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Study on the relationship between psychological contract effect and job performance in the construction of regular college sports teachers and colleges

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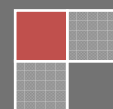
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ABSTRACT

College sports teachers on one hand are the mentors of preaching impart knowledge and solve doubts for students, on the other hand also teach the students the physical exercise knowledge. Students can get better exercise as only as the reasonable physical teaching by sports teachers, and get training effect in a relatively short time. The qualified and responsible sports teachers are indispensable important personnel in schools, who of supervise and urge students to form good physical exercise habits. Therefore, study on the relationship between psychological contract effect and job performance in the construction of regular college sports teachers and colleges is very important, which can form scientific management mode, guide the teachers teaching, and improve the quality of teaching. Through the analysis of college sports teachers' psychological contract, job performance, and job satisfaction, it will have a better management theoretical basis, and give full play to the role of the colleges sports teachers. This paper analyzes the related research of contract theory and job performance, illustrates the theory of psychological contract and its importance, and also introduces the psychological contract and job status, what's more, for a better analysis of influence of psychological contract in regular colleges to sports teachers, selected some colleges and universities to have a survey of questionnaire, analyze the data of the questionnaire, it is obvious to see that if teacher's school is identified by themselves it is the highest degree of psychological contract, and they are relatively easy to satisfy and with enthusiasm in the work; while if school sports teachers have complain psychology, and are not satisfied with the teaching arrangement of school administrators, the enthusiasm in teaching practice is the lowest, and the most easy to produce the idea of leaving, the reliability of the construction of psychological contract by two sides is low.

KEYWORDS

College sports teachers; Psychological contract; Job performance; Job satisfaction.



INTRODUCTION

As the phenomenon of paying attention to academic record and ignoring physical exercise gradually appear in Chinese universities, it is necessary to focus on the importance of physical exercise, and to give full play to the role of regular college sports teachers in school. Although, some people think that college sports teachers are dispensable, and the society gradually ignored the existence of the sports teachers' value and meaning, which lead to some sports teachers' job enthusiasm is very low. But the physical revolution is the capital, without good health it will be hard to study well, the importance of sports education in students study and life should be paid more attention. In order to effectively improve the job performance of regular college sports teachers, the method of psychological contract should be applied in the colleges and universities, to analyze the relationship between college sports teachers and colleges with the method of psychological contract, to find a better management method, to urge and arouse the enthusiasm of sports teachers, and call for the society that don not only focus on academic record but attach more importance to the physical health.

Psychological contract is a kind of important analysis methods to study human resource management and organization of various fields in China in recent years, which belongs to a new research field in China. Compared with explicit contract such as the provisions of legal clause, labor contract of enterprises and so on, the psychological contract does not have the characteristics such as determinacy, uniqueness and so on; it is a kind of hidden contract behind the contract project. Generally speaking, psychological contract appeared late in China, but the development until present in China shows a strong vitality, and it is now a content that managers in all areas must have, and also a hot spot focuses by managers and leaders. The psychological contract has wide application scenario in China, it is a kind of important way to maintain the relationship between managers and workers, which can indirectly reflect the psychological needs and expectations of employees. Relatively speaking, good psychological contract model can effectively help the manager to manage and constrain a large number of employees, and also can greatly stimulate staff's work enthusiasm and stimulate the potential, and to create great value for the company, school, and other application fields.

STUDY ON PSYCHOLOGICAL CONTRACT THEORY AND JOB PERFORMANCE

With the development of society, contractual management has gradually been applied in real life, but unlike law which has strong binding force, formality and clarity, psychological contract is a kind of fuzzy and uncertain mental pattern and gradually paid great attention by the society. In colleges and universities, the psychological contract model also gradually adopted, which is an important measure in college reformation. Although there is no explicitly clause in the contract is being restrained at work, but for college sports teachers psychological contract greatly affects the teacher's working state, the final job performance and so on, and also has great influence to teachers job satisfaction.

