



## STUDY ON EXTENTS OF CAREER PLANNING OF TURKISH ATHLETES WHO HAVE WON MEDALS AT THE OLYMPICS WITH RESPECT TO THEIR INCOME LEVEL

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**Abstract:** In this study titled Career planning and Examination of career factor according to income level, 37 different sportsmen/sportswomen from sports disciplines have been reviewed and among them 8 (21,6%) have been selected from taekwondo, 18 (48,6%) from wrestling, 11 (29,7%) from boxing, 4 from weight lifting, 2 from judo and 1 from athleticism. Within the examination it was researched whether the participated persons were different in terms of demographic features and sportive variants in order for the determination of career planning dimensions. The study is entirely in descriptive quality. Moreover activities of the sportsmen/sportswomen have been evaluated in terms of career planning. During the application phase of this study, a questionnaire including 102 questions which are consisted of as the following: 14 demographic questions, 47 questions measuring career planning during active sportsmen/sportswomen process and 41 questions measuring the career planning after quitting sports was applied to the participants. Questionnaire data was analyzed by using SPSS 17.0 statistical program. At the end of the analysis, reliability and validity of the scale was made on 80 national sportsmen/sportswomen from different branches, who continues or quitted making sports. General reliability coefficient (Crombach Alpha) for career planning scale belonging to the period active in sports was found to be 0,921 while the general reliability coefficient for career planning scale during the process after quitting making sports was found to be 0,879. In study it was reached to the conclusion that Turkish sportsmen/sportswomen ranked in Olympics didn't make an efficient career planning in sportive terms according to their income levels and they directed or compelled to direct towards different vocation groups other than sports. Furthermore it was reached that the sportsmen/sportswomen having high income have higher benefits from sports either when they were active in sports or after they quit7ted making it. This study shall make contribution for sports administration, sports federations, clubs and elite sportsmen/sportswomen to become conscious regarding the career planning and these processes to acquire an institutional identity.

**Key Words:** Career, Career planning, sports career, income level, Olympics, Olympic sportsmen/sportswomen.

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## **INTRODUCTION**

The career is a process where an individual is satisfied in psychological aspect by means of reconstructing the occupation for which he is responsible; it is a both occupational development and self-realization that he has achieved with the reception of training related to that occupation as well as a series of attitudes and behaviours that he perceives in connection with the occupational experience which he has gained throughout his life and the activities, and the experience gain of personnel for the occupation which they fulfil (Akin, 2005: 1-18), (Aytac, 2005: 5), (Bagcivan, 2002: 35-36).

From the perspective of an individual, the career has come into prominence due to several reasons and these reasons are listed as follows (Varol, 2001: 6):

It helps the individual form an identity and status.

It constitutes a focus and meaning for life.

It has a social meaning.

It plays an active role in obtaining a material power.

It provides occupational satisfaction.

It plays an active role in the development of personality.

## **Definition of Career Planning and Its Significance**

Organizations have started to put emphasis on the human resources management upon realizing that human is at the top of factors affecting the success of organizations. They are obliged to place importance on the human resources activities in order to provide success in organizations, to increase the occupational satisfaction of employees for the purpose of effectively achieving their goals in the shortest time possible, and to maintain the sustainability of organization (Gündoğdu et al, 2010: 608-615).

The career planning is a process in which individuals set goals with the consideration of their skills, attention and values, and do planning in order to achieve these goals. According to another definition, the career planning includes a process comprised of the individual himself, the opportunities and limitedness which he has, the decisions that he makes and determination of career goals by being aware of the consequences of his decisions, and the planning for occupational, educational and other relevant development programs which shall enable him to reach particular career goals (Erdogmus, 2003: 11), (Findikci, 1999: 345).

The effort to determine the concept of goal-mission-vision, which is one of the strategic management components, constitutes the

basis of decisions shaping the future and it is described as one of the domains required for the individual and organizational success. However, setting realistic and flexible goals becomes more difficult in a constantly changing career life where the instability is experienced to a great extent (Yaylaci, 2006: 86-87). Creating a good career vision is a crucial step in advancing the career (Walker & Leveskue, 2006: 29).

## INSTRUMENT AND METHOD

### Research Model

This research, which aims at determining the effectiveness of career planning of Turkish athletes who have won medals at the Olympics on the basis of opinions of the athletes with Olympic ranks, is conducted in a screening model with a descriptive quality.

### Population and Sampling

The population of this research is comprised of 45 Turkish athletes who are living and residing in Turkey and who have won medals at the Olympics ([www.tmok.com/](http://www.tmok.com/) *summer Olympic games and Turkish athletes*), whereas the sampling consists of 37 accessible athletes.

