

Investigation of the Effects of Coaches' Work Limitations on Work Values and Work Engagement¹

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Abstract

The purpose is to determine the effects of work limitations of coaches on their work values and work engagement and to compare them in terms of various demographic characteristics. 339 coaches working in various branches in Turkey participated in the research voluntarily. Data were collected using "Personal Information Form", "Short Form of Work Limitation Scale", "Work Values Scale" and "Work Engagement Scale". Independent Student T-Test, One-Way Analysis of Variance (ANOVA), Posthoc-LSD and Bivariate-Pearson Correlation tests were also performed in SPSS 26.0 program, and Multiple Linear Regression analyzes were performed to determine the effects of work limitations on work values and work engagement. The results were interpreted at the .05 significance level. Age, marital status and income levels are effective variables on work limitations and age and income levels are effective variables on work values ($p < .05$). In addition, the work limitation sub-dimensions together explain the work values sub-dimensions at the rates of 53.8% and 76.5%, and the work engagement sub-dimensions at the rates of 30.6% and 44%. As a result of the research, gender has no effect on any scale value and income level has no effect on work engagement. In addition, the work limitations sub-dimensions of the coaches together explain a significant part of both their work values and their work engagement.

Keywords: Coach, Work Values, Work Limitation, Work Engagement

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Antrenörlerin İş Limitasyonlarının İş Değerleri ve İşe Angaje Olma Durumları Üzerine Etkilerinin İncelenmesi

Öz

Bu araştırmanın amacı, antrenörlerin iş limitasyonlarının iş değerleri ve işe angaje olma durumları üzerindeki etkilerini belirlemek ve çeşitli demografik özelliklere göre karşılaştırmaktır. Araştırmaya Türkiye’de çeşitli branşlarda görev yapan 339 antrenör gönüllü olarak katıldı. Veriler "Kişisel Bilgi Formu", "İş Limitasyonu Ölçeği Kısa Formu", "İş Değerleri Ölçeği" ve "İşe Angaje Olma Ölçeği" kullanılarak toplandı. SPSS 26.0 programında Independent Student T-Testi, Tek Yönlü Varyans Analizi (ANOVA) ile Posthoc – LSD ve Bivariate- Pearson Korelasyon testleri ayrıca iş limitasyonlarının iş değerleri ve işe angaje olma durumları üzerindeki etkilerini belirlemek amacıyla da Çoklu Doğrusal Regresyon analizleri yapıldı. Sonuçlar .05 anlamlılık düzeyinde yorumlandı. Yaş, medeni durum ve gelir düzeylerinin iş limitasyonları üzerinde yaş ve gelir düzeylerinin iş değerleri üzerinde etkili değişkenler olduğu ($p < .05$) tespit edildi. Ayrıca iş limitasyon alt boyutlarının birlikte iş değerleri alt boyutlarını %53.8 ile %76.5 arasında, işe angaje olma ölçek alt boyutlarını ise %30.6 ve %44 oranlarında açıkladığı tespit edildi. Araştırma sonucunda cinsiyetin hiçbir ölçek değerinde, gelir düzeyinin ise işe angaje olma üzerinde etkileri olmadığı görüldü. Ayrıca antrenörlerin iş limitasyonları alt boyutlarının birlikte hem iş değerleri hem de işe angaje olma durumlarının önemli bir kısmını açıkladığı sonuçlarına ulaşıldı.

Anahtar Kelimeler: Antrenör, İş Değerleri, İş Limitasyonu, İşe Angaje Olma

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Introduction

Physical activities, which are used to fulfill vital conditions such as hunting and protection, have revealed the concept of "sports" that requires entertainment and struggle (Agirbas et al. 2021). Sport has gone beyond an activity to strengthen people physically and in terms of health, and has become a versatile concept with material and moral effects for individuals or societies (Zeze et al. 2021; Tatlısu et al. 2022). Sports, which is accepted as a powerful educational tool that adds excitement to the performer and the spectator, protects them from harmful habits, and provides socialization, has positive effects on physical, psycho-motor, cognitive (mental) and psycho-social development (Doğar, 1997; Türker, 2020).

