The Relationship between University Athletes' Interpersonal Skills and Career Searching Behavior

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Abstract. This study was performed with the aim of examining the relationship between skills in human relations and career searching behavior among college sports players, and the conclusions obtained through the research process are as follows. The population examined in this study consists of college sport players registered with the Korea Sport and Olympic Committee. Sampling was conducted with a random sampling method in non-probability sampling methods. The survey was conducted in the form of a questionnaire, and respondents were asked to choose the answers by themselves. A total of 290 data were used for the final analysis, excluding questionnaires that did not meet the purpose of the study. The results of it are as follows. To college sports players, interpersonal manner has positive effects on external activities and self-search, while affinity has a positive effect on information collection. Specifically, interpersonal manner and leadership have positive effects on external activities. Meanwhile, interpersonal manner and affinity have positive effects on self-search and information collection. In conclusion, the results show that skills in human relations partially affect career searching behavior. In this study, leadership can be described as internal leadership, which allows one to set goals for oneself and exert influence on oneself as well as make oneself work and improve one's performance. As leadership affects the external activities of college sports players, we can understand that autonomous leadership like self-control is necessary.

Keywords: Interpersonal manner, Affinity, Leadership, Sensitivity, Career-Searching Behavior, Athlete.

INTRODUCTION

Korean sports have seen substantial growth which has been led by the state with the aim of enhancing the national prestige. Good scores in international sports contests can be seen as the artificial results of governmental policies [1]. Sports player cultivating policies in Korea have achieved their goals through the input of big budgets, harsh training regimens, and the sacrifices made by players. These processes all contain both positive and negative aspects.

The current sports player cultivation system focusing on school athletic clubs causes excessive competition. The triggering of such competition has been pointed out as the problem causing phenomena such as slow class learning processes. excessive training, etc. [2]. The situation is the same for college sports players, as they are viewed as people who focus only on sports without any interest in studying in college courses [3]. Thus, college sports players have limited opportunities to explore their careers for themselves outside of their specific sports.

Currently, the Korea Sport & Olympic Committee runs education programs regarding the careers of sports players. However, as such programs fail to consider the wide variety of sports players, their effectiveness is questionable. College sports players are at the crossroad of either becoming professional sports players or entering other careers in society. Therefore, they have to intentionally evaluate their attributes to make decisions and selections regarding their future careers [4]. Despite this, there have yet to be educational services for future careers focusing on sports players [5].

Human relations are the basis on which humans develop and grow. Through such human relations, individuals achieve satisfaction and a sense of safety. Humans, as social beings and relational beings, have relations with neighbors and are dependent on groups. That is, human relations are the essential and inescapable aspect of human existence [6]. The age at which people typically enter college represents an important psycho-social development stage when they form affinities with others and establish the basis of mature human relations. From the perspective of developmental psychology, college students are in a transitional period, simultaneously belonging to the late adolescent period and the early adult period.

Consequently, this period is one of the most confusing ones in the lifelong developmental process. It is an important developmental task to establish a perspective on oneself and form close relations with others before entering into society at large [7].

In Korea, college students, who no longer have to suppress their social desires in preparation for college entrance examinations as they did in middle and high school, are eager to form active human relations. Human relations and the ability to form such relations not only affect one's daily life, social life, and learning, but also their social life after graduation, such as job-finding and opening businesses [6]. Those who excel in forming human relations can easily form new relations, maintain such relations and do a series of actions considered to be socially desirable [8]. In this respect, in the process of searching for and deciding upon one's career, the ability to form and maintain human relations is essential. Therefore, it is meaningful to examine career searching actions depending on techniques in human relations.

The choice of a career is an extremely important decision for an individual to make. Having a job is an important means to maintain one's survival, and also allows one to realize oneself. Accordingly, college students desire to find careers suitable to their talents, interests, and abilities before graduation.