### Data Collection Instruments

The research on “*the determination of ca-*

*reer planning profiles of Turkish athletes who have won medals at the Olympics*” has 3 sections. A survey consisting of the following question groups is employed: 14 questions for the scale of athletes’ demographic characteristics, 47 for the scale of athletes’ career planning in the period in which they started doing sports and 41 for the scale of athletes’ career planning in the period in which they quit doing sports. The reliability and validity of the scale are based on 80 national athletes, whether active or inactive in sports, from different branches. Athletes are asked to evaluate their career planning in both periods in which they did sports and in which they quit sports. As a result of the pilot study carried out, the general reliability coefficient for the scale of career planning during the active sport period is calculated as 0,921 (Crombach Alpha) while the general reliability coefficient for the scale of career planning during the post-sport period is calculated as 0,879, which are both high. According to the results of factor analysis conducted for determining the structural validity of the scale, the scale of career planning related to the active sport period is separated into 4 factors as seen in Table 1. These factors are specified as “factors influential in starting doing sports”, “factors influential in planning a sport career”, “factors influential in sportive success” and “gain of sports during the athletes’ active sport pe-

riod". The scale of career planning related to the post-sport period is separated into 3 factors as seen in Table 2. These factors are specified as "transition period within the post-sport period", "factors influential in ending their sport career" and "gain of sports during the athletes' post- sport period".

### **Statistical Data Analysis**

The software SPSS 17.0 (Statistical Package for Social Sciences) for Windows is used in connection with statistical analyses during the assessment of findings that are obtained by the study. The descriptive statistical methods (Frequency, Percentage, Average and Standard Deviation) are employed for the assessment of data. As hypothesis testing, the Anova test and t-test are conducted for variables which display normal distribution. The results are dually assessed within the confidence interval of 95% and in the significance level of  $p < 0,05$ .

### **Results:**

The Olympic athletes who have won medals at the Olympics and participated in the research are composed of 7 females (18,9%) and 30 males (81,1%). Among the Olympic athletes who have won medals at the Olympics and participated in the research; 13 of them (36,1%) are between the ages of 18 and 35, 12 of them (33,3%) are

between the ages of 36 and 45, and 11 of them (30,6%) are between the ages of 46 and above. Among the Olympic athletes who have won medals at the Olympics and participated in the research, 16 of them (43,2%) have high school education level and below, whereas 21 of them (56,8%) have university education level and above. Among the Olympic athletes who have won medals at the Olympics and participated in the research, 7 of them (18,9%) are single, whereas 30 of them (81,1%) are married. Among the Olympic athletes who have won medals at the Olympics and participated in the research, it is observed that 20 of them (54,1%) have the monthly income of 2000 Turkish Liras and below, whereas 17 of them (45,9%) have 2001 Turkish Liras and above. With respect to the Olympic athletes who have won medals at the Olympics and participated in the research, it is observed that they are national athletes composed of; 8 (21,6%) in taekwondo, 18 (48,6%) in wrestling and 11 (29,8%) in other branches (4 in boxing, 4 in weightlifting, 2 in judo, 1 in athletics). Among the Olympic athletes who have won medals at the Olympics and participated in the research, it is observed that 8 of them (22,2%) actively continue to do sports, whereas 28 of them (77,8) do not actively continue to do sports. Among the Olympic athletes who have won medals at the Olympics and participated in the rese-

arch, it is observed that; 15 of them (40,5%) have achieved Olympic success in and prior to 1988, 10 of them (27,0%) have achieved Olympic success between the years 1989-2000 and 12 of them have achieved Olympic success (32,4%) in and after 2001. With respect to the Olympic athletes who have won medals at the Olympics and participated in the research, it is observed that they have achieved success in the countries as follows: 6 (of them) (16,2%) in Barcelona, 9 (%24,3) in Athens, 2 (5,4%) in Los Angeles, 4 (10,8%) in Beijing, 1 (2,7%) in Helsinki, 5 (13,5%) in Seoul, 1 (2,7%) in Melbourne, 2 (5,4%) in Sydney, 4 (10,8%) in Rome, 1 (2,7%) in Tokyo, 1 (2,7%) in Atlanta and 1 (2,7%) in Munich. Among the Olympic athletes who have won medals at the Olympics and participated in the research, it is observed that; 12 of them (32,4%) have ranked first, 13 of them (35,1%) have ranked second and 12 of them (32,4%) have ranked third. Among the Olympic athletes who have won medals at the Olympics and participated in the research, it is observed that; 16 of them (43,2%) have started doing sports between the ages of 15-19, whereas 21 of them (56,8%) have started doing sports between the ages of 11-17. With respect to the Olympic athletes who have won medals at the Olympics and participated in the research, it is observed that they have achieved the best ranks between the follo-

wing ages; 14 of them (37,8%) between 15-19, 12 of them (32,4%) between 20-25 and 11 of them (29,7%) 26-31.

