

## Employment Prospects and Job Satisfaction of the Graduates in Sports Sciences of the University of Lahore

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**Abstract**

**Background:** Comprehensively talking, a definitive desire of any graduate is to discover significant work inside their individual industry.

**Objectives:** This study was conducted to examine the prospects of employment in the sports industry for sports graduates and to explore the relationship between initial job experiences and job satisfaction.

**Methodology:** This study was conducted to examine the prospects of employment in the sports industry for sports graduates and to explore the relationship between initial job experiences and job satisfaction. The study used cross-sectional research design in which 134 BS and M. Phil level graduates participated. The initial survey revealed that 89.5% graduates were employed and 10.5% were unemployed. The data was collected using a questionnaire developed by E. Eksteen (2015). The demographic was collected and the dependent variables were measured using a questionnaire, which is adapted from the work of Helsinki (2019). Data was analyzed using descriptive statistics including means, standard deviations, and frequency distributions. Available job prospects were identified and Pearson Correlation was used to determine the association between job experience (multiple variables) and job satisfaction.

**Results:** Out of 134 participants, 120 (89.5%) were working with different organizations with a mean age 29.36 years. There were 53.3% were female and 46.7% were male participants; 45% were those who had completed BS and 55% had completed M. Phil in sports sciences. There were 50% from the Government Organizations and 50% from Private Organizations. There were 1.7% were exercise psychologists; 4.2% fitness managers; 3.3% fitness trainers; 35% school teachers; 21.7% college teachers; 8.3% university teachers; 1.7% sports administrators; 11.7% sports coaches; 2.5% sports development officers; and 1.7% research associates. Based on these results, it can be concluded that there were 89.9% individuals who had the potentials and abilities to get a job.

**Conclusion:** A significantly positive association was found between colleagues, personal responsibilities, work performance and job satisfaction.

**Keywords:** *Job prospects, Job Satisfaction, Sports Sciences, Work Environment, Graduates*

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### Introduction

From early years of life, people appear to be centered on the choice of a work that seems energizing and pleasant and fruitful. Regularly, these people determinations spin around a fireman, veterinarian, competitor, pilot, and so forth. Nonetheless, as energetic zing disperses and the entanglements of early adulthood start, the underlying phases of professional determination and vocation improvement can end up being meticulously troublesome and testing. With the many billion dollar development, the sports business proceeds to extend and accept settings on a wide global scale. Multi-million dollar pay and remuneration bundles for proficient athletes have gotten ordinary, filling in as a magnet for little-leaguers all throughout the planet to support the implicit dream of gallantly making the major classes.

Tragically, this present reality is a lot harsher climate for the sports fields of youth. Measurements support the very low likelihood that any single individual will ascend to contend in sports at an expert level. With development, people with sports related jobs interests may go to the matter of game to fulfill this longing. Fortuitously, the development of the sports business has provoked an interest for qualified game industry experts, and the game administration discipline has been created to fulfill this interest for particular professionals. Educational plans, practicums, and entry level positions have been intended to build up the particular skills vital for readiness inside the sports business

Comprehensively talking, a definitive desire of any graduate is to discover significant work inside their individual industry. As an undergrad specialist experienced various people who displayed interest in a specific field or calling, yet were questionable of the best and proficient way to continue in the

accomplishment of their ideal jobs. Their vulnerabilities go from the heaviness of the scholastic major in deciding future work openings and the distinguishing proof of industry pertinent coursework, to significant individual attributes looked for by employing associations. With the goal for undergraduates to all the more totally comprehend business assumptions about favored scholastic majors and vital coursework for work, direction and heading is compulsory. Endless supply of scholarly coursework, unpracticed understudies may likewise be ignorant of potential factors that can help introductory vocation improvement. In this manner, youthful professionals also need to comprehend appropriate use procedures for improving vocation improvement as they take part in entry level positions and leave on early work. However, most of undergraduates don't get the fundamental scholarly advisement at the college even out and have generally not framed a profound, various organization of social contacts by this stage in their profession. The trouble of scholarly counselors to completely address the particular curricular requirements. With the developing number of college undergraduates and the little number of qualified scholastic consultants, advisement time isn't just unreasonably short, however the nature of direction is undermined because of time requirements.