Psychological contract theory and its importance

As is known to all, the key to the quality of education is the teachers, while part of the quality of education in a school depends on the management mode of the school. Contract theory is the perfect combination of psychology and management, it analyzes from the psychological point of view that the regular college sports teacher's attitude towards their work and the influence to their job performance. The management of the psychological contract will in a certain extent affect the job satisfaction of teachers, the attitude of managers and job performance, etc. But there are many shortcomings in the working state of college sports teachers, which need to adopt scientific and effective management, incentives method to improve the work enthusiasm and job performance of regular college sports teachers.

The studies on psychological contract theory of regular college sports teachers to a large extent can further increased the research scope of psychological contract theory, can further enrich the research content of psychological contract, and can further be conducive to improve the knowledge of psychological contract theory. Under the guidance of the theory to found sports teachers' state of mind, changing trends, and against the factors of contrary to the work will provide practical theory for other fields of research. The application of psychological contract theory is a good way to arouse the sports teachers' work enthusiasm, which can directly improve the level and effect of students' exercise, arouse the exercise enthusiasm for adolescents, and indirectly improve the exercise enthusiasm of the mass.

The concept of psychological contract^[1] was first put forward in book *The Understanding of Organizational Behavior*, the main explanation is the subtle relations between employers and employees, and a mutual expectations. The study of psychological contract is relatively late in China, based on the status quo of China, the definition of psychological contract mainly has two characteristics: (1) psychological contract is a kind of relationship that has contract, the relationship needs to be constituted by two aspects of the parties, including two main members of the individuals and managers; (2) psychological contract neither clearly express their expectations, nor have an express provision as similar requirements, it is primarily a kind of subjective beliefs between employers and employees, both have to pay, but their own expectations make their potential expectations do not have the written legal obligation and responsibility, etc.

Study on psychological contract and working condition

For the definition of psychological contract, different scholars hold different views, but colligated the analysis and opinions of the scholars the psychological contract mainly has the characteristics of subjectivity, crypticity, bidirectionality, uncertainty and dynamicity, etc. But based on people's psychology combined with their work, there is a big difficulty mainly

covers the view in structure of two-dimension, three-dimension and four-dimension^[2], and relatively transactional psychological contract is mainly a short-term relationship of economy.

In environment of advocating by the text, pay attention to scientific development in various universities, it is important to respect and care about the students, but at the same time it is also important to fully consider the situation of the teachers. If the level of teachers' job satisfaction is higher, their working enthusiasm will also be very high; on the other hand, there will be a negative work status. The diagram of the relationship between job satisfaction and job performance of the teachers^[3] is shown in Figure 1.

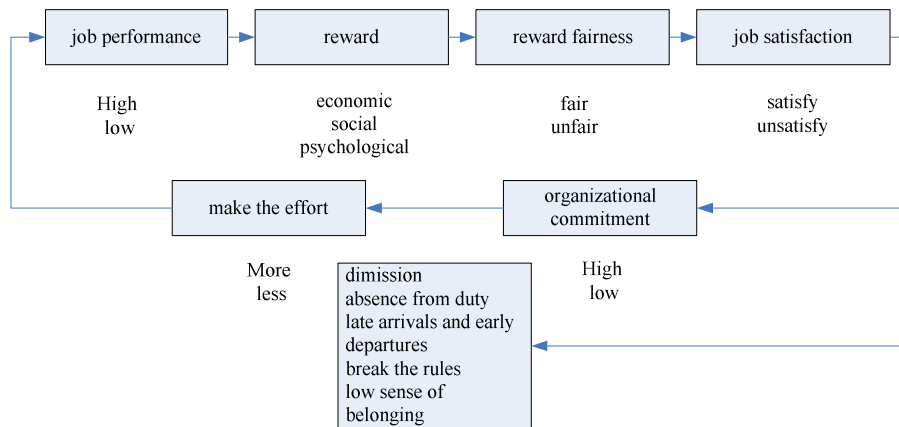


Figure 1 : Relationship between job satisfaction and job performance of the teachers

The satisfaction of college administrators to sports teachers will also indirectly affect sports teachers' work enthusiasm, and the commitment of administrators for the teachers is also a kind of psychological contract. Affective commitment refers to the satisfaction of teachers to the school after they entered the school, and also refers to the their job enthusiasm, willing to give counsels for school sports development, and at the same time, school administrators can also fully considered sports teachers' own personal circumstances to negotiate and communicate.