Among the Olympic athletes who have won medals at the Olympics and participated in the research, it is observed that 18 of them (62,1%) have quit doing sports at the age of 30 and below, whereas 11 of them (37,9%) have quit doing sports at the age of 31 and above. When the distribution by occupation of the Olympic athletes who have won medals at the Olympics and participated in the research is examined, it is observed that: 7 of them (18,92%) are retired people, 6 (16,22%) are sports advisors, 5 (13,51%) are physical education teachers, 2 (5,41%) are academicians, 2 (5,41%) are athletes, 2 (5,41%) are coaches, 2 (5,41%) are businessmen, 1 (2,70%) is a parliamentarian, 1 (2,70%) is a retired parliamentarian, 1 (2,70%) is a housewife, 1 (2,70%) is a computer operator, 1 (2,70%) is a sports education specialist, 1 (2,70%) is a sports specialist at municipality, 1 (2,70%) is a retired worker, 1 (2,70%) is a sports manager, 1 (2,70%) is a student and 1 (2,70%) is a self-employed person.

**Table 1. Differentiation Of Career Planning Dimensions Of Turkish Athletes, Who Have Won Medals At The Olympics And Participated In The Research, On The Basis Of Sex Variable**

Extent	Group	N	Average	Ss	t	p
Factors influential in starting doing sports	Female	7	3,109	0,961	-0,649	0,521
	Male	30	3,280	0,606		
Factors influential in planning a sport career	Female	7	3,495	0,576	2,045	<b>0,049*</b>
	Male	30	3,074	0,565		
Factors influential in sportive success	Female	7	3,761	0,213	2,447	<b>0,020*</b>
	Male	30	3,450	0,550		
Gain of sports during the athletes' active sport period	Female	7	4,727	0,341	1,869	0,070
	Male	30	4,486	0,363		
Transition period within the post-sport period	Female	7	3,565	0,831	1,036	0,322
	Male	30	3,296	0,324		
Factors influential in ending their sport career	Female	7	2,271	0,549	-0,456	0,651
	Male	30	2,413	0,815		
Gain of sports during the athletes' post- sport period	Female	7	4,445	0,550	1,535	0,134
	Male	30	4,162	0,493		

\* P < 0,05

Based on the t-test conducted for the purpose of determining whether the score average of factors that are influential in planning a sport career, one of the extents of the career planning scale of Turkish athletes who have won medals at the Olympics and participated in the research, displays a significant difference with respect to sex variable, the difference between group averages is found to be statistically significant ( $t=2,05$ ;  $p=0,049<0,05$ ). According to the difference between averages, scores for the factor inf-

luential in sport career planning of female Olympic athletes are higher than those of male Olympic athletes.

Based on the t-test conducted for the purpose of determining whether the score average of factors that are influential in sportive success, one of the extents of the career planning scale of Turkish athletes who have won medals at the Olympics and participated in the research, displays a significant difference with respect to sex variable, the difference between group averages is fo-

und to be statistically significant ( $t=2,45$ ;  $p=0,020<0,05$ ). According to the difference between averages, scores for the factor inf-

luential in sportive success of female Olympic athletes are higher than those of male Olympic athletes.

**Table 2. Differentiation Of Career Planning Extents Of Turkish Athletes, Who Have Won Medals At The Olympics And Participated In The Research, On The Basis Of Age Variable**

Extent	Group	N	Average	Ss	F	p
Factors influential in starting doing sports	18-35	13	3,308	0,575	0,355	0,704
	36-45	12	3,283	0,959		
	46&Above	11	3,073	0,615		
Factors influential in planning a sport career	18-35	13	3,432	0,475	3,596	<b>0,039*</b>
	36-45	12	3,287	0,672		
	46&Above	11	2,841	0,494		
Factors influential in sportive success	18-35	13	3,673	0,438	1,646	0,208
	36-45	12	3,604	0,357		
	46&Above	11	3,330	0,631		
Gain of sports during the athletes' active sport period	18-35	13	4,670	0,385	2,141	0,134
	36-45	12	4,607	0,407		
	46&Above	11	4,378	0,249		
Transition period within the post-sport period	18-35	13	3,695	0,703	4,376	<b>0,021*</b>
	36-45	12	3,247	0,338		
	46&Above	11	3,148	0,264		
Factors influential in ending their sport career	18-35	13	2,208	0,461	0,260	0,773
	36-45	12	2,444	0,733		
	46&Above	11	2,424	0,956		
Gain of sports during the athletes' post-sport period	18-35	13	4,619	0,385	10,728	<b>0,000*</b>
	36-45	12	4,233	0,412		
	46&Above	11	3,827	0,458		