Accordingly, this study aimed to empirically examine the relationship between techniques of human relations and career search activities among college students. To achieve the research aims, this study set the following hypotheses: First, there is a relationship between the techniques of human relations and career search activities among college students. Second, the techniques of human relations will affect career search activities among college students.

2. Research Methods

2.1. Subjects

The population examined in this study consists of college sport players registered with the Korea Sport and Olympic Committee. Sampling was conducted with a random sampling method in non-probability sampling methods. The survey was conducted in the form of a questionnaire, and respondents were asked to choose the answers by themselves. Among the copies of the answer sheets collected, 290 were ultimately used for analysis after excluding some which had problems. The general characteristics of the respondents are described in [Table 1].

Table 1 General characteristics of respondents

riable	ıssification		oportion (%)
nder	ale	4	.1
	male	6	.9
hool year	t year		.9
	d year		.4
	d year		.9
	h year		.8
ent	mpetition event		.4
	cord event		.7
	am event	6	.9
m		290	100

2.2. Measurement tools

2.2.1. Skills in human relations

The scale for measuring skills in human relations was originally developed by [9]. This scale was adopted by [10] as well as [11]. This study further revised it for the purposes of this study. It is a 5-point Likert scale ranging from 1 point ('Definitely no') to 5 points ('Definitely yes').

2.2.2.Career searching behavior

The scale for career searching behavior used in this study was originally developed by [12] and used by [13,14], and others. This study uses it by revising it to the purposes of this study. It is a 5-point Likert scale, as described above.

2.3. Validity and reliability

2.3.1. Skills in human relations

Table 2 Validity and reliability of skills in human relations

Q	Interpersonal manner	Affinity	Leadership	Sensitivity	h²
Q 04	**.892**	.066	-.032	-.033	.640
Q 03	**.885**	.104	-.011	-.023	.815
Q 02	**.884**	-.021	.001	-.183	.795
Q 01	**.755**	-.055	.189	-.175	.802
Q 07	.036	**.875**	-.125	-.077	.722
Q 06	.062	**.853**	-.093	-.058	.743
Q 05	-.033	**.839**	-.128	-.039	.788
Q 08	.033	**.822**	-.061	-.130	.697
Q 11	-.009	-.131	**.905**	.073	.733
Q 10	-.062	-.134	**.876**	.082	.796
Q 09	.128	-.132	**.833**	.070	.841
Q 12	.064	-.025	**.762**	.071	.690
Q 13	-.066	-.001	.127	**.848**	.739
Q 14	-.185	-.093	.082	**.840**	.755
Q 15	-.096	-.177	.053	**.757**	.616
Eigenvalue	4.034	3.243	2.190	1.606	
Variance %	26.895	21.621	14.601	10.706	
Cumulative %	26.895	48.515	63.117	73.823	
Reliability	.877	.857	.805	.819	

ΛO=.794, χ^2=2391.000, df=105, p=.001

As shown in [Table 2], the result of Bartlett's test of sphericity for skills of human relations is 2391.000, its significance probability is .001, and its KMO index is .794. The factor analysis for 15 questions on skills for human relations generated four factors which explain about 73.8% of the total variance. The factor loadings of the skills of human relations are as follows: .755~.892 for interpersonal manner; .822~.875 for affinity; .762~.905 for leadership; and .757~.848 for sensitivity. The reliability values for the skills of human relations are as follows: .877 for interpersonal manner; .857 for affinity; .805 for leadership; and .819 for sensitivity.

