

An evaluation of South Korean sport psychology consultant effectiveness and its job performance between employees of athlete's firms

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Abstract

The purpose of this research is to evaluate the South Korean sport psychology consultant and its effect on job performance of all employees related to the athletes' firms. This research study is based on primary data analysis which measures the sport psychology consultant effect on job performance. To data collection, the study uses specific questions related to sports psychology and job performance of athletes' firms. For further analysis for the data, the author uses smart PLS software wherein the summary effect among the factors is calculated using regression analysis. Based on extracted correlation coefficients and normalised regression coefficients, the study examines 85 effect sizes in 100 plus samples selected from studies of sports organisation staff and members. Both, South Korean sport psychology and effectiveness are used as independent variables. The job performance of employees of athletes' firm is the dependent variable of the study. Results found that South Korean sport psychology shows inverse relation between job performances of athletes' firms. The effectiveness shows a positive effect on the job performance of employees.

Keywords: sport psychology (SP), South Korean (SK), effectiveness (E), job performance (JP), athletes' firms (AF).

Research Type: Research Paper

Introduction

Forty years ago, the field of sport psychology was comprised of the nebulous disciplines of athlete motivation and performance counselling, both of which were poorly understood (Castaldelli-Maia et al., 2019). Every level of competition and nearly every sports activity uses psychological concepts and mental training to maximise athletic performance, stress management, training attitude, and any other area of sport where the mind, emotions, and physical performance meet. Applied sport psychology is a unique discipline for a variety of reasons (Ong & Harwood, 2018). Sport psychologists are said to follow a set of standard procedures that are widely recognised in the sporting and athletic community. The intimacy of the interaction between an athlete and their psychologist tends to set sports psychology apart from other forms of applied psychology (Checa, Bohórquez, Arnau, & Tomás, 2021).

A framework for evaluating the efficacy of sports psychologists is presented in this article. The scope of this study does not allow for a comprehensive and academically sound explanation of why sports psychology is beneficial in competitive and leisure sports (Castaldelli-Maia et al., 2019). It is assumed that sports psychology is a proven and well-accepted field of research that, when implemented in line with its principles, is typically beneficial to athletes in the following discussion (Donohue et al., 2018). South Korean athletes of all disciplines, from running to equestrian, and of all ages and genders, can benefit from it. A sports psychologist's literal definition is deceptively simple. Sport psychology is a branch of psychology that

applies psychological concepts to sports or exercise. A professional interaction with high-performance athletes is not required for the definition; moreover, the concepts of sport psychology apply to all athletes, with the appropriate contextual modifications (Mor Barak et al., 2016).

Workers in sports firms want their employers to sign some type of psychological contract. Inadvertently or intentionally, people expect more than just the benefits and salary that a typical employment will provide. Workforce members want management to provide them with assistance, with challenging and exciting work, and with open and honest communication (Checa et al., 2021). For workers, non-monetary benefits have grown to become increasingly important. Naturally, their economic requirements must be met, just as Maslow's fundamental physiological and security needs must be met. However, their socio-emotional needs must also be met. To encourage and energise employees, job happiness is a crucial issue to address. When people are happy at work, they are less likely to leave their businesses (Ong & Harwood, 2018). As a result of their increased job satisfaction, employees are more likely to feel that the organisation will be successful in the end. They also care more about their work quality, are more devoted to the company, and are more productive. For organisations, a high staff turnover rate can be problematic since it might damage their reputation (Donohue et al., 2018). Employees who are satisfied with their jobs and the culture of their organisations are more likely to want to become members of the company. This group of people likewise feels respected, and they wish to repay the favour by devoting themselves to the company. Burnout is reduced when a

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person is pleased at work.

It is essential to increase team cohesiveness by implementing a team goal-setting programme. From a list of 35 criteria, athletes believe that having a team objective is the most important factor in task cohesiveness (Castaldelli-Maia et al., 2019). When it comes to team building interventions, team goals have been proven to be the most beneficial or rewarding issue to focus on. Sporting players and coaches will first choose the team's long-term aim, such as achieving a top-three league ranking (Castaldelli-Maia et al., 2019). First-week pre-season session will cover this topic in detail. Small subgroups of three to four athletes will discuss long-term team goals. Each subgroup will choose a long-term goal, which the coach will put on a white board and discuss with the team (Hu et al., 2011).