Working life is an important topic as people spend a large part of their day at work (Weiss and Hörisch, 2022). In management science, the equivalent of the workplace is expressed as an organization. Çakmak Yıldızhan and Yenel (2021) stated that an organization is established to meet a certain part of social needs. According to the effort, performance, skills and abilities of the personnel working in the organizations, it is important that institutions fulfill their expectations such as promotion, reward, appointment, etc. (Turan and Tatlısu, 2022). When the historical development of sports is examined, it is seen that today it serves a wide variety of purposes. In order to achieve these purposes, it has become a new work line and various sports organizations have emerged. Bozkır (2020) classified the sports organizations as public sport organizations, non-profit voluntary sport organizations and professional (commercial) sport organizations. These sports organizations include employees with different education and experience who perform various tasks. Coaches, who are at the center of the organization, play an important role in achieving the goals of their organizations. Because coaches are like a bridge between management and athletes. Therefore, coaches have a very wide communication network within the organization, so their work limits may differ from other employees.

Work limitations result from interaction with individual health and organizational environment (Sundar and Brucker, 2022). People with chronic illness have more work limitations. Lerner et al. (1997) reported that more than half of people with Angina, a form of heart disease, have difficulty performing physically demanding tasks, coping with stressful situations, and performing their duties at work. Crockatt et al. (2009) and Walker, Michaud, and Wolfen (2005) revealed that employees with Rheumatoid Arthritis have significant work limitations in physical and mental processes as well as management demands, experience loss of productivity, and have to increase their working hours to compensate this loss. In athletes, the disablements are among the causes of work limitation. van der Worp et al. (2021) who investigated the effects of the disablements on work

limitation in basketball and volleyball players stated that Patellar Tendinopathy has a significant effect on the work limitations of athletes.

Work values, unlike life-related values, are only related to work and determine how effective work is on human life (Kaya, 2010). Work values are like a guide including the principles for individuals' work-related behaviors (Cemalcilar et al. 2018). Work values are the source of criteria for characterizing and evaluating the actions of employees, as well as the determinant of what is desirable and undesirable in the organization (Erdem, 2003). Work values determine what is important for employees in their works and what they want to achieve in their works (Basinska and Dåderman, 2019). These values represent the employees' beliefs and ideas about the work, as well as the expectations from the work (Dose, 1997). Although Wollack et al. (1971) express work values as intrinsic values related to the desire to achieve work, they are generally examined as intrinsic and extrinsic dimensions (Gesthuizen et al., 2019). Intrinsic work values are concerned with the actual tasks and performing them, including helping others or performing demanding work, while extrinsic work values are more about what one gets from situations such as compensation, recognition, and work safety rather than what one does (Maloni, Hiatt and Campbell, 2019). Work values have been examined by some researchers as seven core values: extrinsic, intrinsic, social, altruistic, leisure, inspection, and work stability (Twenge et al. 2012; Maloni et al., 2017; Maloni et al. 2019). Work values are also accepted as the beliefs related to wage, independence, working conditions and the outputs such as success, satisfaction and prestige related to work (Joolideh and Yeshodhara 2009).

Employee engagement expresses commitment to work, satisfaction with work, dedication and integration with work (Yakın and Erdil, 2012). People who can engage in their work believe that their work is meaningful and important (Markos and Sridevi, 2010). This concept, which is based on concentrating on one's work, making an effort willingly, having the strength to cope with difficult situations, being energetic, and being emotionally strong, is accepted as the opposite of burnout (Coetzee and Villiers, 2010). Employees who cannot engage in their work cannot adequately use the time, energy and attention and cannot be productive and efficient for the organization (Ardıç and Polatçı, 2009).

When considered as a professional profession, the sport includes many work areas from managers to coaches, from athletes to other service areas. For this reason, working conditions and the view of employees on sports organizations are important. This research was designed to determine the effects of coaches' work limitations on their work values and work engagement and to compare these concepts in terms of various demographic characteristics.

Material And Method

Research Group

This research was carried out with the voluntary participation of a total of 339 trainers, 130 women and 209 men, working in different branches and at different levels in Turkey in 2022.

Table 1

The Demographic and Professional Characteristics of the Coaches

Variables	Group	f	%
Gender	Female	130	38,3
	Male	209	61,7
Age	18-21	62	18,3
	22-24	84	24,8
	25-28	71	20,9
	29 and older	122	36
Income Level	5.500 TL and less	54	15,9
	5.501-11.000 TL	145	42,8
	11.001 TL and more	140	41,3
Marital Status	Married	120	35,4
	Single	219	64,6
Total		339	100.0

Data Collection Tools

Personal Information Form: It consists of questions prepared by the researcher to determine gender, age, income level and marital status.

