Aspects regarding the correlation between the level of information and the work satisfaction within the University Education of Physical Training and Sport of Pitesti

Fleancu Julien Leonard*

*Corresponding author.
E-mail address: leonef2002@yahoo.com

Abstract

This paper intends to show whether there is an important connection between the motivation for work and the satisfaction obtained from the didactic activity, developed by the teachers from the higher education of Physical Education and Sport. This research will be made on 50 teachers from the higher education of physical education and sport.

Keywords: higher education, physical education and sport, motivation, work satisfaction.

Introduction

The importance of the work is special for the development of every person. Through work, the person can satisfy his/her aspirations, he/she can achieve the personal goals and can enrich his/her personality as well.

When we choose our career, we keep in mind our ideals, aspirations, interests and personal abilities. So, while some people choose a certain job, because we think that only in this way we can accomplish our hopes,
other people choose another job in order to have a better income or to satisfy the need of affiliation or there is still a category which choose a job at random, without knowing much about what they will do.

On the basis of choosing a career, the reasons are very different. The motivation is considered an internal factor which mobilizes, stimulates and directs the organism, it is the inner force which leads the people towards the achievement of the personal purposes.

The motivation is defined in various ways.

The most of this definitions have in common the fact that the motivation is a complex of forces which stimulates the person to assume a certain behavior.

This is about a concept which has a reference both to the external factors that make the person behave in a particular way and to the internal factors (for example- aspirations, needs).

The internal factors can be the necessities which stimulates the person to assume a precise behavior (the curiosity, the need of personal development, the pleasure to make certain activities).

If the person is forced not to do something or he/she is stimulated to act in a predetermined direction, then he/she acts under the pressure of external factors.

There are several theories regarding the motivation, and the most known are: the theory of needs, the theory of expectations, the interaction theories and the theory of equitation.

All these theories hint at several aspects, such as:

1. the person is motivated in what he/she does and can be determined to act due to his/hers needs.
2. the human needs, according to the theory of Maslow A., have been classified in 5 levels: achievement needs, esteem needs, social needs, security needs, physical needs.
3. the employees compare the efforts that they have made at the workplace and the rewards they receive, with the efforts and the results in work of other people.

The work satisfaction is the balance estate which the employee reaches when he/she satisfies some needs or conscious or unconscious expectations.

So, the work satisfaction is determined through individual evaluation of the activity made by a person, evaluation which is both personal and internal and partially external, when it is influenced by the chief or the colleagues.

The work satisfaction is determined by a series of factors among which we mention: the remuneration, social advantages, the professional evolution possibilities, the recognition of positive results, the interpersonal relationships and the teamwork.

Between the work satisfaction and the motivation there is a strong connection.

So, the concept of satisfaction must be included in a model or theory of motivation in work, because the satisfaction plays a special role in the theory of motivation.

The professional satisfaction has several dimensions, some of which including the work satisfaction by itself, others include the salaries, the recognition, the relationship with the chiefs and colleagues.

Each dimension contributes to the outlining of the work satisfaction feeling and the comparisons with the expectations influence the satisfaction of the occupied position.

All the motivational theories of content and the motivational theories of process have as main effect the focusing of the managers’ interest from human resources department offering strategies which have to motivate the employees.

In conclusion, the dimension of the employees’ motivation which is one of the most important in the diagnosis of the organizations from the performance perspective in the achievement of the established objectives, remains an actual problem.

**The purpose of the research** is to discover in the first plan the relation between the motivation and the satisfaction in work within the university system of physical education and sport.

**The object of the research is to prove whether the work satisfaction** creates a motivation equivalent to the university education.

The hypothesis of the research. The satisfaction obtained within the developed didactic activities influences
positively the motivation for the proper work.

**The work hypothesis**

1. **The capacity** of excelling within the activities in which a teacher is implied is influenced by the moral or material obtained rewards.
2. The relational needs connected to the wish of working with pleasure in a collective from the university area are correlated with the non-conflictual atmosphere of the work group.

**The research methods**

In order to make the research we used 2 questionnaires taken from Ticu Constantinescu’s book, “The psychological evaluation of the personnel”, that are:

- a. the first questionnaire is the work satisfaction; (S.P.)
- b. the second questionnaire is called M.D. (Motivational Dominants)

The first instrument is made of a series of three factors, while the second is made of a series of four factors.

**The organization and the developing of the research**

The research has been made on 50 teachers from the higher education from the Physical Education and Sport Universities.