Three categories of sport psychologists are generally recognised in the profession; a sport psychologist's work may fall into more than one category depending on the athlete or the assignment. Clinician/counselling sport psychologists are the initial type of sport psychologists. This individual is a licenced psychologist with training in clinical or counselling psychology (Checa et al., 2021). This group of psychologists has been specially educated to help athletes deal with emotional and personality disorders that they may be experiencing. As an example, a female gymnast who has bulimia or another eating problem due to the competitive expectations to perform at a certain weight could be treated (Checa et al., 2021). Another example would be treating a downhill skier or motorsports racer who is having trouble recuperating from a specific accident or injury (Choi, Haslett, Monforte, & Smith, 2020).

Educational Sport Psychologists are included in the second subgroup. All of these psychologists have a wealth of expertise from their time spent in university physical education and sports training departments (Donohue et al., 2018). Their intervention or continuous assistance is designed to help the athlete develop a wide variety of psychological abilities that may be used to improve their performance.

The Research Sport Psychologist is the last category. This group is made up of sport psychologist scientists and intellectuals. All disciplines depend on them for vital support. Every sport's preseason, in-season, and post-season/off-season periodization offers research with continuing access to athletes and teams (Ong & Harwood, 2018). These psychologists conduct studies and experiments in the field on a regular basis.

Mental and physical health are affected by stress when people are under unreasonable pressure at work, having to meet deadlines, dealing with a manager that is unsupportive, being devalued, and having little control over their job (Castaldelli-Maia et al., 2019). This leads the individual to stop taking pauses and losing touch with their own needs, causing tension in the athlete's professional as well as in their personal life. Stress may have a significant impact on employee performance and expectations in athlete workplaces. Anyone who provides training services

to an athlete who is not emotionally compatible with such training should stop doing so, regardless of who pays for the services.

Literature review

(Abi et al., 2021) claim that sports psychology holds great significance in athletic firms and has been developing over the recent many years. With the passage of time, interests in sports have increased across different geographic locations and cultures. In this research paper, interests of sports have been presented in the region of South Korea. The author discusses the landscape of sports in Korea by examining the publications related to sports in KSSP. After examining over 30 years of research publications in different sports journals of Korea, the relationship between sports psychology and job performance of athletes has been analyzed in the paper. Apart from this, different suggestions related to athlete's behaviors, methodologies, practices, and performance have also been presented.

(Bruner, Munroe-Chandler, & Spink, 2008) investigate into sports psychology and the confidence levels of athletes by considering different age and gender groups. The aim of this research paper is to look at the impact of goal achievement orientation and awareness of the impacts of different problems on adolescent athletes' sport confidence, as well as the arbitrating impacts of sports related problems in the environment of competitive sports. In this research paper, author considers the area of research across low middle and high athletic firms in South Korea. For this purpose, data has been collected from 82 females and 218 males that are registered in different sports institutions under KSOC (Korean Sports and Olympic Committee). Researcher uses a variety of methods to analyze the sample data such as HR analysis, CF analysis (confirmatory analysis), descriptive statistics and correlation analysis. The findings of this investigation reveal that goal orientation achievements of athletes have a direct positive impact on sports-related confidence as by setting goals, athletes can moderate their perception of misplay.

(K. Lee, Kang, & Kim, 2017) present the structural association among athletic identity, burnout, stress, satisfaction of athletes and job performance in the employees of athletic firms in South Korea and investigate the impacts of athlete's ego on working performance. For this purpose, the sample data has been gathered from different athletic firms in South Korea. Factors analysis has been used to test the collected data and construct valid results. Apart from this, for the reliability of results, correlation analysis, descriptive statistics and SEM has been also utilized in the paper. The results of these analysis explain how stress has a strong association with burnout whereas burnout has a negative impact on athlete's satisfaction and athletic identity. According to SEM, burnout fully mediates the association between athletic satisfaction/ athletes' identity and stress and as compared to the results of stress to burnout and burnout to athletic satisfaction and athletes identity, the group of high ego

resilience has weaker correlation while the group of low ego has strong relation (Bejar et al., 2017).