This is likewise found in the absence of direction and heading stood to people entering the labor force. Youthful, unpracticed workers need bearing in deciding significant components for current, just as future vocation improvement. The sports sciences discipline and the matter of game are without contrast concerning other individual ventures. This exhibits the presence of an issue which is an issue for those seeking after work in the game business: that of building up the conventions needed to acquire both openness to passage level freedoms, just as giving a road to proceed with movement inside the business in places of expanding obligation.

As well as understanding the significance of scholastic coursework and pragmatic experience, the impacts of social components, for example, good examples, coaches, and organizations, tend to upgrade early profession advancement. As will be exhibited in section II, an exhaustive writing research has been led and supports the absence of huge proof of direction accessible to the game science specialist. As the order develops, proceeded with progress will be founded on the turn of events and maintenance of people knowledgeable in the pragmatic point of view that is acknowledged through work in the business. It follows that the overall validity of the game science discipline, as a perceived professional way, will be founded on acknowledgment and show of solid execution and commitments of professionals to the business.

Thus, it is to the greatest advantage of the actual business to comprehend the variables that add to improving work and job satisfaction, in this way elevating those as elements to upgrade employability and movement inside the business. This study distinguishes benefits that are gotten from arranging vocation openness and business. An enthusiasm for scholarly readiness, functional experience, and employability would be incredibly helpful the desiring specialist. In addition, little proof exists of down to earth direction that could be effectively appropriate in the improvement of a future specialist. This exploration is being conducted to help make up for that shortcoming. From this current analyst's viewpoint, the standards of subjective examination, while hypothetically surely knew, give a chance to acquire insight in both exploration and investigation, which are not vigorously reliant upon the more conventional quantitative methodology. Advancing sports sciences discipline research seems to depend on the use of subjective strategies in an expanding way.

All things considered, the reason for this examination is to distinguish the cycles and factors adding to business and advancement in the sports sciences. As recently noticed, the administration discipline has originated from the basis of the consistently developing sports industry. In the most recent years, the

sports administration discipline has created and reconsidered educational programs as per industry needs, just as carried out strategies to give sober minded insight.

Thus, this exploration will give a chance to both comprehend and apply subjective standards while permitting improvement of related aptitude by the researcher. At last, work inside the sports sciences is a goal. A vocation that reflects achievement, fulfillment, and steadiness is the objective of proceeded with instructive turn of events. Openness to fulfilling openings, in any case, is created by more than scholarly arrangement. Even-mindedly, both down to earth insight and industry contacts appear to be sensible segments supporting work. A comprehension of the nature and contributing elements for both introductory work and reformist advancement give a more complete information on the abilities which will be appropriate all through a person's vocation.

However, in the relevant literature, what emerges as a whole is that these micro-factors have significantly attracted many researchers from the 1950s to the present to explore these features. Which affect graduate employment. These factors also include personal preparation as a personal factor and the graduates' perception of their own program. Explaining the relationship of graduates to employment enhances the overall development of a nation. Moreover, many graduates of the University of Lahore (UOL) are either unemployed or they are not satisfied with nature of job, they are doing presently. There is no data available on the employability of graduates of the UOL. Thus there was a special need to investigate these aspects, especially the independent factors, which add an additional value to the graduates.

### Literature Review

It is very important to support students' career paths so that they can pursue their educational interests, as well as to make realistic decisions about their future career alternatives (Jones, 2018). Since hope and hopelessness about future job opportunities play an important role in personal productivity (Gillentine, 2019), the job expectations of graduate students affect both their personal and professional success. Therefore, people's perceptions of their employment after graduation are of significant importance to their productivity. In order to shed light on the perceptions of sports students regarding their employment situation in empirically conducted studies were reviewed in this section.

