The Influence of Job Stress and Cognitive Appraisal on the Job Satisfaction among Sport Organization Members

Youngock Choi (Korean National Univ. of P. E.) · Hankyung Lee (Yongin Univ.)

I. Introduction

These days, sport centers have also sudden environmental change, complicated job content and so on like enterprise. In that job environment, the sport center organization members need the excessive tension and attentiveness and experience the stress (Park, 1994).

Selye (1956) prescribed that the complete freedom from the stress is a death. This reflects that human life itself is a series of stress. According to the high standard of industrialization and the complicated organization, the stress of organization members become stronger. When the organization members experience the stress, the lack of coping capacity could affect physical, mental and social health seriously (Lee & Kim, 1982).

Job stress could affect the psychological aspect such as dissatisfaction, alienation and etc. and affect health as well as their life. Also, in the organizational aspect, the stress could lead low productive capacity, high rate of changing a job, high absence rate and low job accomplishment. Most previous studies on job stress reported that high stress caused various problems in the physical, psychological, and social aspect (Allen, & Hyde, 1981; Anderson, & Williams, 1997; Friendman, & Roseman, 1974; Greenberg, 1983; Selye, 1956; Williams, Tonymon, & Andersen, 1991).

The opinion about the relationship between job stress and job satisfaction was largely devided into two: first, as the traditional opinion, the higher job stress is, the lower job satisfaction is. second, job stress not always affects job satisfaction negatively, but occasionally has an affirmative influence. Many scholars hold the same view that job stress leads to job dissatisfaction (Brief, & Sell 1981; Jackson, 1983; Beehr, 1984; Abdel-Halin, 1982). While there is another opinion that the relationship between job stress and job satisfaction is not always negative but
occasionally affirmative (Selye, 1956; Karasek, 1979; Schuler, 1980).

While the existing studies on job stress are limited to the examination of stress related factors, they overlook the individual cognitive appraisal that reflects the individual difference on the environmental factor in the organization and they do not consider the characteristic of a group in the organization. Therefore, the study on the job stress to injure one's health and organization should consider the factors of stress, the cognitive appraisal to reflect the individual inner process and difference, and the characteristic of a group in the organization and than should analyze the effect on the organization.

This study make us possible to cope with the job stress effectively that makes the members of sport organization as well as general enterprise inefficient and low-productive and has opposite functional effect on the individual health and organization. Therefore, the job stress and the expenses of enterprise could decrease and the efficiency of organization could be enhanced and moreover the productive capacity could be raised. Therefore, the concrete and positive study on how much the job stress and cognitive appraisal of sport organization members contribute to the organizational effectiveness should be accomplished continuously. Also the approach to the insufficient field of the study is necessary, researching the immanent factor and process in the relationship between cognitive appraisal and organizational effectiveness by mediating the organizational effectiveness related factor such as cognitive appraisal and control factor and etc., which are presented partially. That is, the purpose of this study is to analyze and examine the effect of job stress and cognitive appraisal of sport organization members on job satisfaction.

II. Methods

1. Subjects

The population of this study was the employees of sport centers located in Seoul, Kyounggi, and Inchon. The sampling framework was set up on the basis of the present condition of national public physical facilities and national registered & declared physical facilities business which were published by the Ministry of Culture and Sports.