(Choi et al., 2020) present the study of meta-analysis that probes into the nexus among organizational commitment, turnover intention, and job performance in different organizations of sports in South Korea as well as moderating factors such as the types of sports organization, gender ratios, and geographical features. The overall impact of these factors has been calculated by using the 2nd version model of CMA (Comprehensive Meta-Analysis). Apart from this, different impacts of sample data (which has been collected from the members and employees of sports firms), have been analyzed by utilizing SRC and correlation coefficients. The goal of this research is to better inform researchers and scholars on how to improve the satisfactions of employees and job performance of athletes in different sports settings in South Korea (Y. Kim & Kwon, 2020)

(Jeong, Kim, & Yu, 2021) exploit the method of qualitative coding to interpret and evaluate the data collected from the declaration of PRISMA for analytical reasons. In this research paper, the obtained data has been coded by exploiting Web QDA online tools. It is noted that there is a need to find out what sports fans want. Jae also recognizes that one method to boost customer desire to buy sports related products is to research the unique features that sports fans enjoy and want in sports. After all, according to the findings of this research paper, most marketers will have need to use sports psychology principles to identify sport's fans buy intents in specific retail centers. This is so because buyers are more affected by their friends or groups when making selections about which sports clothing to buy and from which retail center to buy it.

(S. Lee, Kwon, Kim, & Lee, 2020) study the structural association among occupational instability, retirement intention and physical self-perception in the context of the minor baseball league of South Korea. The aim of study is to clarify the relationship among them. For this purpose, the study conducting an online survey of athletes to collect sample data which is subsequently tested using descriptive statistical, psychometric validation, path, and frequency analysis. The outcomes of these analysis reveal that occupational instability have a significant negative relation with physical self-perception whereas there is no impact of physical self-perception on retirement intention while retirement intentions have direct positive association with occupational instability.

(Moon, Ko, Connaughton, & Lee, 2012) explore the connection of mental skill, sport psychology and working attention with job performance of athletes in athletic firms in South Korea. The major aim of this research paper is to look at how mental abilities and trust related with the performance of athletes, and contentment differs among different cycle racing athletic firms. To investigate the results by exploiting three hundred twenty-eight elite South Korean racing cyclists, a (multivariate analysis) MVA of variance reveals that older riders have highest cognitive trust (40+ years old). Whereas mental abilities

and affect-based trust are ranked highest by the less experienced athletes, and cognitive skills are rated lowest by the longer experienced and the top-class cyclists. Apart from this, it is also with noting that older athletes have lower social satisfaction while younger athletes have more satisfaction than older.

(Jeong, Kim, Kim, & Zhang, 2019) study the relationship between OCB, empowerment, organizational culture, sports psychology, and job performance in South Korean sports firms. This case study has focused on the role of empowerment in moderating the link between OCB and organizational culture. To investigate the association among them, SEM analysis has been performed and the results show that almost all the sub variables of organizational culture has been showing positive impact on empowerment, which in turn is found to have a direct positive impact on OCB, while sports psychology has been also demonstrated to have positive influence on job performance of athletes.

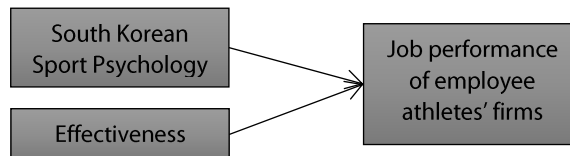
Methodology

This research study is based on primary data analysis which seeks to describe and evaluate South Korean sport psychology consultant and its job performance between employees of athletes' firms. For this purpose, the study uses specific questions related to the South Korean sport psychology for data collection and has identified 100 plus respondents as participants from whom data is collected pertaining to independent and dependent variables. Sport psychology is identified as the independent variable and the job performance of employees is used as the dependent variable.

Research Techniques and methods

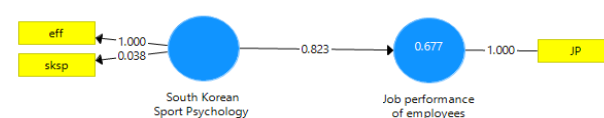
This research study is based on primary data analysis for measuring and analysing the data by using the smart PLS software. The ANOVA test analysis, the correlation coefficient, the least square regression analysis has been performed as part of data analysis. The reliability and validity testing methods have been used for measuring the evaluation of South Korean job performance between employees of athletes' firms.