\*  $P < 0,05$

Based on the single direction variance analysis (Anova) conducted for the purpose of determining whether the score average of factors that are influential in planning a sport career, one of the extents of the career planning scale of Turkish athletes who have won medals at the Olympics and participated in the research, displays a significant difference with respect to age variable, the difference between group averages is found to be statistically significant ( $F=3,596$ ;  $p=0,039<0,05$ ). As a result of the complementary post-hoc analysis carried out in order to determine the origins of differences, scores for the factor influential in sport career planning of Olympic athletes aged between 18 and 35 are higher than those of Olympic athletes aged 46 and above.

Based on the single direction variance analysis (Anova) conducted for the purpose of determining whether the score average of factors that are influential in transition period within the post-sport period, one of

the extents of the career planning scale of Turkish athletes who have won medals at the Olympics and participated in the research, displays a significant difference with respect to age variable, the difference between group averages is found to be statistically significant ( $F=4,376$ ;  $p=0,021<0,05$ ). As a result of the complementary post-hoc analysis carried out in order to determine the origins of differences, scores for the factor influential in transition period within the post-sport period of Olympic athletes aged between 18 and 35 are higher than those of Olympic athletes aged 46 and above.

Based on the single direction variance analysis (Anova) conducted for the purpose of determining whether the score average of factors that are influential in the gain of sports during the athletes' post-sport period, one of the extents of the career planning scale of Turkish athletes who have won medals at the Olympics and participated in the research, displays a significant difference with



**Table 3. Differentiation Of Career Planning Extents Of Turkish Athletes, Who Have Won Medals At The Olympics And Participated In The Research, On The Basis Of Monthly Income Variable**

Extent	Group	N	Average	Ss	t	p
Factors influential in starting doing sports	2000 TRY and below	20	3,300	0,862	0,411	0,684
	2001 TRY and above	17	3,200	0,557		
Factors influential in planning a sport career	2000 TRY and below	20	3,106	0,584	-0,960	0,343
	2001 TRY and above	17	3,292	0,597		
Factors influential in sportive success	2000 TRY and below	20	3,469	0,395	-1,041	0,307
	2001 TRY and above	17	3,640	0,571		
Gain of sports during the athletes' active sport period	2000 TRY and below	20	4,436	0,336	-2,263	<b>0,030*</b>
	2001 TRY and above	17	4,694	0,358		
Transition period within the post-sport period	2000 TRY and below	20	3,292	0,661	-0,780	0,441
	2001 TRY and above	17	3,433	0,363		
Factors influential in ending their sport career	2000 TRY and below	20	2,480	0,852	1,018	0,317
	2001 TRY and above	17	2,211	0,606		
Gain of sports during the athletes' post- sport period	2000 TRY and below	20	4,030	0,538	-2,749	<b>0,009*</b>
	2001 TRY and above	17	4,467	0,406		

\* P < 0,05

respect to age variable, the difference between group averages is found to be statistically significant ( $F=10,728$ ;  $p=0,000<0,05$ ). As a result of the complementary post-hoc analysis carried out in order to determine the origins of differences, scores for the factor influential in the gain of sports during the post-sport period of Olympic athletes aged between 18 and 35 are higher than those of Olympic athletes aged 46 and above.

Based on the t-test conducted for the purpose of determining whether the score average of factors that are influential the gain of sports during the athletes' active sport period, one of the extents of the career planning

scale of Turkish athletes who have won medals at the Olympics and participated in the research, displays a significant difference with respect to the monthly income variable, the difference between group averages is found to be statistically significant ( $t=-2,26$ ;  $p=0,030<0,05$ ). According to the difference between averages, scores for the factor influential in the gain of sports during the active sport period of Olympic athletes whose monthly income level is 2001 Turkish Liras and above are higher than those of Olympic athletes whose monthly income level is 2000 Turkish Liras and below.

