms the long and the short.

Statistical analysis plan:

The statistical analysis plan for the search included the calculation of:

- Statistical
- Treatment
- Arithmetic
- Standard deviation
- Median
- Range
- Skewness

- Percentage
- Pearson correlation product

First: Calculating the truth of the internal building for the measures by the following methods:

- 1- Finding the relation between the degree of each and the degree of the axis which it belongs to the first picture of the measure.
- 2- Finding the relation between the degree of each item and the total degree of the measure in its second form.
- 3- Finding the relation between the degree of each axis and the total degree of the measure.

Secondly: Calculating the fixing of the second form of the measure:

Through applying the measure and reapplying with difference of two weeks.

Thirdly: Calculating the factor truth of the second form for the measure:

By using the factor analysis through the main components for "Hotling" and using the method of "Kaizar" to define the extracted factors and circling the result factor.

Fourthly: The criteria of the measure:

The raw scores has been turned into criteria degree by using the method (Z scores) and the tables of the enclosed criteria in the measure shows that these degrees are calculated on the basis of the total degree of the examiner's degree on the measure in the form of the sample of the analytical factor which are about 400 specialists.

Secondly deductions:

In the form of the result of the analytical survey and in the scale of this research. The scholar has reached the following deductions:

- 1- According to the items of the measure of the job satisfaction for the athletic specialist used in this research. Its axis in the long picture (form). It is noticed that this measure has a high fix and truth and it is free from the defects of the unmiled distribution where comes near the zero and this shows the suitability of the chosen item for the sample of the research included 157 factor comes near the ever 0.01 and about 1970 factor except 0.05 about 86% percent of the total degree of which is about 3510 factor.

This means that about 86% percent of the results are among the responses of the members of a group of sample on the item of the measure goes back to participated reasons among them and this high proportion of by assuming the existence of the phenomena of job satisfaction as the items of the measure it.

The process of the analytical survey included calculating for the different changes of the research and calculating for the items.

Next to that the analysis of is a factorly analysis of the first degree. For defining the extracted factors and the hidden for every factor and the amount of participation on these factors and the proportion of the difference of each factor in proportion to the total difference of.

After that comes the circulation of the axis vertically on the way of (Al Farimox) for (Kaizer) to reach the first simple factor building for the

extracted factors. To be able to interpret these factors with the items which refers to.

The result of the factor analysis of the first degree showed about 13 extracted factors the higher satisfaction of each factor has been chosen to form the short form of the measure which is about 36 items.

It has been reached to the long form of the measure which includes about 60 items undertaken under 7 main axis.

Recommendations:

- 1- Using the extracted measure of this study and applying it on the athletic specialist to define the degrees of job satisfactions for the athletic specialists in Egypt.
- 2- Using the short form of the measure on the students of the second year of the faculty of sports to get the student who wanted to work in the field of administration and practice.
- 3- Setting up the measures of the job satisfaction for the departments of specialty and training for the faculties of sports for the specialists in these fields.
- 4- Restimating the extracted measure in this study every five years. In addition to rebuilding the criteria every 3 years to match the desired development in the responses of the specialists concerned with the job satisfaction.