Theoretical Model



Results and Discussions

Smart PLS Algorithm Model



The above model describe South Korean sport psychology and its effect on job performance of the employees. The model demonstrates a positive link between them at the rate of 0.823, the job performance of employees rate is 0.677 and it shows significant relation at the value is 1.000

which means 100% significant level. The South Korean sport psychology shows 1.000, 0.038 significant level which means that 100% and 3% significant rates. This model seeks to evaluate South Korean sport psychology consultant and its job performance between employees of athletes' firms.

Table-1

Correlation coefficient

		Correlations		
		South Korean Sport Psychology	Effectiveness	Job performance of employee athletes' firms
South Korean Sport Psychology	Pearson Correlation	1	-.141**	.009
	Sig. (2-tailed)		.001	.833
	N	100	100	100
Effectiveness	Pearson Correlation	-.141**	1	-.101*
	Sig. (2-tailed)	.001		.013
	N	100	100	100
Job performance of employee athletes' firms	Pearson Correlation	.009	-.101*	1
	Sig. (2-tailed)	.833	.013	
	N	100	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

The above table presents the correlation coefficient among variables included i.e., South Korean Sport Psychology, Effectiveness and Job Performance of employee athletes' firms. The result describes that Pearson correlation values, the significant values and that number of observations. The effectiveness shows negative relation with sport

psychology at the rate -0.141 with a significance level is 0.001 i.e., 1% significant level. Job Performance of the employee athletes firms its Pearson correlation is 0.009 and its significance value is 0.833 and its probability value is 83% and the total number of observations is 100. One represents that overall, 100% significant level and the total significant range is 0.001 to 0.05.

Table-2

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.101 ^a	.010	.007	1.09482

a. Predictors: (Constant), Effectiveness, South Korean Sport Psychology

Table 2 presents the model's summary with the help of values R, the R-square, the adjusted R square, and the standard error of the estimate. The rate of R is 0.101, the

value of R-square is 0.010 and the adjusted R square value is 0.007 which means a 7% adjusted R-square. Further, the standard error of the estimate is 1.09482 respectively.

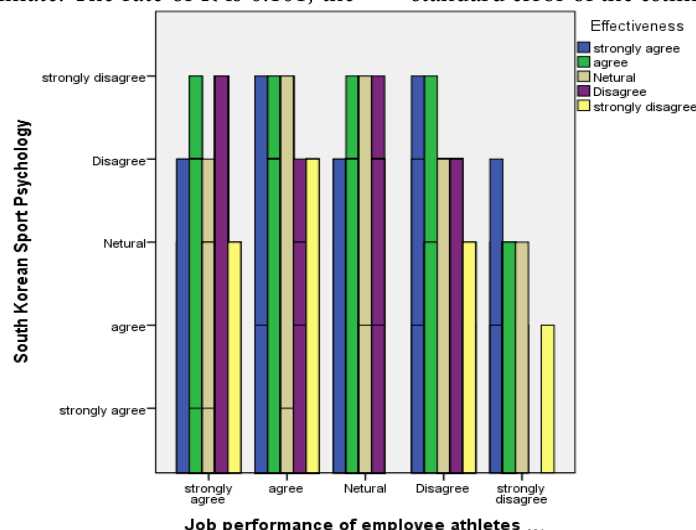


Table-3

ANOVA					
Model	Sum of Squares	d.f	Mean Square	F	Sig.
1 Regression	7.449	2	3.725	3.107	.045 ^b
Residual	719.181	98	1.199		
Total	726.630	100			

a. Dependent Variable: Job performance of employee athletes' firms
 b. Predictors: (Constant), Effectiveness, South Korean Sport Psychology

Table 3 presents the ANOVA models with the help of sum of squares, the mean square, F- values and significant. The regression values, the residual model and those total values the sum of squares values are 7.449, 719.181 and 726.630 respectively which shows that they are all positive values.

The mean square values are 3.725 and 1.199 respectively indicating a positive square of mean. The F-statistic rate is 3.107 which also presents positive values and according to this result, the significant level present is 0.045 which means 4% significantly.

