

Development and Test of Social Director of Sports Psychological Contract Scale

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Abstract: In order to provide important realistic basis for standardizing, guiding and governing the guiding behavior of social sports instructors, the measuring tools of psychological expectation were compiled. According to the survey data of 285 social sports instructors and 365 social sports instructors, project analysis, exploratory factor analysis and confirmatory factor analysis were carried out, and reliability and validity tests were conducted. The results are as follows: (1) the social sports instructors psychological contract scale by the growth and development, belonging and identity and norms and guidelines of three dimensions, 36 projects, divided into organizational responsibility subscales (growth liability, ownership, standard responsibility) and personal responsibility subscales (development rule of liability, recognition and responsibility) two subscales. (2) The Cronbach's Alpha value of organizational responsibility scale was 0.927 and KMO was 0.904 ($P < 0.5$); the Cronbach's Alpha value of personal responsibility scale was 0.932 and KMO was 0.921 ($P < 0.5$). The subscales of organizational responsibility and personal responsibility $\chi^2/DF < 3$, GFI > 0.8 , CFI > 0.9 , RMSEA < 0.8 ; the structure and data fit well and meet the requirements of psychological test. (3) It is consistent with the realistic, conditional exchange and development-oriented dimensions of the authoritative psychological contract research contents at home and abroad, and reflects the group characteristics of social sports instructors in the expressions and specific items. Individual responsibility is greater than organizational responsibility; Organizational norms and personal norms have the highest expectation of responsibility; the pursuit of growth and development is greater than belonging identification. The psychological contract scale for social sports instructors has a reasonable structure, good reliability and validity, and reflects the value pursuit of the group. It is an ideal evaluation tool for studying the psychological contract of social sports instructors.

Key words: social director of sports; psychological contract; organizational responsibility; personal responsibility

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"We will deepen the reform of the management system for social sports instructors,

appropriately lower the entry threshold, and expand the size of the team. By 2025, there will be 2.16 social sports instructors per 1,000 people, and the guidance service rate and scientific fitness guidance service level will be improved." "The State Council on printing and distributing the National Fitness Plan (2021-2025) notice" relevant requirements for China's social sports instructors to provide unprecedented opportunities for development. But for a long time, because of social sports instructors and association sports management department or the volunteer service organizations not directly subordinate relations, the lack of effective management system and talent cultivation system, shows the characteristics of loose and non-standard¹ resulting in the loss of social sports instructors, ShangGangLv is not high, guiding the arbitrariness strong² Social sports instructors are facing great challenges in the governance of national fitness guidance. Is the base of motive and behavior, demand and expectation of the psychological demand of constantly meet, psychological expect to achieve is not only the behavior of continuous power for a long time, but also for social sports instructors to guide behavior governance internal driving force, the organization formed in the good relations of cooperation, the reasonable application of human resources, improve access standards and incentives has important guiding significance. In view of the constraining effect of psychological contract on each other's behaviors and ways of doing things, the attribute of voluntary service public product makes psychological contract become an important basis for the governance implementation of social sports instructors³ The psychological contract scale for social sports instructors can provide a scientific and effective evaluation tool for the governance of social sports instructors, which can help both organizations and social sports instructors to perceive each other's inner expectations and fulfill their respective responsibilities.