This exploration tries to build up a comprehension of the elements which sway early work patterns in the game sciences. The establishment of this examination is predicated upon a testing of an expansive cross-segment which at that point gives the capacity to analyze and differentiate noticed qualities preceding turn of events and assessment of the exploration convention. It appears to be proper to build up an appraisal of the presently accessible writing to set up a standard for deciding the commitment this work gives to the more extensive industry (Sagas, 2019). Therefore, one should initially build up an establishment of the fundamental standards which add to recruiting, extensively regardless of the center region. This will involve distinguishing proof and advancement of a few basic variables.

A few essential statutes will be created from a nonexclusive point of view, starting with professional advancement and then moving to scholarly and professional groundwork for jobs. The effect of informal organizations, good examples, and guides are created to build up a premise and comprehension for their effect on getting good jobs. Every one of these recognized territories are additionally grown explicitly in the engaged space of sports sciences. The writing gives various guidelines to set up the likely significance of these connected variables in both turn of events and work in a game related position (Hancock, 2018).

Profession advancement is a deep rooted measure that happens in stages. As per Kjeldsen (2020), people experience roughly five phases of profession improvement. The youngsters and twenties are a time of investigation and preliminary, trying to set up and settle down with a task. As an individual enters his/her thirties, they start to encounter development, building up and propelling their vocation inside an association. By mid-forties, the third phase of vocation advancement presents three distinct ways a person's profession may follow (Higgins, 2016). Starting here, a vocation can keep on encountering development, level, or start its decrease. At last, decrease will be the last phase of advancement, as people close their work related profession and start to plan for retirement.

To set up a reason for understanding variables related with early work in the game business, it is sensible to initially build up a wide broad outline of profession improvement. This will accordingly fill in as the establishment for extra particularity related with the subject of this proposition. Thus, there is some worth, preceding full advancement of this writing audit, to build up a functioning definition and comprehension of vocation improvement (Mondello, 2016). The writing gives a few expansive definitions that can be used to shape a functioning definition for reasons for this record. To gather the meaning of profession improvement, there are three essential territories including mindfulness, vocation mindfulness, and profession dynamic (Pedersen,2015).

A phenomenal model is accessible from the exploration of Nichols, and Banks in the mod of 1980s. This explicitly identifies with instructor schooling, however is all the more comprehensively pertinent to vocation mindfulness and improvement. Tanner (2015) researched the variables that added to graduates in instructor schooling who chose for change callings after a brief time of training. With an end goal to comprehend the elements related with professional improvement, these analysts carried out a mindfulness program for undergrad educators (Stockdale, 2017). The creators executed an extensive self-appraisal of every student, their vocation plans, and their profession assumptions to build up an undergrad enthusiasm for the conditions and circumstances related with work after graduation.

The consequences of this self-appraisal are interesting, in that roughly 10% (Hazar, 2019) of the undergrad chose not to proceed in educator preparing, with another 12% (Adams, 2018) moving to an alternate preparing program. Moreover, 16% (Kim, 2017) chose to encourage an alternate age or evaluation level and half chosen to get ready in an extra branch of knowledge not recently arranged before the self-appraisal. This gives a fantastic understanding into the advantages related with restricted reflective insight and thought in regards to future vocation plans (Minten, 2017). This is straightforwardly appropriate to the momentum research in regards to profession improvement. While this sort of data isn't promptly accessible for the sports sciences calling, it gives an expansive general perspective on the advantages that can be acknowledged from early profession arranging (Weight, 2015).

Another for the most part acknowledged definitional type of profession advancement might be found from the work of Schwab, (2017). He characterizes vocation improvement as the result of activities on profession designs as seen from both individual and hierarchical viewpoints. Accordingly, in a similar reference, Schwab extends his definition by expressing: "Career advancement addresses the results made by the joining of individual vocation arranging exercises with institutional profession the executive's measures". These results might be portrayed in singular terms, for example, better self-understanding and the distinguishing proof of wanted profession objectives, just as far as authoritative outcomes, like decreased turnover of esteemed representatives and better correspondence of vocation freedoms to workers (Timmerman, 2018). Logically, Timmerman basically expanded the extent of vocation improvement to incorporate an authoritative limit part. For reasons for this exploration, it is set up that

Çiftçi S, (2019) is predictable with another definition, which is then extended to recognize a hierarchical segment.