Regression Analysis

Table-4

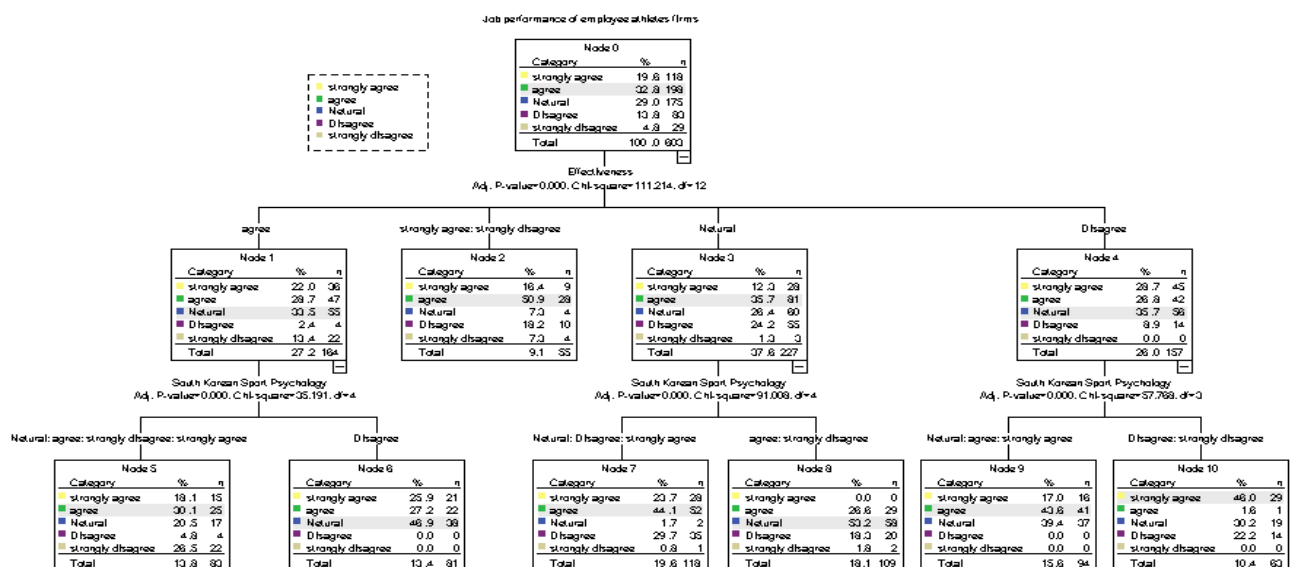
Coefficients					
Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta		
1 (Constant)	2.884	.203		14.175	.000
South Korean Sport Psychology	-.006	.040	-.006	-.141	.888
Effectiveness	-.118	.048	-.102	2.484	.013

a. Dependent Variable: Job performance of employee athletes' firms

Table 4 present the regression analysis between dependent variable and independent variable with a view to measure the evaluation of South Korean sport psychology consultant and its job performance between employees of athletes' firms. The dependent variable is job performance of employee athletes' firms. This result model describes the unstandardized coefficients and standardized coefficient values of beta. The results present the T-statistic values, the significant values and explain the standard error. The South Korean sport psychology and effectiveness consider as independent variables its beta value is 2.884, -0.006 and

-0.118 respectively. The standard error values are 0.203, 0.040 and 0.048 which shows a 20%, 40%, and 48% error of standard deviation. The value of T-statistic shows a relation between sport psychology and job performance. The South Korean sport psychology shows negative relation with the job performance and its significant level is 0.888 which means there is an insignificant effect between them. The effectiveness presents a positive and significant relation with the job performance with the rate of T statistic being 2.484 and its significant level at 0.013 which means 13% significant level.

Tree Analysis



Risk	
Estimate	Std. Error
.551	.020

Growing Method: CHAID

Dependent Variable: Job performance of employee athletes' firms

This table outlines that risk with the help of estimate values and standard error. The value of estimate is 0.551 and the standard error is 0.020 respectively.

Table-6

Observed	Classification					Percent Correct
	strongly agree	agree	Neutral	Disagree	strongly disagree	
strongly agree	29	68	21	0	0	24.6%
agree	1	146	51	0	0	73.7%
Neutral	19	60	96	0	0	54.9%
Disagree	14	49	20	0	0	0.0%
strongly disagree	0	27	2	0	0	0.0%
Overall Percentage	10.4%	58.0%	31.5%	0.0%	0.0%	44.9%

Growing Method: CHAID

Dependent Variable: Job performance of employee athletes' firms

The above table shows that classification percentage between observation values and the overall predicted

percentage values are 24.6%, 73.7%, 54.9%, 0.0%, 0.0% and that 44.9% respectively. The results present that growing method for measuring and evaluation of South Korean sport psychology consultant and its impact on job performance among employees of athletes' firms.

