



A STUDY ON THE EFFECT OF SPORTSMANSHIP ON EMPLOYEE SATISFACTION AMONG ADMINISTRATIVE STAFF IN PRIVATE SCHOOLS AT BAHRAIN

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Abstract:

The study has chosen one of the major antecedents of Organizational Citizenship Behavior (OCB), “Sportsmanship” and has studied its impact on Job satisfaction. The study had been conducted among the administrative staff of private schools in Bahrain. The population for the study is 230 from 45 private schools in Bahrain and a sample of 75 was taken based on convenience sampling method. Exploratory research design was used. Data collection was done by means of questionnaire. The questionnaire designed aims to measure the sportsmanship behaviour of the employees and thereby study its impact on Job satisfaction if there exists any. Based on the study, its concluded that Sportsmanship had

a great influence on the Job satisfaction of the administrative staffs of private schools in Bahrain and this resulted in a good impact on the staff. The study helps in figuring out areas that could be worked upon so that motivation could be fuelled and thereby more exhibition of Sportsmanship Behaviour takes place.

Key words: Employee Satisfaction, Sportsmanship

INTRODUCTION

An employee who engages in OCB does so based on his own self-interest and is not acting as a result of pressure from management or colleagues. These behaviours are called extra-role behaviours, which are not taken into account during performance appraisals. The major highlight of the concept of OCB is that it not just centres around a single employee, but rather it has a collective impact on the workforce. It is a major component that fosters growth as a group. One of the antecedents of OCB, which is Sportsmanship is very decisive in ensuring excellent interpersonal relationship which in turn has direct impact on the individual’s and the group’s emotional stability which contributes to the performance of the organisation. The major of dimensions of

OCB are as many as 30 and from that, this study focusses on the dimension of Sportsmanship.

Sportsmanship

The concept of Sportsmanship highlights how an employee manages to take things in his stride when situations pan out negative from what was expected. Avoiding complaining, not blowing issues out of proportion, calling for truce at every possible situation are some of the examples of exhibiting Sportsmanship. It is also about being a good loser at workplace, yet emerging victorious with the display of Sportsmanship.

Employee Satisfaction

As misunderstood at many times, the term employee satisfaction doesn't imply the happiness an employee derives by drawing a certain sum of money as salary but it's the intrinsic happiness that he derives as a result of factors like his role, his team, the relationship he shares with peers etc.,

The study tested the following Hypotheses

H01: Sportsmanship has no significant impact on Employee Satisfaction

Table 1: Sample Size

POPULATION	SAMPLE
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230	75
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Data Analysis and Presentation

Out of 75 questionnaires that were distributed to the respondents, all 75 questionnaires were filled in and returned back, making our response rate 100%

The study used Correlation analysis to find out the relationship between Employee satisfaction and Sportsmanship. The results are presented in Table below.

The findings of the study clearly shows that there exists a very positive relationship between Sportsmanship and Employee Satisfaction ($r=0.888$, $p<0.01$) showing a clear-cut positive relationship between the two.

Table 2: Correlation Results

	Employee satisfaction	Sportsmanship
Employee satisfaction	1	
Sportsmanship	888	1
Correlation is significant at the 0.01 level (2-tailed)		

Percentage Analysis Results

- Majority of the respondents which is 52% have been with their



organisation for over 5 years which is a clear indication of Citizenship Behaviour. 38%, 9% and 2% have been with their organisation for less than 5 years, 5-10 years and 10-15 years respectively.

- A large proportion of the respondents have agreed that they try to display Sportsmanship spirit wherever possible.
- 74% avoid escalating issues, 62% are ready to settle loggerheads without thinking twice, 61% do not unnecessarily lodge complaints, 74% say they are highly appreciative of the organisation whenever and wherever possible. The results clearly indicate that more than 60% to 70% of the samples exhibit Sportsmanship, which in turn has a very positive relationship with Job satisfaction.

CONCLUSION

The study finds that Sportsmanship has a very strong relationship in positive terms with Job satisfaction steering way for the conclusion that appreciation of such behaviours can have a direct impact on not just an individual's Job satisfaction, but rather collective positive impact on everyone. This can in turn have a direct impact on dimensions like performance, output, turnover ratio etc

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