

Determinants of Job Stress and Satisfaction of Sports Personnel in Kenyan Universities: Preliminary Findings

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Abstract

The purpose of this study was to determine the causes of job stress and satisfaction of sports personnel in Kenyan universities. It was hypothesized that the causes of job stress and satisfaction will not be mediated by selected socio-demographic factors. Data was collected through questionnaires from (n= 40) sports personnel in Kenyan universities. Data was analyzed through inferential statistics of t-test and one way ANOVA and post tests of Tukey HSD at 0.05. Results showed that 75.5% of the respondents were males, 40% were aged 21-30 years, 80% were married, 50% were coaches, 37.5% had a bachelor's degree and 80% had experience in sports administration of over 11 years. The main causes of job stress were decreased job mobility, student issues and inadequate personnel and the sources of stress were significantly ($p < 0.05$) different based on age, marital status and highest academic qualification (HAQ). Main sources of satisfaction reported were relationship with colleagues, co-workers behaviour, supervision, work itself and relationship with administrations. The sources of satisfaction differed significantly ($p < 0.05$) based on age, status of university and HAQ. It is advised that universities need to address the causes of job stress and satisfaction of sports personnel. This can be done by enhancing the educational level and promotion criteria of the sports personnel. Future studies need to unearth the coping strategies utilized by sports personnel in managing job stress and satisfaction.

Key words: Job stress, satisfaction, sports personnel, socio-demographic,