DEVELOPMENT OF RELATED CONCEPTS

Psychological contract represents an implicit and informal relationship of understanding and tacit understanding between employees and employers⁴ Rousseau^{5,6} et al believed that psychological contract is a one-sided relationship. Schein and Herriot et al.^{7,8} put forward the view of bilateral relationship, believing that psychological contract consists of the perception of mutual responsibility of both employees and organizations. There are still differences between the two perspectives on whether an organization has a psychological contract, but they agree that the essence of employee psychological contract lies in employees' perception of self-responsibility and organizational responsibility. From the perspectives of responsibility, interpersonal relationship, organizational management and customer demand, scholars at home and abroad have conducted in-depth discussions on psychological contract scale and theory of different groups. Rousseau (1993) prepared psychological Contract Questionnaire⁹, And Millward and Hopkins (1998) confirmed that Rousseau's two factors of "transactional relationship"¹⁰ had important guiding significance for the compilation of psychological contract scale in the field of employment relations in China. Domestic scholars Chen California, Ling Wenquan, Fang Liluo (2003)¹¹ developed the Psychological Contract Questionnaire for enterprise employees with two dimensions of organizational responsibility and employee responsibility; Li Yuan (2006)¹² developed the psychological contract scale for Chinese employees with three dimensions of normative, interpersonal and developmental responsibility from the perspective of local interpersonal relationship. Based on li Yuan, Chen California et al. 's focus on localization of psychological contract research, some researchers have turned their focus to specific employee groups^{13,14} and teacher groups^{15,16} Psychological contract scales in different fields, such as Organizational manager Psychological Contract Questionnaire¹³ in 2004, Customer Psychological Contract Scale in Brand Relationship in 2007¹⁷, Psychological Contract Questionnaire for Fresh Graduates in 2012¹⁸, keep emerging. Yu Kefa (2013)¹⁹ divided customer psychological contract into normative, interpersonal and developmental types. Shi Jianwei and Zhou Ping (2016)²⁰ proposed

a scale to evaluate doctors' psychological contract with four factors including transaction, development, relationship and conceptual responsibility. Chen Chunyu and Xia Rigui (2019)²¹ believe that teacher psychological contract is composed of "transaction dimension, relationship dimension and development dimension", etc. With the development of the research field, psychological contract theory has been applied to analyze the incentive mechanism and management of non-employment relationship. Liu Mei (2012)²² analyzed the application of psychological contract in volunteer management of sports events. Liu Yanhong and Bai Haixia (2013)²³ proposed the incentive mechanism of psychological contract of college students' volunteers. Li Yanping (2013)²⁴ believed that volunteers had eight contractual requirements for service organizations through qualitative research. Although scholars at home and abroad have prepared many psychological contract scales suitable for the field of employment relationship from the perspective of different groups, there are few researches on psychological contract scales suitable for the field of non-employment relationship, especially for the voluntary service of social sports instructors. Psychological contract agreed upon in the different groups have certain differences in²⁵, suitable for social sports instructors of psychological contract scale not only can help organizations and social sports instructors, the awareness of each other's heart is looking forward to, perform their respective responsibilities, establish long-term relationship between tacit understanding, can also for the management of social sports instructors to provide scientific and effective assessment tools, Promote the construction of spiritual civilization under the new situation and social sports instructors nationwide fitness volunteer service activities of long-term.

RESEARCH METHODS AND PROCESS

Preparation of Scale Items

The development process of psychological contract scale for social sports instructors

includes three parts: in-depth interview, critical event method and open interview. (1) In-depth interview to collect project content. 30 national social sports instructors conducted in-depth interviews for about 40 minutes, guiding social sports instructors to express their perceived organizational responsibility and personal responsibility during volunteer service. (2) Critical event method to collect project content. Social Sports Instructors Association organizers, managers and about 50 association members of social sports instructors took a semi-structured survey, the question is: in the process of volunteer service, what responsibilities do you think the organization has for individuals, what responsibilities should individuals do for the organization. (3) Sorting out and summarizing project contents. Please state the relevant person in charge of sports instructors, the national fitness, organizational behavior, psychology and universities expert consulting and determine the content of the project, inaccurate expression and different levels of project modified, supplement and integrate, and appropriateness of the project to assess the rationality of the questionnaire and modifies the expression is not clear and easy to understand the ambiguity of the project, Finally form a formal questionnaire.