Work Limitation Scala: To determine the work limitation, the short form of the Work Limitation Scale, which was introduced by Lerner et al., (2001) and adapted into Turkish by Şahin (2019), was used (Şahin, 2019; Sahin et al. 2021). The short form of the scale consists of 8 questions and two factors. The first factor was determined as “Workload and Concentration Limitation (WLS-WLCL)” and the second factor was determined as “Physical Limitation of the Working Environment (WLS-PLWE)”. The reliability analysis results of the scale were determined as .810 in the factor WLS-WLCL and .763 in the factor WLS-PLWE. As the work limitation score increases, the limitations in the work decrease.

Work Values Scala: The Work Values Scale consisting of 25 items and four dimensions developed by Kaya (2010) was used. As the organizational value score increases, the value parted with the work increases positively. The reliability analysis results of the scale were .942 in the meaningfulness and usefulness of the work (WVS-MUW) factor, .879 in the human relations (WVS-HR) factor, .860 in the work environment (WVS-WE) factor, .846 in the autonomy (WVS-A) factor and .970 in total (WVS-T).

Work Engagement Scale: Work Engagement Scale was developed by Schaufeli & Bakker (2003) and adapted into Turkish by Köse (2015). The Turkish version of the scale, which was originally 3 dimensional, was designed as 2 dimensions. The first dimension is defined as “Attitude towards Work WES-AW)” and the second dimension as “Work Attendance (WES-WA)”. As the work engagement score increases, their attitudes towards work increase positively. The reliability

analysis results of the scale were determined as .948 in the factor WES-AW and .630 in the factor WES-WA.

Statistical Analysis

The data were analyzed with SPSS 26.0 package program. After descriptive statistics and normality analyzes were performed according to kurtosis and skewness values, it was determined that the values of the distribution are in the range of ± 1.5 and that it has a normal distribution in this respect (Table 2). Since it is within the limits of Tabachnick and Fidell (2007) and George and Mallery (2010) (-1 to +1; -1.5 to +1.5; -2.0 to +2.0), the data are accepted to have a normal distribution (Table). 2). Independent Student T-Test was used in paired groups, One-Way Analysis of Variance (ANOVA) and LSD test from the posthoc tests in multiple groups depending on the number of groups of independent variables, and “Bivariate-Pearson Correlation” test to determine the direction and strength of the linear relationship between the scales. Table 2 shows descriptive statistics and normality analysis.

Table 2

Descriptive Statistics and Normality Analyze

Scale	Dimension	n	Descriptive statistic				Normality analysis	
			Max	Min	\bar{X}	Sd	Skewness	Kurtosis
WORK LIMITATION	WLS-WLCL	339	6	36	23,77	5,73	-,301	-,044
	WLS-PLWE	339	2	10	8,12	1,75	-1,429	1,674
	WVS-MUW	339	12	60	48,89	9,41	-1,476	2,099
WORK VALUES	WVS-HR	339	4	20	16,37	3,38	-1,458	1,573
	WVS-WE	339	6	30	23,46	4,94	-1,182	1,765
	WVS-A	339	3	15	12,36	2,58	-1,356	1,278
	WVS-T	339	25	125	101,10	19,39	-1,441	1,943
WORK ENGAGEMENT	WES-AW	339	14	70	56,41	10,92	-1,136	1,992
	WES-WA	339	3	15	11,69	2,51	-,836	1,099

If there is one dependent and more than one independent variable in the regression analysis, it is expressed as a multiple regression model (Nakip, 2003). In this study, while examining the effects of work limitations of coaches on work values and work engagement, multiple regression analysis was performed after analyzing the relationship between work values and the work engagement sub-dimensions through the pearson correlation test, since there are more than one work limitation sub-dimension. Regression analysis was performed according to the model given in Table 3. The validity and significance of each model was determined by the ANOVA test. The effect of independent variables (work limitation sub-dimensions) on dependent variables was explained by “R²” values. The results were interpreted at the .05 significance level.

