

The effect of social welfare on job erosion of physical education teachers in Tabriz

S. Nosrati¹

Abstract

The purpose of this study was to investigate "The purpose of this study is to investigate the "effect of social welfare on job erosion of physical education teachers in Tabriz." This research is applied research in terms of purpose and descriptive-analytical research in terms of data analysis method. The method of collecting statistics and information in this study was a survey using a standard questionnaire. The statistical population of this study was the physical education teachers of Tabriz, whose number was obtained by inquiring from the General Department of Education of the province 499 people. Based on Cochran's formula, 217 of them were selected as a statistical sample by cluster random sampling. The research tool included a standard questionnaire that was collected from two sections related to the graphic information of the respondents and the categories explaining the objective research variables including social welfare, communication skills and burnout. Keys Social Welfare Standard Questionnaire (1998) with 33 items was used to collect data related to social welfare variable. Data collection on burnout variable The Maslach (1985) burnout questionnaire with 22 items was used and in the form of a questionnaire, based on a five-point Likert scale and analyzed using SPSS and PLS software at the level Significance of 0.05 was used. The results showed that social welfare has a significant effect on job erosion of physical education teachers. According to the results of

¹ . Master of Sports Management. University of Tabriz. Tabriz. Iran.



the research which showed that social welfare has a negative and significant effect on the job erosion of physical education teachers, correct and comprehensive planning is absolutely necessary in providing social welfare for employees and teachers.

Keywords: social welfare, job erosion, teachers.

Introduction

Due to the very important and key role of teachers in educating students, which are valuable and future-making assets of the country, and exposing them to the risk of burnout causes unpleasant individual, organizational, and national consequences. Research that may help promote teachers' mental health and burnout seems necessary. Therefore, the present study was conducted to investigate the effect of social welfare on job erosion of physical education teachers in Tabriz.

Research Method

This research is applied research in terms of purpose and descriptive-analytical research in terms of data analysis method. The method of collecting statistics and information was a survey using a standard questionnaire. The statistical population of this study was the physical education teachers of Tabriz, whose number was obtained by inquiring from the General Department of Education of the province, 499 people. According to Cochran's formula, 217 people were selected as a statistical sample by cluster random sampling. The research tool included a standard questionnaire that was collected from two sections related to respondents' demographic information and categories explaining objective research structures, including social welfare and burnout. The Keys Social Welfare Standard Questionnaire (1998), which has 33 items, was used to collect data on the structure of social welfare. The Maslach (1985) burnout questionnaire, which has 22 items, was used to collect data related to the burnout structure and was scored in the form of a



questionnaire, based on a five-point Likert scale. SPSS software was used for analysis at the significance level of 0.05.

Research Findings

The results showed that social welfare has a significant effect on job erosion of physical education teachers. According to the results of the study which showed that social welfare has a negative and significant effect on the job erosion of physical education teachers, proper and comprehensive planning in providing social welfare of staff and teachers is absolutely necessary.

Conclusion

According to the results of the research which showed that social welfare has a negative and significant effect on job erosion of physical education teachers; it can be said that social welfare plays an important role in ensuring the dynamism and efficiency of any society, and since social health plays a major role in the functioning of individuals in all personal, social, family and educational fields, proper and comprehensive planning in ensuring the social well-being of employees and teachers is absolutely essential, in order to increase job motivation and reduce job burnout in individuals. Therefore, it is suggested that training and meeting the social needs of teachers should be at the top of the priorities of internal organization change and transformation of the education organization.

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