Based on the t-test conducted for the purpo-

se of determining whether the score average of factors that are influential the gain of sports during the athletes' post-sport period, one of the extents of the career planning

scale of Turkish athletes who have won medals at the Olympics and participated in the research, displays a significant difference with respect to the monthly income variab-

**Table 4. Score Averages Of Career Planning Extents Of Turkish Athletes, Who Have Won Medals At The Olympics And Participated In The Research, On The Basis Of Their Active Sport Period And Post-Sport Period.**

Extent	N	Min.	Max.	Average	S.s
Factors influential in starting doing sports	37	1,800	4,600	3,254	0,730
Factors influential in planning a sport career	37	1,778	4,333	3,191	0,589
Factors influential in sportive success	37	2,500	4,500	3,457	0,484
Gain of sports during the athletes' active sport period	37	3,680	5,000	4,554	0,365
Transition period within the post-sport period	37	2,583	5,000	3,357	0,542
Factors influential in ending their sport career	37	1,333	4,667	2,354	0,747
Gain of sports during the athletes' post- sport period	37	3,100	5,000	4,231	0,524

le, the difference between group averages is found to be statistically significant ( $t=-2,75$ ;  $p=0,009<0,05$ ). According to the difference between averages, scores for the factor influential in the gain of sports during the post-sport period of Olympic athletes who-

se monthly income level is 2001 Turkish Liras and above are higher than those of Olympic athletes whose monthly income level is 2000 Turkish Liras and below.

As seen in Table 4, when the score averages

**Table 5. Differentiation Of Career Planning Extents Of Turkish Athletes, Who Have Won Medals At The Olympics And Participated In The Research, With Respect To The Variable Of The Year In Which They Have Achieved Olympic Success.**

Extent	Group	N	Average	Ss	F	p
Factors influential in starting doing sports	In and prior to 1988	15	2,987	0,765	2,624	0,087
	Between 1989-2000	10	3,640	0,723		
	In and after 2001	12	3,267	0,580		
Factors influential in planning a sport career	In and prior to 1988	15	2,809	0,425	7,778	<b>0,002*</b>
	Between 1989-2000	10	3,567	0,642		
	In and after 2001	12	3,356	0,461		
Factors influential in sportive success	In and prior to 1988	15	3,417	0,556	1,240	0,302
	Between 1989-2000	10	3,725	0,327		
	In and after 2001	12	3,563	0,484		
Gain of sports during the athletes' active sport period	In and prior to 1988	15	4,371	0,258	7,136	<b>0,003*</b>
	Between 1989-2000	10	4,856	0,124		
	In and after 2001	12	4,533	0,459		
Transition period within the post-sport period	In and prior to 1988	15	3,105	0,309	5,326	<b>0,010*</b>
	Between 1989-2000	10	3,304	0,321		
	In and after 2001	12	3,716	0,726		
Factors influential in ending their sport career	In and prior to 1988	15	2,289	0,851	0,332	0,720
	Between 1989-2000	10	2,517	0,807		
	In and after 2001	12	2,262	0,395		
Gain of sports during the athletes' post-sport period	In and prior to 1988	15	3,840	0,464	12,071	<b>0,000*</b>
	Between 1989-2000	10	4,380	0,368		
	In and after 2001	12	4,595	0,376		

\* P < 0,05

of career planning extents of Turkish athletes, who have won medals at the Olympics and participated in the research, during their active sport period and post-sport period is examined, it is observed that the score average of the gain of sports during the athletes' active sport period is found to be the highest, whereas the score average of factors

influential in ending their sport career turns out to be the lowest.

Based on the single direction variance analysis (Anova) conducted for the purpose of determining whether the score average of factors that are influential in planning a sport career, one of the extents of the career planning scale of Turkish athletes who have

won medals at the Olympics and participated in the research, displays a significant difference with respect to the variable of the year in which they have achieved Olympic success, the difference between group averages is found to be statistically significant ( $F=7,778$ ;  $p=0,002<0,05$ ). As a result of the complementary post-hoc analysis carried out in order to determine the origins of differences, scores for the factor influential in career planning of Olympic athletes who have achieved Olympic success in and prior to 1988 are lower than those of Olympic athletes who have achieved Olympic success between the years 1989 and 2000, and in and after 2001.

Based on the single direction variance analysis (Anova) conducted for the purpose of determining whether the score average of the gain of sports during the athletes' active sport period, one of the extents of the career planning scale of Turkish athletes who have won medals at the Olympics and participated in the research, displays a significant difference with respect to the variable of the year in which they have achieved Olympic success, the difference between group averages is found to be statistically significant ( $F=7,136$ ;  $p=0,003<0,05$ ). As a result of the complementary post-hoc analysis carried out in order to determine the origins of differences, scores for the gain of sports during the active sport period of Olympic athletes

who have achieved Olympic success in and prior to 1988 are lower than those of Olympic athletes who have achieved Olympic success between the years 1989 and 2000.