Collection of Scale Data

Predict samples using 2019 national social sports instructor training course in Beijing, Shaanxi province issued by the 310 students in the field of 43 items of social sports instructors, psychological contract scale initial scale paper questionnaires, the standardization and the data in incomplete discriminant out and obviously not true invalid questionnaires, get 285 effective questionnaires. In 2019, 370 trainees who participated in the national training base for social sports instructors in Henan, Guizhou and Fujian provinces distributed 36-item paper questionnaires of psychological contract scale for social sports instructors on site, and 365 valid questionnaires were obtained. According to the analysis, most of the social sports instructors are over 40 years old, more women than men, and most of them are employees of enterprises and public institutions with college and bachelor's degrees or retirees. The specific structure is shown in Figure 1 below:

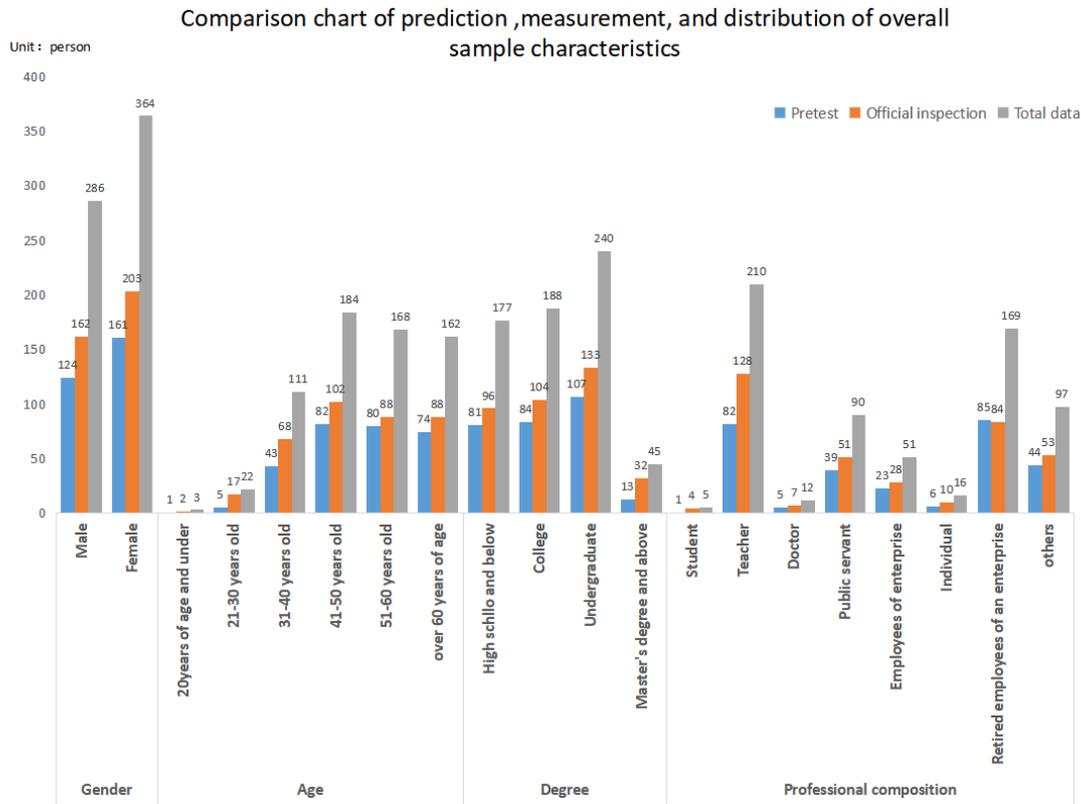


Figure 1 Comparison Diagram of Characteristic Distribution of Prediction, Test and Population Samples

Processing of Scale Data

SPSS 21.0 software was used for item analysis, reliability analysis, exploratory factor analysis and correlation analysis of the recovered data. AMOS25.0 was used for confirmatory factor analysis of the test results, and the reliability and validity of the scale were tested. The first part contains pre-survey data of 285 people for exploratory factor analysis. The second part included data from a formal survey of 365 people for confirmatory factor analysis. The third part contains 650 valid data of predicted samples and formally measured samples, which are used to discuss the survey results of all dimensions of the scale.