Table 3

The Prediction Model of Work Limitation on Work Values and Engagement

Predictor	Predicted
Work Limitation	Work Values
✓ WLS-WLCL	✓ WVS-MUW
✓ WLS-PLWE	✓ WVS-HR
	✓ WVS-WE
	✓ WVS-A
	✓ WVS-T
	Work Engagement
	✓ WES-AW
	✓ WES-WA

Findings

Table 4

Comparison of Work Limitations, Work Values and Work Engagement Levels of the Coaches in Term of Gender

Scale	Dimension	Gender	n	\bar{X}	ss	t	p	
WORK LIMITATIONS	WLS-WLCL	Female	130	23,30	5,63	-1,178	,240	
		Male	209	24,06	5,792			
	WLS-PLWE	Female	130	8,19	1,71	,516	,606	
		Male	209	8,09	1,78			
WORK VALUES	WVS-MUW	Female	130	48,77	8,90	-,189	,850	
		Male	209	48,97	9,73			
	WVS-HR	Female	130	16,61	2,87	1,032	,303	
		Male	209	16,22	3,67			
	WVS-WE	Female	130	23,62	4,53	,461	,645	
		Male	209	23,36	5,18			
	WVS-A	Female	130	12,45	2,40	,477	,634	
		Male	209	12,31	2,70			
	WVS-T	Female	130	101,46	17,87	,269	,788	
		Male	209	100,88	20,32			
	WORK ENGAGEMENT	WES-AW	Female	130	57,15	10,44	,985	,325
			Male	209	55,95	11,21		
WES-WA		Female	130	11,76	2,42	,422	,673	
		Male	209	11,65	2,56			

*p<.05

When Table 4 is examined, there is no statistically significant difference between the work limitations, work values and work engagement of the coaches in terms of gender.

Table 5

Comparison of Work Limitations, Work Values and Work Engagement Levels of the Coaches in Terms of Age

Scale	Division	Age	N	\bar{X}	ss	F	p	LSD
WORK LIMITATIONS	WLS-WLCL	18-21 (a)	62	21,96	5,40	3,552	,015*	a<d (.007)
		22-24 (b)	84	23,58	5,13			
		25-28 (c)	71	23,74	6,46			
		29 and older (d)	122	24,83	5,66			
	WLS-PLWE	18-21 (a)	62	7,58	2,03	3,104	,027*	a<c (.019) a<d (.016)
		22-24 (b)	84	8,09	1,93			
		25-28 (c)	71	8,46	1,47			
		29 and older (d)	122	8,23	1,57			
WVS-MUW	18-21 (a)	62	45,53	10,46	3,910	,009*	a<b (.006)	

WORK ENGAGEMENT		22-24 (b)	84	49,45	9,36				
		25-28 (c)	71	50,88	7,55				
		29 and older (d)	122	49,07	9,52				
	WVS-HR		18-21 (a)	62	15,17	4,16	3,269	,021*	a<b (.035) a<c (.043) a<d (.043)
			22-24 (b)	84	16,70	3,23			
			25-28 (c)	71	16,71	3,18			
			29 and older (d)	122	16,55	3,06			
	WVS-WE		18-21 (a)	62	22,19	5,12	3,659	,013*	a<c(.025)
			22-24 (b)	84	24,15	4,77			
			25-28 (c)	71	24,60	4,22			
			29 and older (d)	122	22,97	5,18			
	WVS-A		18-21 (a)	62	11,61	2,93	2,412	,067	-
			22-24 (b)	84	12,59	2,66			
			25-28 (c)	71	12,70	2,09			
			29 and older (d)	122	12,40	2,55			
	WVS-T		18-21 (a)	62	94,51	21,78	3,622	,013*	a<b (.046) a<c (.011) a<d (.031)
			22-24 (b)	84	102,90	19,15			
			25-28 (c)	71	104,91	16,26			
			29 and older (d)	122	101,00	19,34			
	WES-AW		18-21 (a)	62	53,22	11,65	2,194	,089	-
		22-24 (b)	84	57,17	11,86				
		25-28 (c)	71	57,33	10,59				
		29 and older (d)	122	56,96	9,84				
WES-WA		18-21 (a)	62	10,95	2,85	2,470	,062	-	
		22-24 (b)	84	11,67	2,63				
		25-28 (c)	71	11,92	2,52				
		29 and older (d)	122	11,95	2,16				