Based on the single direction variance analysis (Anova) conducted for the purpose of determining whether the score average of the transition period within the post-sport period, one of the extents of the career planning scale of Turkish athletes who have won medals at the Olympics and participated in the research, displays a significant difference with respect to the variable of the year in which they have achieved Olympic success, the difference between group averages is found to be statistically significant ( $F=5,326$ ;  $p=0,010<0,05$ ). As a result of the complementary post-hoc analysis carried out in order to determine the origins of differences, scores for the transition period within the post-sport period of Olympic athletes who have achieved Olympic success in and prior to 1988 are lower than those of Olympic athletes who have achieved Olympic success in and after 2001.

Based on the single direction variance analysis (Anova) conducted for the purpose of determining whether the score average of the gain of sports during the athletes' post-sport period, one of the extents of the career planning scale of Turkish athletes who have won medals at the Olympics and participated in the research, displays a significant

difference with respect to the variable of the year in which they have achieved Olympic success, the difference between group averages is found to be statistically significant ( $F=12,071$ ;  $p=0,000<0,05$ ). As a result of the complementary post-hoc analysis carried out in order to determine the origins of differences, scores for the gain of sports during the post-sport period of Olympic athletes who have achieved Olympic success in and prior to 1988 are lower than those of Olympic athletes who have achieved Olympic success between the years 1989 and 2000, and in and after 2001.

## **DISCUSSION AND CONCLUSION**

When the results on differentiation of Turkish athletes who have won medals at the Olympics and participated in the research are assessed;

With respect to the demographic characteristics of their planning levels, it is concluded that their career planning levels statistically differ by  $p<0.05$  in connection with factors influential in sport career planning and sportive success in the period in which they do sports. Nonetheless, the planning of athletes does not display any difference in terms of their sex in the period when they have quit doing sports. Accordingly, impacts of the factors influential in sport career planning of female athletes and the

factors influential in their successes are higher than those of male athletes. In a study performed by Sahin (2007) regarding teachers, it is ascertained that there is not any correlation between career planning and sex of teachers. Therefore, it may be expressed that the impact of sex differs in occupation which is performed (Sahin, 2007: 130-140).

43,2% of Turkish athletes who have participated in the research have started doing sports between the ages of 5 and 10, whereas 56,8% of them have started doing sports between the ages 11 and 17. 37,8% of Turkish athletes who have participated in the research have achieved their best rank between the ages of 15 and 19, while 32,4% and 29,7% of them have achieved their best rank between the ages of 20 and 25, and 26 and 31, respectively. 62,1% of Turkish athletes who have participated in the research have quit doing sports at the age of 30 and below, whereas 37,9% of them have quit doing sports at the age of 31 and above. It is considered that the athletes have quit doing sports in early ages when they may have been more efficient.

The research among wrestlers reveals that the experience which is gained through competitions and education over the years is a prerequisite for the increase in sportive success. The coefficient between working and success over the years is positive and highly important. The abundance of expe-

rience of athletes in sports branches results in the differentiation of their success at the level of 18% in local, 30% in regional and 36% in national areas, respectively. The difference of experience between athletes indicates that the ones who have started doing sports early, between the ages of 7 and 12, also start competing soon in comparison to the athletes who have started doing sports in older ages. It is observed that there is a positive and crucial impact between the experience and motivation in sports after the age of 12. However, inexperienced wrestlers (between the ages of 7 and 12) gain a higher motivation in order to avoid future failures, through participating in much more competitions and training while they are young. Athletes who participate in wrestling competitions in early ages fail more frequently compared to the ones who have started wrestling in older ages, because the competition rules compare these inexperienced athletes to more experienced athletes (Halvari, 1989: 979-988).

With respect to their monthly income levels, it is concluded that impacts of Turkish athletes' career planning extents, who have won medals at the Olympics and participated in the research, statistically differs by  $p < 0.05$  to the extent of the gain of sports during the athletes' active sport period and post-sport period, while any significant differentiation is not observed to other extents.

Accordingly, the gain of sports during active sport period and post-sport period of Turkish athletes whose monthly income level is 2001 Turkish Liras and above is higher than those of other athletes whose monthly income level is 2000 Turkish Liras and below. In Adigüzel's study (2008) that deals with the factors influential in career plans of youngsters, statistically significant correlations, supporting our research, between the level of income and career planning are ascertained. As a result, it may be expressed that the level of income is an important variable that affects career planning (Adigüzel, 2008: 126-131).