If sports teachers in the work are positive, passionate and hardworking, they will feel their value and meaning of existence in their efforts. But if the sports teachers' talent can not be fully used and can not get recognition of administrators, the teachers will gradually slack, ignore their own work and have the idea of dimission. It can be found in the investigations that the phenomenon of administrators' renege commitment is more likely to lead sports teachers' idea of dimission, and Figure 2 is a model of psychological contract renege commitment^[4].

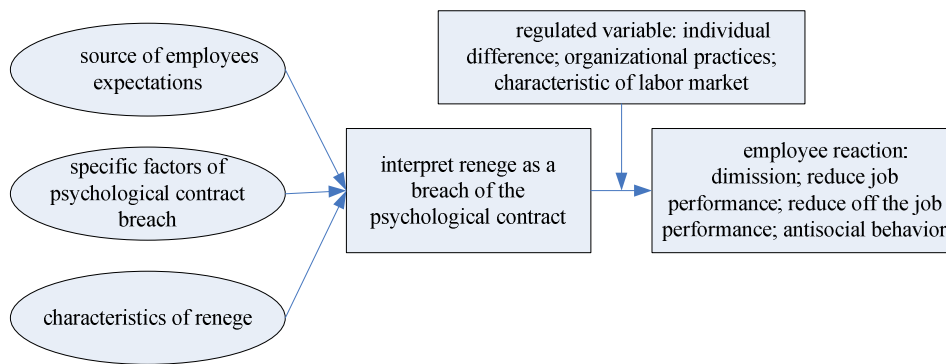


Figure 2 : Model of psychological contract renege commitment

PSYCHOLOGICAL CONTRACT QUESTIONNAIRES OF COLLEGE SPORTS TEACHERS

For further analysis on the influence of psychological contract on college sports teachers, a questionnaire survey was administrated in some colleges and universities in Jiangsu (including Southeast China University, Nanjing Normal University, Qidong Middle School, Huaiyin Middle School, etc.), because the objects of the questionnaire are teachers and based on the analysis data, the reliability is relatively high.

Impact factor of college sports teachers' psychological contract

Psychological contract is a kind of psychological expectation with bilateral nature, but there are many factors affect the work state of college sports teachers, such as: reward, work environment, family environment, manager's approval, the commitment of schools and humanity responsibility, etc. The formation of psychological contract mainly contains three

parts^[5]: (1) Administrate a questionnaire survey to the psychological contract of regular sports teachers and interview teachers, including the teachers' campus, off-campus life, teaching, and further study, etc. (2) Analyze questionnaire data of early recovery, and predict psychology, according to the actual situation adjust the questionnaire and survey a new test. (3) Analyze the influence factors in exploratory way through the recycling questionnaire, and validate through the mechanism of half reliability^[6], TABLE 1 is the analysis of half reliability of questionnaire. For college PE teachers' psychological contract questionnaire to explore factor analysis, it can be seen that KMO = 0.948, BTS = 1.84 e3, indicated that the data with the analysis of the value, as shown in Figure 3 is the ordinary university sports teacher psychological contract public factor and the characteristic value of scatter plot^[7].

TABLE 1 : Analysis of half reliability of questionnaire about college sports teachers

Reliability	Total Table	Environmental Responsibility	Growth Responsibility	Humanity Responsibility
CA	0.971	0.954	0.944	0.902
Half Reliability	0.953	0.950	0.936	0.925

It can be seen from TABLE 1 that the value of half reliability of college sports teachers' questionnaire of psychological contract is greater than 0.84^[8], indicating that the reliability of the questionnaire is relatively large.