ANALYSIS OF RESEARCH RESULTS

Project Analysis

Critical ratio test

Item analysis is the most basic and important step in scale preparation to test the suitability of

items in the scale. Independent sample T test was used to compare the difference (CR) between high group (top 27%) and low group (bottom 27%) in each item. If CR is greater than 3 and $A < 0.5$ or $A < 0.01$, it indicates that the item has discrimination (According to Wolman's research, CR value should be at least above 3.0, and it must reach the significant level to have discrimination. The subject can be retained). Results (N = 285) No significant difference was found in PIR3 item ($P < 0.05$), and the PIR3 item was deleted.

Homogeneity test

The higher the correlation between the score of each item and the total score, the higher the homogeneity of the item and the overall scale. If the correlation coefficient between the score of a question item and the total score is not significant or low (correlation coefficient < 0.4), it indicates that the homogeneity of the question item and the overall scale is not high. After examination, it is shown in

Table 1. POR22, POR2, POR1, PIR6, PIR13 the requirements of measurement. have low homogeneity with the overall scale, so this item will be deleted. A total of 36 items met

Organizational responsibility Project	CITC	Personal responsibility program	CITC
POR1	0.376	PIR1	0.580
POR2	0.367	PIR2	0.585
POR3	0.484	PIR4	0.494
POR4	0.504	PIR5	0.512
POR5	0.567	PIR6	0.396
POR6	0.480	PIR7	0.655
POR7	0.484	PIR8	0.634
POR8	0.561	PIR9	0.579
POR9	0.604	PIR10	0.628
POR10	0.602	PIR11	0.675
POR11	0.618	PIR12	0.649
POR12	0.643	PIR13	0.119
POR13	0.717	PIR14	0.596
POR14	0.644	PIR15	0.586
POR15	0.676	PIR16	0.623
POR16	0.611	PIR17	0.649
POR17	0.591	PIR18	0.713
POR18	0.665	PIR19	0.665
POR19	0.668	PIR20	0.637
POR20	0.669	PIR21	0.627
POR21	0.630		
POR22	0.331		

Exploratory Factor Analysis

Exploratory factor analysis was carried out on the pre-survey data of 285 people. The exploratory factor analysis adopted the maximum variance method for factor extraction, orthogonal rotation method for rotation, and the method of eigenvalue greater than 1 to explore the number of factors freely and finally determine the number of factors.

Subscale of organizational responsibility

Exploratory factor analysis was performed on

19 items retained in the organizational responsibility subscale. The running results show that KMO = 0.904, Bartlett sphericity test value is 2463.553, $P < 0.01$. According to Kaiser, the commonly used KMO metric is given: above 0.9 means very suitable; below 0.5 indicates very unsuitable. It is suitable for factor analysis. Then, the maximum variance method was used to extract three factors by orthogonal rotation, as shown in Table 2. However, the result showed that the POR15 project had multiple load of two factors, so the project was deleted and 18 items were finally retained.

Project	Load factor		
	Growing responsibility	Ownership of responsibility	standardization responsibility
POR20	.810		
POR21	.713		
POR19	.708		

POR13	.626		
POR14	.616		
POR16	.585		
POR10		.803	
POR11		.711	
POR9		.700	
POR17		.667	
POR18		.604	
POR12		.580	
POR4			.734
POR5			.733
POR3			.728
POR6			.645
POR7			.593
POR8			.586
Characteristics of the grounding	7.706	3.414	3.381
Percentage variation (%)	42.812	9.208	6.077
Cumulative percentage of variation (%)	20.347	18.969	18.781