*p<.05

In Table 5 when the work limitation scale scores of the coaches are compared in terms of their age, in the WLS-WLCL factor, the 18-21 years olds have significantly lower values than the 29 and over years olds, and in the WLS-PLWE factor the 18-21 years olds have significantly lower values than the 25-28 years olds and 29 and over years olds. When the work values scale scores are compared, in the WVS-MUW factor, the 18-21 years olds have significantly lower values than the 22-24 years olds, in the WVS-HR factor the 18-21 years olds have significantly lower values than 22-24, 25-28 and 29 and over years olds, in the WVS-WE factor the 18-21 years olds have significantly lower values than the 25-28 years olds, in the WVS-T the 18-21 years olds have significantly lower values than the 22-24, 25-28 and 29 and over years olds, and there is no statistically significant difference between their work engagement.

Table 6

Comparison of work limitations, work values and work engagement levels of the coaches in terms of their income levels

Scale	Division	Income Level	N	\bar{X}	ss	F	p	LSD
WORK LIMITATION	WLS-WLCL	5,500 TL and less (a)	54	22,44	5,18	3,254	,040*	a<c (.046)
		5,501-11,000 TL (b)	145	23,44	5,46			
		11,001 TL and more (c)	140	24,62	6,10			
	WLS-PLWE	5,500 TL and less (a)	54	7,85	1,70	2,950	,054*	a<c (.051) b<c (.040)
		5,501-11,000 TL (b)	145	7,97	1,81			
		11,001 TL and more (c)	140	8,40	1,68			
WORK	WVS-MUW	5,500 TL and less (a)	54	47,33	8,131	3,348	,036*	a<c (.036) b<c (.028)
		5,501-11,000 TL (b)	145	47,99	9,70			
		11,001 TL and more (c)	140	50,44	9,40			

WORK ENGAGEMENT	WVS-HR	5,500 TL and less (a)	54	15,68	3,09	3,171	,043*	a<c (.026)
		5,501-11,000 TL (b)	145	16,13	3,53			
		11,001 TL and more (c)	140	16,89	3,28			
	WVS-WE	5,500 TL and less (a)	54	22,94	4,67	2,657	,072	-
		5,501-11,000 TL (b)	145	22,95	4,92			
		11,001 TL and more (c)	140	24,20	5,00			
	WVS-A	5,500 TL and less (a)	54	12,41	2,24	2,947	,054*	b<c (.031)
		5,501-11,000 TL (b)	145	12,11	2,79			
		11,001 TL and more (c)	140	12,77	2,45			
	WVS-T	5,500 TL and less (a)	54	97,98	17,14	3,364	,036*	a<c (.041) b<c (.026)
		5,501-11,000 TL (b)	145	99,18	19,97			
		11,001 TL and more (c)	140	104,30	19,27			
	WES-AW	5,500 TL and less (a)	54	54,55	10,00	1,396	,249	-
		5,501-11,000 TL (b)	145	56,15	10,57			
		11,001 TL and more (c)	140	57,40	11,56			
WES-WA	5,500 TL and less (a)	54	11,50	2,16	2,714	,068	-	
	5,501-11,000 TL (b)	145	11,40	2,58				
	11,001 TL and more (c)	140	12,07	2,53				

In Table 6 when the work limitation scale scores of the coaches are compared in terms of their income levels, in the WLS-WLCL factor those with an income of 5,500 TL and less have significantly lower values than those with 11,001 TL and more, in the WLS-PLWE factor those with an income of 5,500 TL and less and 5,501-11,000 TL have significantly lower values than those with an income of 11,001 TL and more. When the work values scale scores are compared, in the WVS-MUW factor those with an income of 5,500 TL and less and 5,501-11,000 TL have significantly lower values than those with 11,001 TL and more, in the WVS-HR factor those with an income of 5,500 TL and less have significantly lower values than those with 11,001 TL and more, in the WVS-A factor those with an income of 5,501-11,000 TL have significantly lower values than those with 11,001 TL and more, and in the WVS-T factor those with an income of 5,500 TL and less and 5,501-11,000 TL have significantly lower values than those with 11,001 TL and more. Finally, there is no statistically significant difference between their work engagement.

