CONCLUSIONS, IMPLICATIONS AND FURTHER RESEARCH SUGGESTIONS
Chapter 5

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Conclusions

The findings of present study have led to certain conclusions:

Significant positive relationships were found to exist between job involvement and job satisfaction scores among college teachers, teachers of residential institutions, teachers of non-residential institutions, coaches of non-residential institutions, temporary teachers, permanent teachers, temporary coaches, married teachers, and unmarried teachers.

College teachers scored significantly higher than the school teachers in the relationship scores of job involvement and job satisfaction. Teachers of residential institutions scored significantly higher than the coaches of residential institutions in the relationship scores of job involvement and job satisfaction.

Implications

As mentioned earlier, significant positive relationship exists between job involvement and job satisfaction scores among college teachers of residential and non-residential institutions, coaches of residential institutions, temporary and permanent teachers, temporary coaches, married and unmarried teachers.
Job involvement may increase the level of job satisfaction in physical education personnel for various reasons; however in various groups of teachers and coaches, significant relationship did not exist between the two variables. Teachers and coaches who perceive low job involvement and low job satisfaction may not be able to develop high performance of athletes, to boost the morale of athletes and do not make strong bond of worthy relationship with the athletes. Such teachers and coaches also show dissatisfaction with the kind of facilities available in the organization. Thus, the particular value of this kind of study may be emphasized by considering the following points:

Physical education teachers and coaches would need to help and prevent some of the well documented problems that occur. They can be given guidance as how to increase the level of job involvement and job satisfaction. Some coaches go through a lot of role conflicts especially when they are in the preparation of teams for higher performance. Few coaches even blame themselves or feel guilty or have negative thinking that they are responsible for the team’s defeat. Such coaches can be taught some stress management techniques or ways how to sustain or involve with their roles or work and consequently feel satisfied with their jobs. They also need to cope with their role conflict.

Significance of this finding can be understood in the light that even at the work place or field, sports psychologists can help these coaches and physical education teachers in dealing with day to day dilemmas and challenges as well as the task of
recognizing their lives and learning how to cope with organizational and extra organizational stressors.

Training programmes to this effect can be conducted for the physical education personnel. The main purpose of such programmes should be to educate and train teachers and coaches about the ethical and professional issues and to specify concrete actions that can help them how to involve with their job.

The physical education teachers and coaches due to their greater interaction with the students in playful environment, enjoy a prized position in the institution when compared to their counterpart teachers of other academic subjects. These teachers and coaches are seen as the role model by majority of students owing to the personality characteristics they possess, which include introversion, self confidence, submissiveness, hardiness, enthusiasm, job commitment and mutual respect etc. They try all-out effort to shape the personality and performance of young athletes and thus to fetch up laurels for their alma-mater. Such institutions whose athletes excel in sporting arena are regarded in high esteem by the society and the champion athletes as their hero. Hence, the physical education teachers and coaches who play a pivotal role in grooming the athletes for attaining peak performance deserve a better place in the society. In this respect the school organization and the society should come forward and appreciate the physical education teachers and coaches for the role they play in the pursuit of developing the personality and performance of these outstanding athletes. It would go a long way in boosting their level of satisfaction and
thus to lead them towards making greater efforts for accomplishing the challenging tasks ahead with full involvement and dedication.

Further Research Suggestions

The results obtained in the present study suggested the importance of the variables of job involvement and job satisfaction among physical education personnel (i.e. the teachers and coaches).

Further studies should explore the relationship between factors of job involvement and job satisfaction among physical education personnel.

There is a need to find out how much emotional intelligence based competencies which affect job involvement and job satisfaction of the physical education personnel.

The competencies include self-confidence, empathy, the need to get results, constant improvement, influence, and team work. There are the abilities that sports organization need to develop among physical education personnel. It is believed that these capabilities are more important to achieve high performance in games and sports. Thus, physical education personnel need to put more efforts into helping new hires. There are few important variables that have received attention in psychology for the last 10-15 years, but they have just recently emerged to help in both better understanding and the effective application of sports psychology.
All studies to date only give brief mention, to the psychological constructs within the context of personality or individual differences. However, there are new enough theories and direct or at least indirect research evidence, on the linkage to effective performance of the sportspersons that deserve special attention along with the established cognitive variables of perception, personality, attitude and motivation.

It is to be understood that although the results of present study are significant in ways but still there has been a few limitations also. As this study was conducted on a sample of physical education teachers and coaches working within the ambit of the state of Uttar Pradesh, it may be suggested that in future studies the sample may be broaden for greater reliability of the results.

It is also suggested that some new variables such as achievement motivation, sporting culture, work commitment of physical education teachers and coaches and interpersonal interaction among athletes, physical education teachers, coaches and administrators should be introduced to determine their influence on job involvement and job satisfaction. There is a need to conduct longitudinal studies which may throw light more precisely and would reconfirm the results of the present investigation. For such an effort the sports authority of India and such other organizations may be appropriate agencies to sponsor the research projects to explore the bearings on the job involvement, job satisfaction and overall performance of physical education teachers and coaches.