Note.
 Load less than 0.50 is not shown

According to the results of principal component analysis in Table 2, there are 3 factors whose eigenvalue is greater than 1 that can be extracted, which can cumulatively explain 58.09% of the total variation. The first factor can explain 42.812% of the total variation of all variables, and the second factor can explain 9.208%. It shows that the extraction of three factors is relatively ideal. It can also be seen from the "gravel plot" of factor structure in Figure 2 that the slope line is very flat after the third factor, indicating that no special factors are worth extracting. Therefore, the three factors represent a reasonable factor structure of the psychological contract scale. The first factor includes 6 items. The highest load item is POR20, POR21, POR19, POR13, POR14, and POR16. The other items focus on self-improvement, so it is named growth responsibility. The second factor includes 6 items, including POR10, POR11, POR9, POR17, POR18 and POR12 with the highest load. It mainly expresses the recognition and humanistic care of the organization, so it is named as attribution responsibility. The third factor includes 6 items, including POR4, POR5, POR3, POR6, POR7 and POR8 with the highest load. Item information reflects the basic responsibility performed by the organization in the service process, named as normative responsibility.

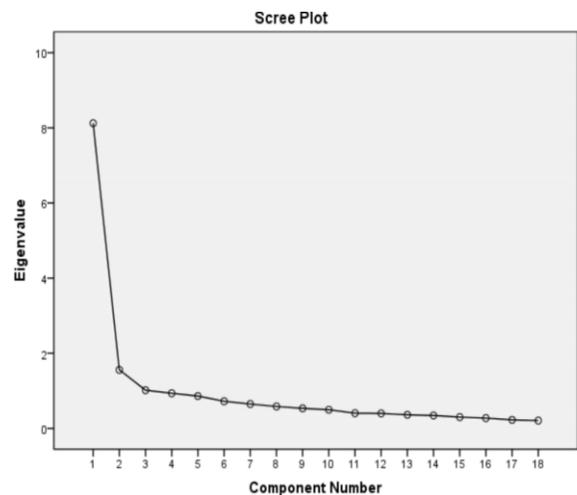


Figure 2 Relationship between the Number of Factors and Characteristic Roots in the Organizational Responsibility Subscale

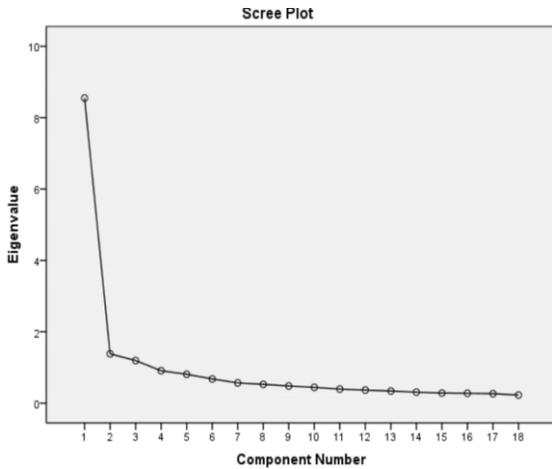


Figure 3 Relationship between the Number of Factors and Characteristic Roots in the Individual Responsibility Subscale

Subscale of personal liability

Bartlett sphericity test was performed on 18 items tested by the personal responsibility subscale, KMO = 0.921, and the sphericity test value was 2807.112 (P < 0.01), indicating that the personal responsibility subscale was suitable for exploratory factor analysis. Three factors were extracted by orthogonal rotation with maximum variance method, as shown in Table 3.