Table 7

Comparison of Work Limitations, Work Values and Work Engagement Levels of Coaches in Terms of Their Marital Status

Scale	Division	Marital Status	n	\bar{X}	ss	t	p	
WORK LIMITATIONS	WLS-WLCL	Married	120	24,83	5,78	2,539	,012*	
		Single	219	23,19	5,63			
	WLS-PLWE	Married	120	8,25	1,64	,998	,319	
		Single	219	8,05	1,81			
	WORK VALUES	WVS-MUW	Married	120	49,02	9,22	,181	,856
			Single	219	48,83	9,53		
WVS-HR		Married	120	16,48	2,96	,437	,663	
		Single	219	16,31	3,60			
WVS-WE		Married	120	23,22	4,89	-,664	,507	
		Single	219	23,59	4,97			
WVS-A	Married	120	12,40	2,38	,208	,835		
	Single	219	12,34	2,69				
WVS-T	Married	120	101,14	18,47	,023	,982		
	Single	219	101,09	19,92				

WORK ENGAGEMENT	WES-AW	Married	120	57,32	9,08	1,138	,256
		Single	219	55,91	11,80		
	WES-WA	Married	120	11,99	2,01	1,607	,109
		Single	219	11,53	2,73		

In Table 7, only in the WLCL dimension married coaches have significantly higher values than singles in work limitations in terms of the marital status, and there is no statistically significant difference between work values and work engagement.

Table 8

The Effects of Coaches' Work Limitations on Their Work Values and Work Engagement

	Pearson Correlation		ANOVA		Durbin-Watson	R Square	Regression Analysis				Tolerance	VIF
	WLS-WLCL	WLS-PLWE	F	P			WLS-WLCL	WLS-PLWE	Std, Error	Std, Error		
	r	r					β	β				
WVS-MUW	,384*	,771*	552,282	,000	1,844	,767	8,726*	1,352	4,498*	,151	,880	1,137
WVS-HR	,382*	,766*	254,331	,000	1,810	,602	3,226*	,636	1,390*	,071		
WVS-WE	,418*	,744*	234,132	,000	1,684	,582	4,176*	,950	1,916*	,106		
WVS-A	,347*	,728*	197,828	,000	2,000	,541	2,939*	,522	1,019*	,058		
WVS-T	,406*	,743*	444,063	,000	1,819	,726	19,068*	3,024	8,822*	,337		
WES-AW	,511*	,578*	133,696	,000	1,963	,443	17,418*	2,426	2,832*	,270		
WES-WA	,390*	,509*	75,679	,000	1,968	,311	4,232*	,621	,607*	,069		

*p<.05

When the ANOVA results are analyzed in Table 8, at least one of the independent variables (WLS-WLCL and WLS-PLWE) affects the dependent variables (WVS-MUW, WVS-HR, WVS-WE, WVS-A, WVS-T, WES-AW and WES) -WA), and Durbin-Watson results also show that multiple regression models are appropriate. Regression analysis results explain the independent variables (76.7% of WVS-MUW, 60.2% of WVS-HR, 58.2% of WVS-WE, 54.1% of WVS-A, 72.6% of WVS-T, 44.3% of WES-AW and 31.1% of WES-WA) together with the dependent variables (WLS-WLCL and WLS-PLWE). WLS-WLCL appears to have an effect on WVS-MUW ($\beta= 8.726$), WVS-HR ($\beta= 3.226$), WVS-WE ($\beta= 4.176$), WVS-A ($\beta= 2.939$), WVS-T ($\beta= 19.068$), WES-AW ($\beta= 17.418$) and WES-WA ($\beta= 4.232$), also WLS-PLWE on WVS-MUW ($\beta= 4.498$), WVS-HR ($\beta= 1.390$), WVS-WE ($\beta= 1.916$), WVS-A ($\beta= 1.019$), WVS-T ($\beta= 8.822$), WES-AW ($\beta= 2.832$) and WES-WA ($\beta=.607$).

