



The analysis of the relationship between work-family conflict management and the job satisfaction of Iranian International TAEKWONDO Referees

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Abstract

Aim: The aim of the Present paper was to analyze the relationship between the effect of work – family conflict management and work satisfaction in Iranian international Taekwondo referee.

Method: The statistical community of this paper included all active Iranian international referee who judged internal and forigen tournaments during 2016, 2017. According to The information bank of taekwondo federation in Iran , the total number of referees equals 203(consisting of 154 males and 49 females) which were selected based on Morgan sample size table and stratified sampling method.

Finding: The statistical analysis showed that there was a negative and significant relationship between work-family conflict and work satisfaction in Iranian international Taekwondo referees.The variance analysis showed no difference concerning gender attributes , as there was significant difference due to job , marital status and personal properties.

Conclusion: it seems the referees spend a long time on being professional. So being ignored from taekwondo federation and not providing the proper situations for them to promote , leads to decrease their commitments.So as the findings approved the Iranian Taekwondo would have work satisfaction , if they were sure about promotion , salary and other benefits.

Keywords: Bonuses and incomes, raisings, workplace conditions and satisfaction.

Introduction:

work and family are the tow sides of a person's coin , each creating unique characteristics of ones personality . Trying to make balance between these two parts are necessary as the lake of this balance would lead to serious conflicts . Work-family conflict 1 happens when one has to play different roles which take energy , time and commitment and the problems arise when these roles overlab(14). Nowadays , the conflict between one's roles is the key factor in creating stress.

The incompatibility and inconsistency between the requirements of family and work roles , and trying to

satisfy both dimensions , is the source of so many problems for the staffs and their families . Expermental and logical reasons confirmed the fact that the lower the work to family conflict is , the higher the staff satisfaction will be , whice in turn would lead to higher efficiency(20).

Many researches were done about this subject and its various results . It was shown that work –family conflict may result in work dissatisfaction , lower level of performance , decrease in organizational commitment , irregular presence at work and also it will increase the level of job leaving(19). One of the first comprehensive studies in checking the relationship between work and family life (done by American work-family organization), approved that it strongly relates to occupational consequences like work satisfaction , physical and psychological symptoms and mental pressure(7).

Also Herd(2011) asserted that the work to family conflict is affected by factors such as work satisfaction , the desire to keep a job , work commitment and career progression(11).Work satisfaction is one of the most important factors which affects on so . many life dimensions. Work satisfaction is defined as the positive or enjoyable feeling and experiences each person gains through job evaluation or sharing their experiences with others (21). Different studies confirmed the relationship between work-family conflict and work satisfaction.

The results of the study done by Rahman,Tabassum and Jahan(2015)declared that work-family conflict may act as a predictor of work satisfaction(26). Besides , Karimi's research(2008) on 378 staff(both men and women) approved the negative effects of work-family conflict on work satisfaction(17). As a result of chen and Kao's(2011) study ,it was realized that the work-family conflict caused job stress in staffs and also decreased work satisfaction , organizational commitment and increased the risk of job leaving , The results of the research on body education teachers done by Akbary et al(2014) proved that there is a meaningful relationship