With respect to the assessment of the results on career planning levels of Turkish athletes, who have won medals at the Olympics and participated in the research, during their active sport period and post-sport period;

When career planning levels of Turkish athletes, who have won medals at the Olympics and participated in the research, during their active sport period and post-sport period are assessed on the basis of 5; it is concluded that the level in which their career planning is at its best applies to the gain of sports during the athletes' active sport period with the score of 4,554, whereas the period in which their career planning is in the most negative state occurs in connection with the factors influential in ending their sport career with the average score of 2,354. Upon the assess-

ment of the obtained results; it is expected that athletes are considered to be at the peak of their career when they actively do sports and thus earn considerable income. On the other hand, the fact that factors influential in ending their sport career negatively affect their career in the period in which they have quit doing sports is a result that needs to be considered. It is assumed that our athletes may continue their sport career and bring success to our country many times in cases where studies are carried out for the purpose of turning negative factors influential in ending their sport career into positive factors.

It is concluded that career planning of Turkish athletes, who have won medals at the Olympics and participated in the research, statistically differs by  $p < 0.05$  with respect to the years in which they have achieved Olympic success, to the extent of “factors influential in planning a sport career”, and to the extent of the gain of sports during their active sport period. Similarly, their career planning statistically differs by  $p < 0.05$  with respect to the years in which they have achieved Olympic success, to the extent of the transition period, and to the extent of the gain of sports during their post-sport period. Accordingly, impacts of the factors influential in sport career planning of Turkish athletes, who have achieved Olympic success in and prior to 1988, are lower than those of other athletes, who have achieved Olympic

success between the years of 1989 and 2000, and after 2001. Scores for the gain of sports during the athletes’ active sport period are lower than the athletes who have achieved Olympic success between the years of 1989 and 2000. Impacts of the transition period within the post-sport period are lower than the athletes who have achieved Olympic success in and after 2001. Scores for the gain of sports during the athletes’ post-sport period are lower than the athletes who have achieved Olympic success between the years of 1989 and 2000, and after 2001.

In connection with the result above-mentioned; if we assume that economy is one of the critical elements in career planning, it may be stated that today’s athletes earn a considerable income through Olympic success and therefore are capable of planning their career with more favourable opportunities and qualities since the award regulation that is related to both the period in which athletes in the past won medals and to being granted a medal of today and recent time provided no financial return profit for athletes in the past.

It was reached to the conclusion that the influences of career planning extents of Turkish sportsmen/sportswomen who participated in research and ranked in Olympics was differentiated at  $p < 0,05$  level statistically in terms of benefits of sports when they were active and after they quitted according to

their monthly income and there was no differentiation in other levels. It was concluded that there was a relationship between career planning and income level. It was determined that income level was effective on career planning.

As a result of this research, it is concluded that Turkish athletes, who have won medals at the Olympics, are incapable of planning a sport career efficiently on the basis of their income, and they have tended or had to tend to different occupations other than sports, and the gain of sports is higher during the active sport period and post-sport period of athletes who have a high level of monthly income.

## **SUGGESTIONS**

Private sector should be informed by the state regarding the sponsorship law and thus successful athletes should be urged to make personal sponsorship agreements.

State Ministry in charge of Sports should make a contribution in the development of units that would give professional consultancy service to the athletes that would show high level of success within the body of Federations and Turkish National Olympics Committee during their active sports life, finalization of their sports career and their life after sports. Thus the way should be paved for athletes to seize the opportu-

nities when making their career planning. These supports and works might enable the athletes who are active in different branches to make a more qualified career planning. Another important point is that the legal arrangements to be made on this direction should be urgently activated.

The way should be paved for the individuals who got sports training within Turkish Sports Organization and had experience on this field to take charge in concerning institutions and more should be employed. The fact that the number of managers who got sports training in various branches within Turkish Sports Organization and had experience on this field is not so high can be assessed as a handicap.

Moving on this point, it can be suggested that necessary employment arrangements should be made for the athletes who achieved high level of success in European, World and Olympics championships to be actively charged in sports management.

The way can be paved for the athletes who retired or quitted making sports due to various reasons to be educated in their own fields by federations active in various sports branches. Necessary knowledge transfer can be made to individuals who set their heart to different sports disciplines within the body of federations about the concerning sports discipline and they can be directed towards



the sports discipline they have interest more properly.

