

Journal of Sports Medicine and Allied Health Sciences: Official Journal of the Ohio Athletic Trainers Association

Volume 2

Issue 1 *Ohio Athletic Trainers' Association*
Supplementary Edition

Article 1

May 2016

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Recommended Citation

Dykyj, Christopher; Kutz, Matthew; and Laurent, Matthew (2016) "Athletic Trainer's Perceived Work-Life Conflict and Their Intentions to Leave the Profession," *Journal of Sports Medicine and Allied Health Sciences: Official Journal of the Ohio Athletic Trainers Association*: Vol. 2 : Iss. 1 , Article 1.

Available at: <http://scholarworks.bgsu.edu/jsmahs/vol2/iss1/1>

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The Journal of Sports Medicine & Allied Health Sciences, 2016;2(1)

ISSN: 2376-9289

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Athletic Trainer's Perceived Work-Life Conflict and Their Intentions to Leave the Profession

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Context: As athletic training grows and changes, it is important to investigate the work-life conflicts many athletic trainers' face and if these work-life conflicts have any relationship to an athletic trainers' decision to leave the profession. By understanding the work-life conflicts athletic trainers face as well as their reasons for leaving the profession one may begin to address these problems and find solutions.

Objective: To identify the current work-life conflicts athletic trainers face and if there are any relationships between those work-life conflicts and intention to leave the Athletic Training profession.

Design: Cross-sectional, descriptive study.

Setting: Online questionnaire distributed to 1000 active athletic trainers.

Participants: 143 Certified Athletic Trainers who are active members of the National Athletic Trainers' Association.

Interventions: The participants were administered an original questionnaire designed by the researcher and approved by the Human Subject Review Board, that focused on athletic trainer's work-life conflicts and if they had any intentions on leaving the Athletic Training profession.

Main Outcome Measures: Dependent variable (the participant's intention to leave the Athletic Training profession), included nominal data

choices (i.e., male/female, current job setting, current work-life conflicts, etc.). Descriptive statistics and logistic regressions were calculated and reported.

Results: A majority of participants were female (n=85, 59%), the most reported age range was 25-34 (n=69, 48%). Most respondents were Caucasian (n=138, 97%), and 73 (51%) were married. A majority of respondents (n=100, 70%) did not have children. A majority of respondents earned a Master's Degree (n=95, 66%) and 29% only had a bachelors degree. Most were employed full-time (n=102, 71%) and the highest reported work setting was secondary school (n=64, 45%) followed by non-division 1 college or university (n=25, 17%). *Long Hours* (M=3.03, SD=1.20) was reported as the highest contributor to work-life conflict, followed by *Lack of Time for One's Self* (M=2.99, SD=1.23) and *Uncompensated Overtime* (M=2.98, SD=1.47). *Sex* and *marital status* did not have a relationship with level of work-life conflict (b=-.378, df=1, p=.288), (b=-.134, df=1, p=.490), respectively. Furthermore, *age* and *number of children* did show a relationship to work-life conflict that may contribute to work-life conflict, but not intention to leave (b=-.387, df=1, p=.026, Exp(B)=.679, R²=.053), (b=.453, df=1, p=.025, Exp(B)=1.573, R²=.049), respectively. However, *inflexible scheduling* (b=.980, df=1,

$p=.013$, $\text{Exp}(B)=2.663$, $R^2=.064$), *troubled relationships with spouses* ($b=.934$, $df=1$, $p=.035$, $\text{Exp}(B)=2.545$, $R^2=.042$), and *lack of family time* ($b=-.938$, $df=1$, $p=.017$, $\text{Exp}(B)=2.556$, $R^2=.058$) all have a relationship to athletic trainer's intention to leave the profession.

Conclusion: Long hours at work contribute to work-life conflict, but *inflexible schedules*,

troubled relationships with spouses, and *lack of time for one's family* contributes toward intention to leave the Athletic Training profession.

Practical Application: Future research should focus efforts in finding ways to lower employee's work-life conflicts and find practical ways to address schedules, troubled relationships, and lack of time with family.

Key Words: Work-Life Conflict, Retention, and Burnout