Discussion and Conclusion, Recommendations

As a result of this study, which aimed to determine the effects of the work limitations of the coaches on their work values and work engagement, and to compare these concepts in terms of various demographic characteristics, it was determined that the gender variable does not have any

effect on the work limitations, work values and work engagement (Table 4). This result shows that coaches of both genders are equally affected by physical and emotional problems. Likewise, it shows that the perception levels of male and female coaches on work values are very close to each other. Similar to this study, various studies (Kaya, 2010; Özkan, 2010; Uysal, 2015; Bayar, 2016; Oltulu, 2019; Asmadili, 2020) revealed that the importance for work values does not differ in terms of gender. Contrary to this study, some studies (Hagström and Kjellberg, 2007; Kubat, 2007; Kashefi, 2011; Çalışkur, Demirhan and Bozkurt, 2012; Bozkurt and Doğan, 2013; Ergin, 2019; Arıcıoğulları, 2021) showed that there are differences between males and females in terms of work values.

In the work engagement concept, some studies (Mahboubi et al., 2014; Köse, 2015; Kocaoğlu, 2022) also concluded that the levels of work engagement for males and females do not differ significantly from each other. This result shows that the roles of males and females in work life are at equal levels, and women get rid of socio-cultural pressure and roles and embrace their jobs as much as men do (Kocaoğlu, 2022). Contrary to these findings, there are also studies in which the results differ. In their studies, Cerit Soydan & Bahçecik (2018) found that man engagement is the higher in our country, but woman engagement is the higher abroad. Ugwu (2013), Özer et al. (2015), and Arslan and Demir (2017) found that man engagement is higher than women engagement on work. Furthermore, Kular et al. (2008) revealed that women are more engaged and more satisfied with their jobs compared to men.

When the work limitation scale scores in terms of the age variable are compared, in the workload and concentration limitation factor, the 18-21 years old have significantly lower values than the 29 and over years old, in the physical limitation of the working environment the 18-21 years olds have significantly lower values than the 25-28 and 29 and over years old. When the work values scale scores are compared, in the meaningfulness and usefulness of the work factor 18-21 years old have significantly lower values than the 22-24 years old, in the human relations factor the 18-21 years old have significantly lower values than 22-24, 25-28 and 29 and over years old, in the work environment factor the 18-21 years old have significantly lower values than 25-28 years old, and in total work values the 18-21 years old have significantly lower values than 22-24, 25-28 and 29 and over years old. Furthermore, there is no statistically significant difference between their work engagement scores (Table 5).

There are some studies in the literature related to the effect of the age factor on work values. Ergül (2009), Kaya (2010), Çoban (2011), and Uysal (2015) found a statistically significant difference between age and work values. However, in the studies conducted by Kubat (2007) on the workers, by Bayar (2016) on labor unions, by Tanatar and Alpaydın (2019) on teachers, by Asmadili (2020) on tourist guides, by Arıcıoğulları (2021) on nurses and by Bağçe (2022) on financial advisors

in a production company, there is no significant difference in the work values of employees of different ages.

Like this study, Ugwu (2013), Malekiha et al. (2014) and Özer et al., (2015) found that there is no significant relationship between the age variable and work engagement. However, Kaya et al. (2010), Mahboubi et al. (2014), Cerit Soydan and Bahçecik (2018), Hisel (2020), Okul et al. (2020) and Ersin (2021) found in their study that there is a significant relationship between age and work engagement. It can be said that the lack of statistical difference in our study is due to the fact that the age ranges of the participants represent the young population.

When the work limitation scale scores of the coaches are compared in terms of their income levels, in the workload and concentration limitation factor those with an income of 5,500 TL and less have significantly lower values than those with 11,001 TL and more, and in the physical limitation of the working environment factor those with an income of 5,500 TL and less and 5,501-11,000 TL have significantly lower values than those with 11,001 TL and more. When the work values scale scores are compared, in the meaningfulness and usefulness factor those with an income of 5,500 TL and less and 5,501-11,000 TL have significantly lower values than those with 11,001 TL and more, in the human relations factor those with an income of 5,500 TL and less have significantly lower values than those with 11,001 TL and more, in the autonomy factor those with an income of 5,501-11,000 TL have significantly lower values than those with 11,001 TL and more, and in the total of values, those with an income of 5,500 TL and less and 5,501-11,000 TL have significantly lower values than those with 11,001 TL and more. Furthermore, there is no statistically significant difference between their work engagement scores (Table 6). In other words, the value given to the work increases as the income level increases, but the work engagement is not affected by the income level.