2.3.2.Career searching behavior

Table 3. Validity and reliability of career searching behavior

Question	External activity	Self-search	Information collection	
Q 03	**.846**	.030	.089	.619
Q 04	**.797**	.083	.104	.654
Q 02	**.793**	.040	.117	.588
Q 01	**.754**	.033	.048	.724
Q 05	**.750**	.080	.138	.644
Q 06	**.742**	.048	.257	.573
Q 07	-.015	**.898**	.103	.626
Q 08	.019	**.897**	.023	.656
Q 10	.052	**.818**	.058	.593
Q 11	.033	**.816**	.052	.598
Q 09	.161	**.596**	.064	.571
Q 12	.043	.044	**.808**	.575
Q 15	.041	.055	**.788**	.670
Q 14	.202	.037	**.727**	.685
Q 13	.168	.068	**.682**	.805
Q 17	.118	.015	**.679**	.817
Q 16	.097	.091	**.613**	.675

;envalue	;94	)78	;99
riance %	.791	.108	.110
mulative %	.791	.110	.009
liability	)0	;4	)1

MO=.827, χ^2=2371.616, df=136, p=.001

As shown in [Table 3], the result of Bartlett's test of sphericity for career searching behavior is 2371.616, its significance probability is .001, and its KMO index is .827. The factor analysis for 17 questions on career searching behavior generated three factors which explain about 60.1% of the total variance. The factor loadings of career searching behavior were as follows: .742~.846 for external activities; .596~.898 for self-search; and .613~.808 for information collection. The reliability values for career searching behavior are as follows: .900 for external activities; .884 for self-search; and .891 for information collection.

2.4. Data Processing

The collected data were examined with the SPSS statistical program. To identify the normal distribution, validity, and reliability of the data, this study conducted frequency distribution, exploratory factor analysis, and reliability tests. To examine the correlations and causal relationships among variables, this study conducted a correlation analysis and a multiple regression analysis. The significance level was set at α=.05.

3. Results

3.1. Correlation between skills in human relations and career searching behavior among college sport players.

Table 4 Correlations between skills in human relations and career searching behavior

riable						
Interpersonal manner						
;inity	.246**	-				
adership	.062	.058	-			
isitivity	.195***	.199***	.250***	-		
ternal activities	.389***	-.037	.293***	-.023	-	
f-search	.201***	.085	.151**	-.072	.305***	-
ormation collection	.026	.423***	.158**	.181**	.151***	.154***

*p<.001, **p<.01, *p<.05

As shown in [Table 4], the correlations among variables related to skills in human relations and career searching behavior are as follows: interpersonal manner is positively correlated with external activities (r=.389, p<.001) and self-search (r=.201, p<.001); affinity is positively correlated with information collection (r=.423, p<.001); leadership is positively correlated with external activities (r=.293, p<.001), self-search (r=.151, p<.01), and information collection (r=.158, p<.01); and sensitivity is positively correlated with information collection (r=.181, p<.01).

3.2. Effect of skills in human relations on career searching behavior among college sport players.

3.2.1. Relationship between skills in human relations and external activities

Table 5 Effect of skills in human relations on external activities

					lerance	?
(Constant)	1.657	.288		5.751***		
Interpersonal manner	.341	.048	.387	7.065***	.904	1.107
Affinity	.035	.050	.038	.694	.915	1.093
Leadership	.183	.038	.260	4.794***	.923	1.083
Sensitivity	-.020	.042	-.026	-.475	.874	1.144
F=20.805***, R²=.226, adjusted R²=.215						

***p<.001

As shown in [Table 5], skills in human relations have significant effects on external activities among college sport players (F=20.805, p<.001), and their explanatory power is about 22.6% (R^2=.226) of the total variance. Beta values of the relative influences of skills in human relations on external activities are as follows: interpersonal manner (β=.387, p<.001) and leadership (β=.260, p<.001).

3.2.2. Relationship between skills in human relations and self-search

Table 6. Effect of skills in human relations on self-search

	B	SE	β	t	Tolerance	VIF
(Constant)	2.314	.303		7.648***		
Interpersonal manner	.201	.051	.237	3.971***	.904	1.107
Affinity	.109	.052	.124	2.092*	.915	1.093
Leadership	.076	.040	.113	1.906	.923	1.083
Sensitivity	-.047	.044	-.065	-1.076	.874	1.144
F=6.199***, R^2=.080, adjusted R^2=.067						

***p<.001, *p<.05

As shown in [Table 6], skills in human relations have significant effects on self-search (F=6.199, p<.001), and their explanatory power is about 8.0% (R^2=.080) of the total variance. Beta values of the relative influences of skills in human relations on self-search are as follows: interpersonal manner (β=.237, p<.001) and affinity (β=.124, p<.05).