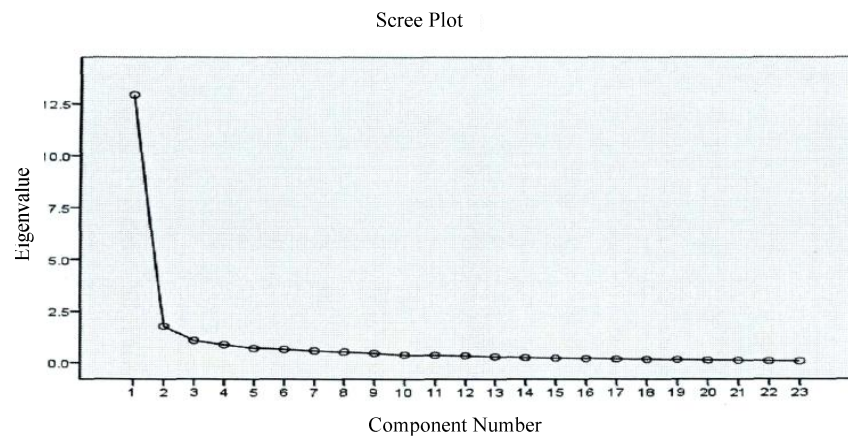


Figure 3 : Scatter diagram of psychological contract common factor and characteristic value of regular college sports teachers

The process of factor analysis is mainly used the numerical value that characteristic value is greater than one, extract the key factors from it, so as to reasonably and effectively reflect the original data information.

TABLE 2 shows the value of psychological contract dimension of regular college sports teachers, and from it can see that the school in the heart of sports teachers account for the proportion of the maximum of 4.182, the teachers' own responsibility value is 4.064. Both of the sports teachers' own heavy responsibility and the school's sense of attaching great importance to the position of responsibility are a factor that both sides pay great attention in the psychological contract^[9]. The degree of satisfaction of college sports teachers in their work is influenced by various aspects, if teachers are not satisfied with their work then they can not well know the importance of his work, which would become a temporary work, and would have a bad impact on colleges and universities, and also have a negative influence on the job performance of the other teachers.

TABLE 2 : Scores of psychological contract of regular college sports teachers

	Sample Size	Minimum	Maximum	Total	Average	Standard Deviation
Environmental Factor	500	1.00	4.00	2183.89	4.136	0.783
Growth Factor	500	1.00	4.00	2015.78	4.089	0.876
Humanity Factor	500	1.00	4.00	2108.99	4.102	0.792
School-related Factor	500	1.00	4.00	2160.34	4.183	0.776
Outside Factor	500	1.00	4.00	1774.72	3.567	0.827
Job Factor	500	2.00	4.00	2143.88	4.250	0.592
Ownership Factor	500	2.20	4.00	2156.51	4.240	0.598
Teacher Factor	500	1.00	4.00	2103.74	4.129	0.625

CONCLUSION

In the current rapid development society, parents are in pursuit of high-quality education and hope their children could get good results at school, in the future could be propitious to the best junior high school, the best high school, the best university, and even have the opportunity to study abroad. The society gradually formed a kind of potential ethos: only attaches importance of study and ignore the importance of exercise at school. With the application of psychological contract in universities, college sports teachers can get reasonable regard. For this special teachers group, in the past, people always think that the level of sports teachers will not have impact on schools' education, consequently ignore the attention to sports teachers, which will gradually lead to the lack of consciousness of exercise for students. The only method is to pay attention to sports teacher's reasonable existence, respect for the teacher's teaching and learn to combine with the method of psychological contract, with effective application, arouse the work enthusiasm of college sports teachers, improve the teaching level of school sports education, cultivate students willing to exercise consciousness, set up the health and scientific learning concept. With the data analysis of questionnaire on various universities sports teachers, it can be seen that psychological contract in the condition of that the school is identified by the teachers themselves is the highest, and teachers in the work is relatively easy to satisfy, and enthusiasm is high; In addition, for the sports teachers who are provided with lower salary in colleges and universities would have a psychological complaints, can not satisfy with the teaching arrangement by school managers, the enthusiasm in teaching practice is low, easy to produce the idea of leaving, the reliability of psychological contract establish by two sides is low. So schools should strengthen the degree of attention to the sports teachers with reasonable allocation of welfare policies, encourage sports teachers, improve their work enthusiasm, try to avoid negative emotions, in the implementation of cultural teaching quality improvement and at the same time realize the promotion of students' physical quality to achieve a relatively balanced state.

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