Since a functioning meaning of vocation improvement has been set up, it appears to be sensible to zero in on the segments of both the individual and hierarchical point of view. Separately, various models are promptly accessible to set up key parts to be considered from a person's viewpoint. Lambert (2017) explored athletic heads of long term junior colleges. The reason for her work was to explicitly distinguish basic elements which contributed towards acquiring this position. Results from her investigation uncover a few things that are appropriate to this audit. Others like (Masteralexis, 2016) discovered schooling, athletic experience, and systems administration reflected by a guide/mentee relationship to be basic achievement factors. Instructively, an advanced education was seen as profoundly alluring to build up the scholastic validity needed for this administrative role. Incidentally, related knowledge with sports served to build up believability with the competitors (Zhang, 2016). At long last, the distinguishing proof and usage of an accomplished coach were instrumental in building up a good example and characterizing professional direction.

### Material and Methods

This study was conducted to examine the prospects of employment in the sports industry for sports graduates and to explore the relationship between initial job experiences and job satisfaction. The study used cross-sectional research design in which 134 BS and M. Phil level graduates participated. The initial survey revealed that 89.5% graduates were employed and 10.5% were unemployed. The data was collected using a questionnaire developed by E. Eksteen (2015). The demographic was collected and the dependent variables were measured using a questionnaire, which is adapted from the work of Helsinki (2019). Data was analyzed using descriptive statistics including means, standard deviations, and frequency distributions. Available job prospects were identified and Pearson Correlation was used to determine the association between job experience (multiple variables) and job satisfaction.

### Results

Out of 134 participants, 120 (89.5%) were working with different organizations with a mean age 29.36 years. There were 53.3% were female and 46.7% were male participants; 45% were those who had completed BS and 55% had completed M. Phil in sports sciences. There were 50% from the Government Organizations and 50% from Private Organizations. There were 1.7% were exercise psychologists; 4.2% fitness mangers; 3.3% fitness trainers; 35% school teachers; 21.7% college teachers; 8.3% university teachers; 1.7% sports administrators; 11.7% sports coaches; 2.5% sports development officers; and 1.7% research associates. Based on these results, it can be concluded that there were 89.9% individuals who had the potentials and abilities to get a job as shown in Table-1 below.

Pearson Correlation Coefficient was used to measure association between different variables and job satisfaction of those who were working with different organizations. A person's salary indicated a weak association with job satisfaction ( $r=0.21$ ,  $p=0.20 >0.05$ ); work environment also showed a weak association with job satisfaction ( $r=0.19$ ,  $p=0.33 >0.05$ ); training opportunities at work place showed no association with job satisfaction ( $r=0.17$ ,  $p=0.55 >0.05$ ); relationships with supervisors also showed a weak association ( $r=0.19$ ,  $p=0.35 >0.05$ ); a significantly positive association was observed between colleagues and job satisfaction ( $r=0.91$ ,  $p=0.000 <0.01$ ); similarly a positively significant association was found between personal competence and job satisfaction ( $r=0.98$ ,  $p=0.000 <0.01$ ); facilities at work place also showed a weak association with job satisfaction ( $r=0.22$ ,  $p=0.16 >0.05$ ); recognition of work also had a weak association with job satisfaction ( $r=0.18$ ,  $p=0.04 >0.05$ ); a significantly positive association between personal responsibilities and job satisfaction was also found ( $r=0.87$ ,  $p=0.000 <0.01$ ); there was a positively significant association was found between work performance and job satisfaction ( $r=0.96$ ,  $p=0.000 <0.01$ ) and a weak association was found