The results of principal component analysis in

Table 3 show that there are three factors whose eigenvalue is greater than 1 that can be extracted, which can cumulatively explain 61.21% of the total variation. The first factor can explain 45.329% of the total variation of all variables, and the second factor can explain 8.945%. It shows that the extraction of three factors is quite ideal. It can also be seen from the "gravel map" of factor structure in Figure 3 that the slope line is very flat after the third factor, indicating that no special factor is worth extracting. Therefore, the three factors represent the factor structure of the scale is reasonable. The first factor includes 6 topics, with PIR20, PIR19, PIR21, PIR18, PIR17 and PIR16 having the highest load. According to the content of the topic, it is named development responsibility based on the expectation of improving its service level and ability. The second factor includes 6 topics, with the highest load of PIR9, PIR10, PIR11, PIR7, PIR8 and PIR12. The content of the item is mainly the scope of personal responsibility that should be done in the process of service, named as standard responsibility. The third factor includes 6 items, with PIR2, PIR4, PIR6, PIR5, PIR15 and PIR14 being the highest load. The item mainly contains the values of dedication, friendship, mutual assistance and progress reflected in behaviors, so it is named identity responsibility.

**Table 3
 Exploratory Factor Analysis Results of Personal Responsibility**

Project	Load factor		
	Development of responsibility	Standard duty	Agree with responsibility
PIR20	.841		
PIR19	.810		
PIR21	.792		
PIR18	.789		
PIR17	.678		
PIR16	.675		
PIR9		.820	
PIR10		.781	
PIR11		.730	
PIR7		.664	
PIR8		.620	
PIR12		.615	
PIR2			.762
PIR4			.715
PIR1			.671
PIR5			.654
PIR15			.628
PIR14			.570
Characteristics of the grounding	8.159	1.610	1.249

Percentage variation (%)	45.329	8.945	6.938
Cumulative percentage of variation (%)	22.536	19.980	18.696
Note. Load less than 0.50 is not shown			

Confirmatory Factor Analysis

Content validity

Whether the scale has content validity needs to be considered in two aspects²⁶ First, whether the scale really measures the desired variables; The second is whether the scale covers all dimensions of the variables to be measured. The validity of the content can be ensured through standardized and meticulous research procedures. In the stage of forming and compiling the scale, field interviews with relevant leaders of national fitness organizations and experts in the field of social sports are conducted to ensure that the scale content is comprehensive and accurate. After the initial scale formation, please sociology experts, the relevant person in charge of the national fitness and national social sports instructors, a total of more than 20 people fit, representative and connotation of subject and expression were evaluated and modified, as a result, finally formation of the project has good representative, so be on this scale has high content validity.

Structural validity

(1) Subscale of organizational responsibility

Confirmatory factor analysis was performed on official survey data (N = 365) using Amos25.0. The initial model fitting results showed that the fitting degree was not ideal, and some fitting indexes were not ideal. Then, the model was modified by using the parameters in Modification Indices. The results show that if the residual errors e4 and E5, E3 and E6, E7 and E9, E8 and E9, e14 and E16 are correlated, the Chi-square value and covariance will decrease or decrease accordingly. Therefore, the model is modified by increasing the correlation one by one, as shown in Table 4 and Figure 4. The fitting index of the organization responsibility subscale $X^2/DF = 2.987$. The results suggested that the model fit well ($X^2/df < 3$). GFI = 0.894, very close to the goodness of fit standard ≥ 0.9 , GFI, IFI, TLI and CFI are all greater than 0.9, indicating a good fit. RMSEA is $0.074 < 0.08$, RMR is $0.032 < 0.05$, which also indicates that the conceptual model fits well.

Subscales	X ²	df	X ² /df	GFI	IFI	TLI	CFI	RMR	RMSEA
Judgment standard	-	-	< 3	≥ 0.9	≥ 0.9	≥ 0.9	≥ 0.9	Close to 0	≤ 0.05
Organizational responsibility	397.21	133.00	2.987	0.894	0.923	0.910	0.922	0.032	0.074