Table-7

	Descriptive Statistics				
	N	Minimum	Maximum	Mean	Std. Deviation
South Korean Sport Psychology	100	1.00	5.00	3.0083	1.12872
Effectiveness	100	1.00	5.00	2.9851	.94786
Job performance of employee athletes' firms	100	1.00	5.00	2.5141	1.09865
Valid N (listwise)	100				

The above table presents a descriptive statistics analysis with the help of minimum values, the maximum values, the values of mean and standard deviation values. The overall minimum values are 1.00 and its maximum value is 5.00. The south Korean sport psychology is the independent variable, and its mean value is 3.0083 and its standard deviation value is 1.12872 which indicates positive average value of mean. Effectiveness is another independent variable with a mean value of 2.9851 and a

standard deviation value of 0.9478 respectively showing that 94% deviate from mean. The job performance of employee athletes' firms is dependent variable, and its mean value is 2.5141 and its standard deviation value is 1.098 which shows that positive effect and evaluation of South Korean sport psychology consultant and its job performance between employees of athlete's firms. The total observation of research study is 100 and total valid number is also 100.

Table-8

	Estimated Distribution Parameters		
	South Korean Sport Psychology	Effectiveness	Job performance of employee athletes' firms
Normal Distribution Location	3.0083	2.9851	2.5141
Scale	1.12872	.94786	1.09865

The cases are un-weighted

This table presents the estimated distribution parameters between South Korean sport psychology, the effectiveness and job performance of employee athletes' firms. This research study measures and evaluates South Korean sport psychology consultant and its job performance between employees of athletes' firms. The result show normal

distribution with location values and scales. The south Korean sport psychology rates are 3.0083 as a located value and 1.1287 as a scale value. Similarly, the effectiveness shows 2.9851 and 0.94786 rates respectively and that of job performance of employee athletes' firms are 2.5141 and 1.0986 respectively.

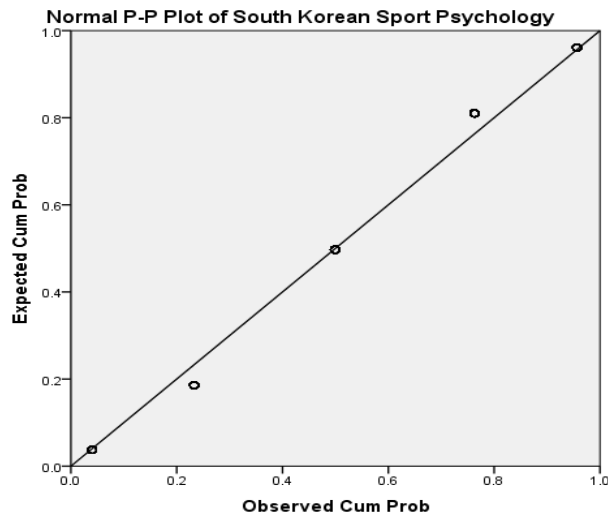


Table-9

Ratio Statistics for South Korean Sport Psychology / Job performance of employee athletes' firms

Group	Price Related Differential	Coefficient of Dispersion	Coefficient of Variation Median Centered
strongly agree	1.266	.542	78.2%
agree	1.303	.567	87.0%
Neutral	1.172	.569	80.6%
Disagree	1.322	.943	161.0%
strongly disagree	1.276	.735	102.2%
Overall	1.267	.756	121.4%

The above table presents ratio statistics analysis related to the South Korean sport psychology and job performance of athletes' firms. The results present price related differentials, the coefficient of dispersion and the coefficient of variation median centered values. The results have been divided into five groups i.e., strongly agree, agree, neutral, disagree and strongly disagree and that

overall. The values of price related differential values are 1.266, 1.303, 1.172, 1.322, 1.276 and 1.267 respectively. The coefficient of dispersion values is 0.54, 0.56, 0.56, 0.94, 0.73 and 0.75 respectively. Coefficient of variation are 78.2%, 87.0%, 80.6%, 161.0%, 102.2% and 121.4% showing median centered values in the form of percentage.