All the faculties from where the subjects have been selected belong only to the state and not private education which has a different way of paying the employees.

All the participants to this research had an intrinsic motivation, showing themselves interested in the results of the study. The answers to the two questionnaires are confidential regarding the identity of the subjects and there have not been used extrinsic factors to motivate the subjects.

The processing of the obtained results at the two questionnaires has been made with the help of the S.P.S.S. 15.00 program.

In order to verify the research hypothesis the Pearson correlation coefficient has been used. A result of \( r = 0,356 \) bilateral has been obtained, which indicates that there is an important positive correlation between the satisfaction resulted from the developed activity and the work motivation, the general hypothesis of the research being confirmed.

In order to test the first hypothesis the Pearson coefficient has also been calculated and a result of \( r = 0,346 \) bilateral has been obtained, which indicates the fact that there is an important positive correlation between the leading and the personal relation, the hypothesis being confirmed in this way.

**Conclusions:**

This paper intends to show whether there is an important connection between the motivation for work and the satisfaction obtained from the didactic activity, developed by the teachers from the higher education of Physical Education and Sport.

This research will be made on 50 teachers from the higher education of physical education and sport.

All the participants to this research had an intrinsic motivation, showing themselves interested in the results of the study.

The answers to the two questionnaires are confidential regarding the identity of the subjects and there have not been used extrinsic factors to motivate the subjects.

The processing of the obtained results at the two questionnaires has been made with the help of the S.P.S.S. 15.00 program.

The importance of the work is special for the development of every person.
Through work, the person can satisfy his/her aspirations, he/she can achieve the personal goals and can enrich his/her personality as well.

The professional satisfaction has several dimensions, some of which including the work satisfaction by itself, others include the salaries, the recognition, the relationship with the chiefs and colleagues.

Each dimension contributes to the outlining of the work satisfaction feeling and the comparisons with the expectations influence the satisfaction of the occupied position.

All the motivational theories of content and the motivational theories of process have as main effect the focusing of the managers’ interest from human resources department offering strategies which have to motivate the employees.

So, the work satisfaction is determined through individual evaluation of the activity made by a person, evaluation which is both personal and internal and partially external, when it is influenced by the chief or the colleagues.

The work satisfaction is determined by a series of factors among which we mention: the remuneration, social advantages, the professional evolution possibilities, the recognition of positive results, the interpersonal relationships and the teamwork.

Between the work satisfaction and the motivation there is a strong connection.

So, the concept of satisfaction must be included in a model or theory of motivation in work, because the satisfaction plays a special role in the theory of motivation.

The professional satisfaction has several dimensions, some of which including the work satisfaction by itself, others include the salaries, the recognition, the relationship with the chiefs and colleagues.

Each dimension contributes to the outlining of the work satisfaction feeling and the comparisons with the expectations influence the satisfaction of the occupied position.

In conclusion, the dimension of the employees’ motivation which is one of the most important in the diagnosis of the organizations from the performance perspective in the achievement of the established objectives, remains an actual problem.

1. This research which has been made on teachers from the higher system of physical education and sport wanted to show whether there is an important connection between the work motivation and the satisfaction obtained from the developed teaching activity.
2. Through the hypothesis of the research, we can say that the teachers from the higher system of physical education and sport, the motivation for the work made as a teacher as well as a researcher is strongly connected to the satisfaction obtained from the didactic activity.
3. So, in the higher system of physical education and sport, the teachers must be satisfied in their activity in order to be motivated in the fulfilling of the proper activity.
4. The first hypothesis being confirmed, it can be explained by the fact that the wish of excelling in the activities in which they are implied, of becoming a good teacher has not a direct connection with the remuneration.
5. The second hypothesis has been confirmed, and also the fact that, according as the values, the relational needs related to the wish of working with pleasure in a group are growing, the values of the satisfaction regarding the interpersonal relations and vice-versa, will also grow.
6. Our research being made on only 50 university teachers, the obtained results and conclusions cannot be extrapolated and generalized to all the higher system of physical education and sport from Romania, but it can constitute an objective point of starting a bigger research.

References

Cole, G.A. (2000) – The Personnel Management, CODEX publishing house, Bucharest;
Pitariu, H.D. (2000) The Human Resources Management. The Professional Performances Evaluation, ALL–Beck publishing house, Bucharest.
Maslow, M. (2007) - Motivation and Personality, Trei publishing house, Bucharest.
Zlate, M. (2004) - Organizational Psychology Paper, Polirom publishing house, Iasi.