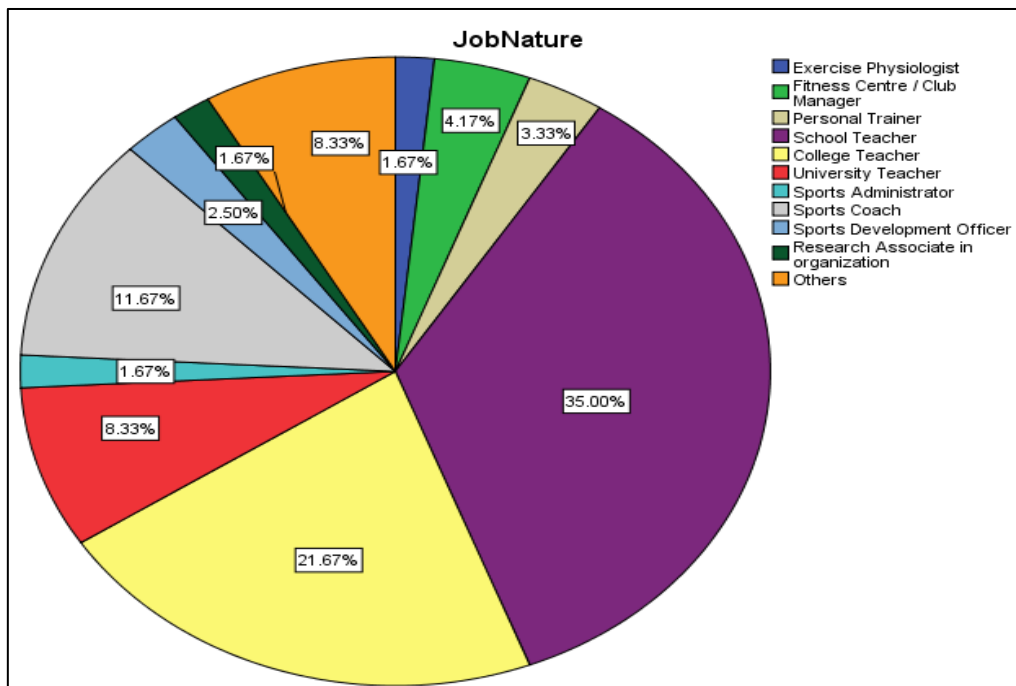
between job security and job satisfaction ( $r=0.21, p=0.02<0.05$ ). A negative association was found between nature of job and job satisfaction ( $-0.16, p=0.06>0.05$ ) as shown in Table-2 below.

Table-1: Nature of Job

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Exercise Physiologist	2	1.7	1.7	1.7
Fitness Centre / Club Manager	5	4.2	4.2	5.8
Personal Trainer	4	3.3	3.3	9.2
School Teacher	42	35.0	35.0	44.2
College Teacher	26	21.7	21.7	65.8
University Teacher	10	8.3	8.3	74.2
Sports Administrator	2	1.7	1.7	75.8
Sports Coach	14	11.7	11.7	87.5
Sports Development Officer	3	2.5	2.5	90.0
Research Associate in organization	2	1.7	1.7	91.7
Others	10	8.3	8.3	100.0
Total	120	100.0	100.0	

There were 1.7% were exercise psychologists; 4.2% fitness managers; 3.3% fitness trainers; 35% school teachers; 21.7% college teachers; 8.3% university teachers; 1.7% sports administrators; 11.7% sports coaches; 2.5% sports development officers; and 1.7% research associates. Based on these results, it can be concluded that there were 89.9% individuals who had the potentials and abilities to get a job as shown in Table-1.

Figure-1: Job Prospects



**Table-2: Association between Job Nature and Job Satisfaction**

		Job Nature	Job Satisfaction
Job Nature	Pearson Correlation	1	-.168
	Sig. (2-tailed)		.067
	N	120	120
Job Satisfaction	Pearson Correlation	-.168	1
	Sig. (2-tailed)	.067	
	N	120	120

A negative association was found between nature of job and job satisfaction ( $-0.16$ ,  $p=0.06 > 0.05$ ) as shown in Table-2.