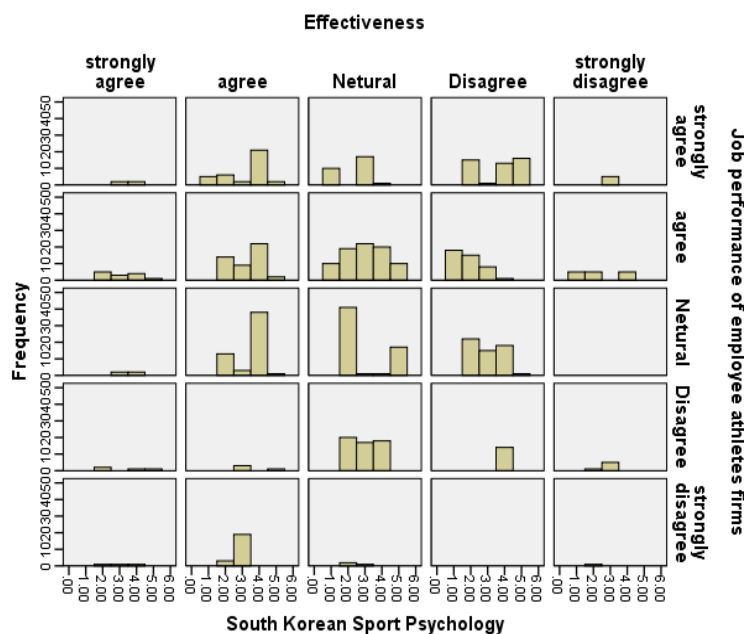


Table-10

One-Sample Test						
	t	df	Sig. (2-tailed)	Mean Difference	Test Value = 0	
					95% Confidence Interval of the Difference	
					Lower	Upper
South Korean Sport Psychology	65.447	100	.000	3.00829	2.9180	3.0986
Effectiveness	77.333	100	.000	2.98507	2.9093	3.0609
Job performance of employee athletes' firms	56.193	100	.000	2.51410	2.4262	2.6020

The above table present the one-sample test analysis among variables. The results show t statistic values, the significant values, mean difference values, and a 95% confidence interval of the difference with the lower value and upper values. The t-statistic value of South Korean sport psychology is 65.447 and its significant level is 1.00 with mean difference value of 3.008 and the lower value is

Table-11

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
South Korean Sport Psychology	100	3.0083	1.12872	.04597
Effectiveness	100	2.9851	.94786	.03860
Job performance of employee athletes' firms	100	2.5141	1.09865	.04474

The results present the one-sample statistics analysis with the values of mean, the standard deviation, and standard error mean. The total number of observations is 100, the mean value of south Korean sport psychology is 3.0083, its standard deviation value is 1.12 and the standard error of mean is 0.045 which shows a positive relation. The effectiveness presents a mean value of 2.98, its standard deviation value is 0.94 and its standard error of mean value is 0.0386. The job performance of employee athletes' firms is dependent, and its mean value is 2.5141, its standard deviation value is 1.09 and standard error of mean value is 0.044 respectively.

Discussions

Research explores high-level level South Korean competitors' encounters of recovery through a review of semi organized meetings. Until now, there has been inadequate exploration on the encounters of South Korean competitors or the social milieu relating to injury in the South Korean first-class sport framework; accordingly, the current investigation tends to these holes. Inside this segment, researcher defines the smart discoveries from the current investigation to distinguish how this work extends our insight. To start with, South Korean competitors in the current investigation utilize certain adapting methodologies beforehand indented in the wrong writing, for example, positive self-talk and objective setting, more extraordinary discoveries relating to the social elements

2.9180 and an upper value of 3.098 respectively. The effectiveness value is 77.33 and its mean difference is 2.985 with a lower value of 2.90 and an upper value of 3.06. The job performance of employee athletes' firms has a t-statistic value of 56.193 and its mean value is 2.514 with 95% confidence interval values which are 2.4 and 2.6 respectively.