Income, one of the important elements to be obtained as a result of performed work, is included in the scope of total work values. (Ginzberg et al., 1951; cited in Atay, 2016). In working life, the focus of life for the individual is work, and opportunities for promotion and income are important (Vitell, Nwachukwu, and Barnes, 1993; Hofstede, 2001). Increase in income is also an indicator of objective career success and provides career satisfaction (Raabe et al., 2007). Therefore, it is expected that as the income increases, the work value scores of the employees also increase. Olçum (2021), in the research on private sector employees, concluded that as the income level increases, the work values also increase. However, Bağçe (2022) stated that there is no difference in the work values of financial advisors with different income levels. For the factor of work engagement, Arslan and Demir (2017), and Ersin (2021) reached the same conclusion as this study and found that having different income levels do not have any effect on work engagement. Contrary to these

findings, Okul et al. (2020) determined that there are significant differences in the level of job engagement in terms of monthly income levels.

This study revealed that there is no statistically significant difference between the work values and work engagement status of the coaches in terms of their marital status, while there is a significant difference for the married ones only in terms of workload and concentration limitation in work imitations (Table 7). In the concept of work values, similar to this study, Uysal (2015), Atay (2017), Ergin (2019), Asmadili (2020), and Arıcıoğulları (2021) stated that there is no statistically significant difference between the work values and the marital status. Super (1980) explained that the increase of work values is only related to income levels rather than other factors. At the same time, some married individuals believe that promotion opportunities may disrupt their family order, while others may find the promotion exciting. Contrary to this study, Bağçe (2022) stated that the mean scores of married people, which are related to their work relations, level of influence and advancement, autonomy and use of talents, are significantly lower than the mean scores of the single ones. Çoban (2011) found that single nurses value their work more than married ones.

There are different studies that concluded that there is no statistically significant difference between marital status and work engagement in the factor of work engagement (Özer et al., 2015; Arslan and Demir, 2017; Kartal, 2017; Kocaoğlu, 2022),

Unlike this study, Okul et al. (2020) determined that the scores of work engagement, work outlook and attendance of married participants are higher than those of single ones. Köse (2015) also stated that the scores of the work outlook of married teachers in the work engagement scale are higher than those of single teachers. On the contrary, Ersin (2021) stated that the work engagement levels of singles are significantly higher than those of married people.

The results of this research show that there are statistically significant and positive strong relationships between the work limitations, work values and work engagement of the coaches. In addition, as a result of the regression analysis conducted for the most basic problem of the research, it was determined that the work limitations of the coaches significantly explain both their work values and their work engagement (Table 8). Work limitations are mostly seen as limitations due to health reasons. Considering the strong effect of work limitations on work values in this research, the work values may also be related to health. It can also be thought that work values and health status have a bidirectional effect on each other. Gebriné et al. (2019) supports this situation in a study they conducted on midwives. They stated that work values have a positive effect on personal health by reducing stress. There is no different study in the literature on work limitations. Therefore, it is difficult to explain the main reason why work limitations are related to work engagement. Bakker et al. (2008) stated that although there are different views on work engagement, most academicians

agree that engaged employees have high levels of energy and overidentify with their jobs. However, van den Berg et al. (2017) stated in their study on work engagement in the training of health workers that the work engagement has an important place because of its positive relations with personal well-being and performance at work. From these perspectives, it is thought that health problems can also be effective on work engagement and this situation can be considered as a work limitation.

In this research on coaches; gender is not an effective variable on work limitations, marital status affects workload and concentration limitations, which are among the dimensions of work limitations, and age and income level are effective on all dimensions of work limitations, gender and marital status are not effective variables on work values, age variable is effective on the dimensions of work values such as the meaningfulness and usefulness of work, human relations, work environment and the total of work values, and income level is effective on all dimensions of work values, gender, age, marital status and income level are not effective variables on work engagement values, the work limitations sub-dimensions of the coaches together explain both their work values and their work engagement to a significant extent.

Considering the results of the research, it has emerged that coaches should avoid decisions that limit them in their work, since the work limitations of the coaches significantly affect both their work values and their work engagement. It is especially important that the families of managers and athletes with whom the coaches are in close relationship take this situation into account. There is not much research on the subject in the literature similar to this study, which is limited to coaches. For this reason, it is recommended to examine the subject of work limitation on different professional situations of coaches.

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