3.2.3. Relationship between skills in human relations and information collection

Table 7 Effect of skills in human relations on information collection

					lerance	$^?$
(Constant)	1	1		18		
Interpersonal manner	7	0	6	.648**	4	07
Affinity	0	2	3	7.916***	5	93
Leadership	8	2	9	23	3	83
Sensitivity	62	5	99	768	4	44
F=20.141***, R^2=.220, adjusted R^2=.209						

*p<.001, *p<.05

As shown in [Table 7], skills in human relations have significant effects on information collection (F=20.141, p<.001), and their explanatory power is about 22.0% (R^2=.220) of the total variance. Beta values of the relative influences of skills in human relations on information collection are as follows: interpersonal manner (β=.146, p<.01) and affinity (β=.433, p<.001).

4. Discussion

This study was performed with the aim of examining the relationship between skills in human relations and career searching behavior among college sports players. The analytical findings are as follows. The analysis of the relationship between skills in human relations and career searching behavior among college sports players showed that their interpersonal manner and leadership have positive effects on their external activities. In addition, interpersonal manner and affinity have positive effects on self-search and information collection.

It should be noted that interpersonal manner, among the sub-variables of skills in human relations, has positive effects on all the variables related to career search activities. Interpersonal manner can be described as the way one goes about or the attitude one has in understanding the thoughts and feelings of other people and maintaining harmonious relationships with other people [15,16,17]. Therefore, to college sports players, interpersonal manner is an element that affects their behavioral and cognitive activities in approaching others to obtain information on jobs and organizations that are outside of the action areas of those sports players [18].

When college sports players have proper interpersonal manner in their relationships with others in their daily lives, they have the intention to collect information on the evaluations of their characteristics for deciding on and choosing their careers and jobs. Accordingly, to college sports players, interpersonal manner is the most important factor in taking part in activities related to career learning and career development. These findings are consistent with those of a study showing that the career search activities of college sports players are mainly done around human relations [14]. A study examining high school

students as research objects which found that skills in human relations have positive effects on information collection and self-search, but do not affect external activities [19,20], partly supports the findings of this research. As such, interpersonal manner in human relations can affect one's external activities, and can help one maintain sophisticated human relations. In addition, such interpersonal manner can affect self-search, which are skills used to summarize information collected through systematic search and to maintain objectivity through emotional control.

In this study, leadership can be described as internal leadership, which allows one to set goals for oneself and exert influence on oneself as well as make oneself work and improve one's performance. As leadership affects the external activities of college sports players, we can understand that autonomous leadership like self-control is necessary.

Affinity, the ability to associate harmoniously with others, has effects on self-search and information collection, which are sub-variables for career search for college sports players. Having harmonious human relations with others is helpful for collecting information in various areas. Further, affinity can provide opportunities to think of oneself through discussion topics outside of sports. Consequently, it is extremely important for college sports players to be equipped with a suitable interpersonal manner for smooth human relations and to have an affinity to approach strangers.

5. Conclusion

This study was conducted with the aim of examining the relationship between skills in human relations and career searching behavior among college sports players. Based on the findings and the above discussions, the conclusions of this research as follows.

To college sports players, interpersonal manner has positive effects on external activities and self-search, while affinity has a positive effect on information collection. Specifically, interpersonal manner and leadership have positive effects on external activities. Meanwhile, interpersonal manner and affinity have positive effects on self-search and information collection. In conclusion, the results show that skills in human relations partially affect career searching behavior.

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