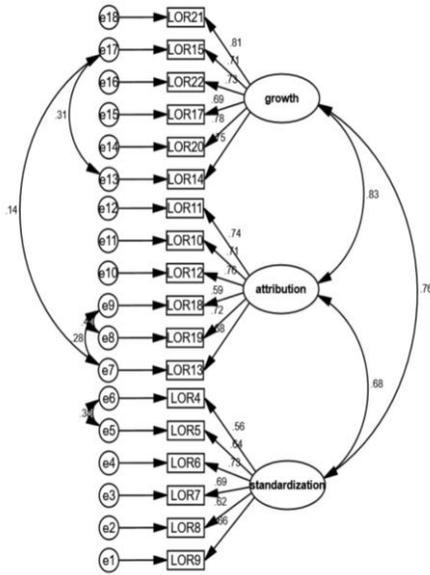


Figure 4 Schematic Diagram of a Confirmatory Analysis Model for Revision of the Organizational Responsibility Subscale

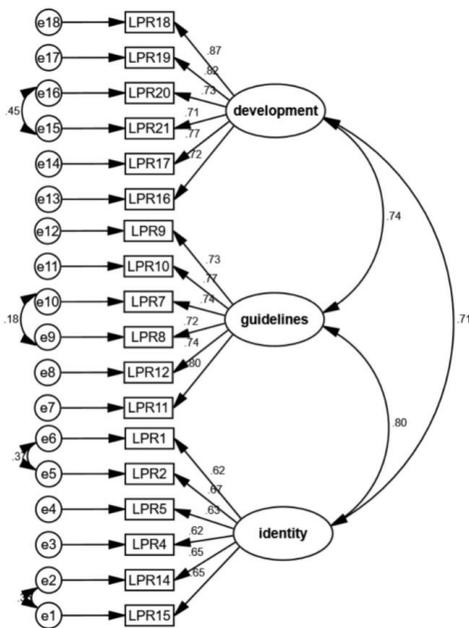


Figure 5 Schematic Diagram of a Confirmatory Analysis Model for the Individual Responsibility Subscale

(2) Subscale of personal responsibility

Confirmative factor analysis was performed on the formal test data (N = 365) of the personal responsibility subscale. The initial model fitting results showed that the fitting degree was not ideal, and some fitting indexes were not ideal. Modification of the model was carried out using parameters in Modification Indices. Establish correlations between residual errors E1 and E2, E4 and e6, E11 and e12, e16 and e18, and revise the model by increasing correlations one by one. The Chi-square value and covariance will decrease or decrease accordingly. The results are shown in Figure 5 and Table 5. The fitting index X^2/DF of the personal responsibility subscale is 2.13, suggesting that the conceptual model fits well ($X^2/df < 3$). GFI = 0.92, very close to the goodness of fit standard ≥ 0.9 , GFI, IFI, TLI and CFI are all greater than 0.9, indicating a good fit. RMSEA was $0.05 < 0.08$, RMR was $0.01 < 0.05$, which also indicated that the model fit was good.

To sum up, the fitting values of both the organizational responsibility and personal responsibility subscales have good structural validity, and the psychological contract scale for social sports instructors is composed of 36 items.

Subscales	X ²	df	X ² /df	GFI	IFI	TLI	CFI	RMR	RMSEA
Judgment standard	-	-	2-3	≥ 0.9	≥ 0.9	≥ 0.9	≥ 0.9	Close to 0	≤ 0.05
Personal responsibility	272.92	128.00	2.13	0.92	0.96	0.95	0.96	0.01	0.05

Test of Combination Reliability

The combined reliability test results of the psychological contract organization responsibility subscale of social sports instructors are shown in Table 6. The combined reliability values of the three factors all range from 0.815 to 0.881, higher than the acceptable value of 0.6. The average variation of extraction ranges from 0.425 to 0.553, higher than the acceptable value of 0.4. Indicates that the

reliability of the three factors of the organizational responsibility subscale is good. Social sports instructors, the combination of the psychological contract personal responsibility subscales reliability test results such as Table 7 showed that the combination of the three factors reliability values between 0.808-0.898, greater than the accepted value of 0.6, the average sampling variance between 0.412-0.596, greater than the accepted value of 0.4, according to individual responsibility subscales three factors of the reliability is good.

