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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, Exp(B)=2.663, R²=.064), troubled relationships with spouses (b=.934, df=1, p=.035, Exp(B)=2.545, R²=.042), and lack of family time (b=-.938, df=1, p=.017, Exp(B)=2.556, R²=.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