inside South Korean game rose out of the meetings. Also, members seem to take part in some aggregate adapting techniques inside the tip top game framework (e.g., playing through injury for "everyone's benefit" of the group); be that as it may, these do not give off an impression of being to competitors' greatest advantage as far as recuperation is concerned. Besides, in view of their records, numerous members didn't get the fitting help from people inside the world class sport framework to deal with the stressors related with injury and restoration. All things considered; different competitors are found to look for social help from loved ones outside the framework during recuperation. Interpreting these findings inside the setting of the bio-psychosocial model of game restoration, his study contends that social/relevant components (in particular, informal community and situational attributes) can directly affect sport recovery results notwithstanding mental factors and middle of the road bio-mental results. Even though there are no target estimations taken with respect to don injury restoration results, it creates the impression that members' view of the athletic expert framework and group climate assumes a part in their personal satisfaction, treatment fulfillment, and availability to get back to don. In any case, extra exploration is expected to offer more observational help between friendly/context-oriented factors and game recovery results.

As per (Birdseye & Hill, 1995), the factor that assumes a central part in worker fulfillment and paces of turnover

goal is the "typical cost for basic items" nearby in which a representative completes business related assignments. As average cost for basic items builds, turnover goal turns into a suitable choice as a rule. As such, albeit most research portrays the connection between work fulfillment and turnover expectation as regrettable, the reasons they give are heterogeneous. This inferential measurement-based investigation has not endeavored to check the scope of reasons, which are past its degree. This finding proposes that endeavors to keep a comprehensive working environment climate for the two sexual orientations and to diagnose possible reasons for turnover expectation are import-insect in accomplishing positive authoritative results. Employees working in the games for all projects show up to be more fulfilled and submitted than utilize of different games associations. To develop more comprehensive authoritative practices that can help sports associations limit turnover goal, leaders in sports associations should cultivate dreams, approaches, and practices that intend to take stock of the individual qualities of their employees and to energize and appreciate their commitments (Jeong et al., 2019; H.-D. Kim, 2019; Leonardelli & Toh, 2011; Mumtaz, Ragamustari, & Hirawan, 2021; Park, Kim, & Chiu, 2021).

Conclusion

This research study focuses on South Korean sport psychology consultant and its effectiveness and effect on the job performance between employees related to the athletes' firms. This meta-analysis attempts to analyze the impact of directing factors (i.e., sex proportion, territorial information qualities, and kinds of sports associations) on worker level authoritative result ascribes (i.e., work fulfillment, hierarchical responsibility, and turnover aim) inside Korean games settings. Altogether, the conclusions of this research study lay down the foundation for understanding the directing impacts of employee proportions, local qualities, and hierarchical sorts on factors that influence authoritative execution and result. This meta-scientific audit of chosen contemplates gives a thorough rundown and portrayal of standard investigations inside a specific hypothetical idea. This

investigation gives bits of knowledge into the expected contrasts seeing someone among factors. It will thus be able to help researchers and professionals become better educated about approaches to accomplish more significant levels of representative fulfillment and responsibility inside sports associations. This research study is exceptional and offers advantages to different crowds; moreover, it has the accompanying impediments, given the idea of meta-analytic strategy: (1) just Korean articles distributed in KCI-recorded games situated diaries have been incorporated; (2) scientists have depended on their abstract decisions to arrange the chosen contemplates; (3) hypothetically significant investigations might have been barred in light of the fact that they needed applicable factual information. In spite of the all-creator's endeavors to synthesize more exact evaluations of populace impact sizes for a basic hypothetical foundation, this investigation may not mirror an expansive range of studies. Future research could investigate additional directing variables more extensively to further develop our insights into worker level ascribes and their instruments.

Results show that the South Korean sport psychology demonstrates an inverse effect with the job performance of employees and effectiveness shows positive effect on employee job performance in athletes' firms. Despite these interesting findings, the current investigation has some important impediments. To start with, there was a lot of time between the wounds and meetings; albeit two members announced that they were yet harmed at the hour of the meeting. Therefore, the profundity and expansiveness of the information may have been restricted by memory rot and predisposition. Subsequently, longitudinal plans, which take into consideration members to be met at each period, are suggested for future exploration. Regardless, we accept the review configuration taking into consideration members to make significant responses about their physical issue just as their postretirement encounters in general.

Second, on occasion, it is hard to obtain rich information because of the language barrier between the specialist and members just as the generally short meetings. Essentially, it is conceivable that critical components of the members' story may have been lost in interpretation.

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