Today there are many sports arenas in private sector. These arenas are entirely used in commercial purposes. It is a known fact that the person/s within the business administration has no knowledge on the concerning sports branch. It should be reminded that the individuals who attended to sports activities in such sports enterprises to make benefit got harmed according to many studies. Legal structure should be constituted towards the management and supervision of these enterprises run as a commercial entity and those who had sports training and having a sports experience should become more powerful within these institutions by way of federations.

Above mentioned detections and suggestions should be organized primarily for sports sciences having different branches to be more efficient and get more benefit. Future anxiety should be removed when making career planning. And for this material and moral support should be given by the state and concerning federations to the sportsmen/sportswomen who took charge in these fields and branches and made contributions. When making career planning material anxiety and suspicions should be removed and sports science should take part in our lives as a discipline.

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## **OLİMPİYATLARDA DERECE YAPAN TÜRK SPORCULARININ KARIYER PLANLAMA BOYUTLARININ GELİR DÜZEYLERİNE GÖRE İNCELENMESİ**

**Özet:** Bireyler belirledikleri hedefler ile aldıkları eğitim vasıtasıyla; kişisel ve mesleki gelişim süreci içerisinde, kimlik ve statü oluşturma, maddi güç, iş tatmini gibi birçok fayda faktörü sağlarlar. Kariyer bir süreçtir ve bireyler açısından kariyer planlaması gelecek açısından önemlidir. Kariyer planlamaması ve kariyer boyutunun gelir düzeyine göre incelenmesi konulu bu çalışmada, spor disiplinleri içerisinde (8'i (% 21,6) taekwondo, 18'i (% 48,6) güreş, 11'i (% 29,7) 4 boks, 4 halter, 2 judo, 1 atletizm) 37 farklı sporcu üzerinde inceleme gerçekleştirildi. İnceleme içerisinde kariyer planlama boyutlarının belirlenmesi amacıyla uygulamaya katılan kişilerin demografik özellikleri ve sportif değişkenler açısından farklılık olup olmadığı araştırılmıştır. Çalışma tamamen betimsel niteliktedir. Ayrıca olimpiyatlarda derece yapan sporcuların kariyer planlaması açısından etkinlikleri de ele alınmıştır. Bu çalışmanın uygulama aşamasında katılım sağlayan sporculara; 14 demografik soru, aktif sporculuk sürecindeki kariyer planlamasını ölçen 47 soru ve sporu bıraktığı süreç içerisindeki kariyer planlamasını ölçen 41 sorudan oluşan toplam 102 soruluk bir anket uygulanmıştır. Anket verileri SPSS 17.0 istatistik programı kullanılarak analiz edilmiştir. Analiz sonucunda ölçeğin güvenilirliği ve geçerliliği farklı branşlardan spora devam eden veya bırakmış 80 milli sporcu üzerinde yapılmıştır. Spor yapılan sürece ait kariyer planlaması ölçeği için genel güvenilirlik katsayısı (Crombach Alpha) 0,921 olarak, sporu bıraktıkları süreçteki kariyer planlaması ölçeği için ise genel güvenilirlik katsayısı 0,879 olarak bulunmuştur. Anketin güvenilirliğinin belirlenmesinde alfa katsayısından, sporcuların demografik ve sportif profillerinin belirlenmesinde frekans ve yüzde istatistiklerinden, sporcuların spor yaptıkları ve sporu bıraktıkları süreçte kariyer planlama boyutlarının belirlenmesinde ise; ortalama ve standart sapma istatistiklerinden yararlanılmıştır. Sporcuların kariyer planlama boyutlarının demografik ve sportif profillerine göre farklılaşmasının belirlenmesinde; normal dağılım gösteren değişkenler için t-testi, anova, normal dağılım göstermeyen değişkenler için man-whitney-u, kruskall wallis testleri uygulanmıştır. Araştırmada; Olimpiyatlarda derece yapan Türk sporcularının gelir düzeylerine göre sportif açıdan etkin bir kariyer

yer planlaması yapamadıkları, spor alanının dışındaki farklı mesleklere yöneldikleri ya da yönelmek zorunda kaldıkları sonucu elde edilmiştir. Ayrıca; yüksek gelir sahibi sporcuların ise spor yaptığı ve bıraktığı dönemde sporun kazanımlarının daha yüksek olduğu sonucuna ulaşılmıştır. Bu araştırma spor yönetimi, spor federasyonları, kulüpler ve elit sporcuların kariyer planlaması ile ilgili bilinçlenmesine ve bu süreçlerin kurumsal bir kimlik kazanmasına katkı sağlayacaktır.

**Anahtar Kelimeler:** Kariyer, Kariyer Planlaması, Spor Kariyeri, Gelir Düzeyi, Olimpiyat, Olimpik Sporcu.