### Discussion

Job dissatisfaction is generally undesirable. The social justification for looking to work on the nature of work is to increment resultant satisfaction. This pervasive view is essential for the stuff acquired from the mental and individualistic directions from which work satisfaction research emerged. According to the viewpoint of the singular individual from the work power such a view can be guarded, yet with regards to accumulated measures to address the nature of work for a populace or a general public an alternate view should be taken (Hancock, 2018). People emphatically encourage that work satisfaction be dealt with not just as an esteemed objective or end state, yet in addition and fundamentally as a unique cycle happening basically as a singular peculiarity however having critical ramifications for cultural adaptively too (Sagas, 2019). In this view, becoming disappointed is a fundamental piece of the inspirations of people to modify themselves or their work surroundings in manners that serve individual, institutional, and cultural purposes. This view is expounded somewhere else (Hazar F, 2019). People ought to give as much accentuation to understanding the results of occupation disappointment as they do to the causes, and they ought to use hypothetical models that treat satisfaction both as an ideal state for the individual and furthermore as a wellspring of cultural adaptively (Gillentine, 2019).

The findings of this study indicated that the “salary of the participants had a weak association with job satisfaction ( $r=0.21$ ,  $p= 0.20$ )”. Previous studies conducted in different countries revealed that an individual’s salary is a good predictor of job satisfaction (Judge, 2010). An appealing and steady workplace is basic to job satisfaction. The present study indicated that work environment had a weak association with job satisfaction ( $r=0.19$ ,  $p=0.33$ ); Workplace have various properties that might impact both physical and mental prosperity of the workers (Kim, 2017). A quality work place is essential to really keep workers on their different errand and work. A decent working environment is checked by such attributes as pay; providing training opportunities; healthy interaction with supervisors and organization heads; facilities; confiding in connection between the representatives and the board, value and reasonableness for everybody, and a reasonable responsibility with testing yet attainable objectives (Lambert, 2017).

Regarding workplace, training opportunities at work place showed no association with job satisfaction ( $r=0.17$ ,  $p=0.55$ ) and relationships with supervisors also showed a weak association ( $r=0.19$ ,  $p=0.35$ ). Whereas, training is an important component in the growth of any organization. Similarly, healthy interaction with the supervisors and heads of any organization is very important. A composite of this multitude of conditions makes the work station the most ideal working circumstances for



representatives to work with elevated degree of satisfaction. As a benefit arranged association, establishing an empowering climate for fulfilled representatives is a lead to imperative primary concerns.

Present study indicated that facilities at workplace had a weak association with job satisfaction as it was ( $r=0.22$ ,  $p=0.16$ ); recognition of work also had a weak association with job satisfaction ( $r=0.18$ ,  $p=0.04$ ); and a weak association was found between job security and job satisfaction ( $r=0.21$ ,  $p=0.02$ ) and finally, a negative association was found between nature of job and job satisfaction ( $-0.16$ ,  $p=0.06$ ). Work satisfaction of employees can further develop administration quality and increment representative satisfaction. In this situation, strategy creators and supervisors definitely need to stand out to give various types of facilities to their employees to fulfill their workers' needs so as to improve their satisfaction (Adams-Blair, 2018).

There were only three aspects having a significantly positive association with job satisfaction, which was observed between colleagues and job satisfaction ( $r=0.91$ ,  $p=0.000$ ); similarly a positively significant association was found between personal competence and job satisfaction ( $r= 0.98$ ,  $p=0.000$ ); a significantly positive association between personal responsibilities and job satisfaction was also found ( $r=0.87$ ,  $p=0.000$ ); there was a positively significant association was found between work performance and job satisfaction ( $r= 0.96$ ,  $p=0.000$ ). This paper tried factors influencing position satisfaction for employees of different organizations in the area of sports sciences.

The outcomes recommend that the variables didn't show agreeably level of job satisfaction and that the arrangement producers and supervisors ought to aim on the elements that influence representative work satisfaction, if they need to improve their organizations. In view of the outcomes for the normalized values, people can see that work conditions, decency, advancement, and pay, are key elements influencing different organizations. It is important to expand the employees' compensation and remuneration to spur the worker, the great compensation back can be one of the key variables influencing position satisfaction, additionally in this way one can build the assistance quality and hierarchical execution (McKeown, 2017).

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