Table 6
Summary of Constituent Reliability and Mean Variance Extract of the Organizational Responsibility Subscale

Project	Factor load	Measurement error	Composite reliability	Variance extraction
POR16	0.697	0.397		
POR13	0.732	0.294		
POR19	0.761	0.245		
POR14	0.712	0.484		
POR21	0.747	0.266		
POR20	0.809	0.262		
Growing responsibility			0.881	0.553
POR12	0.664	0.324		
POR18	0.725	0.435		
POR17	0.598	0.533		
POR9	0.708	0.398		
POR11	0.765	0.368		
POR10	0.738	0.373		
Ownership of responsibility			0.853	0.493
POR8	0.658	0.262		
POR7	0.619	0.374		
POR6	0.689	0.274		
POR3	0.564	0.323		
POR4	0.635	0.267		
POR5	0.735	0.225		
Standardization responsibility			0.815	0.425

Table 7
A Summary of Component Reliability and Mean Variance Extract of the Individual Liability Subscale

Project	Factor load	Measurement error	Composite reliability	Variance extraction
PIR16	0.723	0.179		
PIR17	0.765	0.144		
PIR18	0.87	0.076		
PIR21	0.713	0.177		
PIR19	0.819	0.113		

PIR20	0.731	0.172		
Development of responsibility			0.898	0.596
PIR12	0.749	0.134		
PIR8	0.744	0.117		
PIR7	0.754	0.100		
PIR11	0.806	0.108		
PIR10	0.722	0.129		
PIR9	0.681	0.141		
Standard duty			0.881	0.553
PIR14	0.645	0.288		
PIR15	0.651	0.220		
PIR5	0.628	0.280		
PIR1	0.627	0.146		
PIR4	0.623	0.278		
PIR2	0.676	0.167		
Agree with responsibility			0.808	0.412

Reliability Analysis of the Scale

As shown in Table 8, respectively subscales and personal responsibility to the organization responsibility subscales and the social sports instructors psychological contract total table of internal consistency reliability test, reference ming-lung wu²⁷ the total table of reliability coefficient over 0.80, the best subscales of reliability coefficient over 0.70 standard, the

total table of reliability coefficient of 0.939 is greater than 0.8, The reliability coefficients of organizational responsibility subscale and personal responsibility subscale were 0.927 and 0.932, both greater than 0.7, and the clonbach α reliability coefficients of the three subscales were all above 0.8, indicating that the reliability of the scale was good, which met the requirements of psychological tests and was acceptable.

Name of scale	Number of items	Cronbach α Value	Normalized α value
Organizational responsibility subscale	18	0.927	0.927
Personal responsibility subscale	18	0.932	0.934
Total table	36	0.939	0.943

Validity Analysis of the Scale

According to Pearson correlation analysis, as shown in Table 9, the correlation coefficient between the dimensions of psychological contract scale for social sports instructors and the dimensions of each subscale is 0.651 ~ 0.826, $p < 0.01$, showing a significant positive correlation. Among them, the correlation coefficient is 0.651 between the total

psychological contract scale and the behavioral responsibility dimension of personal responsibility subscale. The highest correlation was the growth and development dimension of the total psychological contract scale and the organizational responsibility scale, with a correlation coefficient of 0.826. And subscales project between the correlation coefficient between 0.257-0.725, $p < 0.01$, was significantly positively related to social sports instructors psychological contract scale dimension with all subscales dimension, organization responsibility

subscales dimension and personal liability component table dimension significantly, the relationship between the dimension and volume

table and subscales correlation coefficient is higher than the correlation coefficient between dimensions, It shows that the validity of the scale is good.

Table 9
Correlation Among Variables

		Psychological contract (total)	Organizational responsibility		Personal responsibility			
			growth	attribution	standardization	development	guidelines	identity
Organizational responsibility	growth	0.826**	1					
	attribution	0.792**	0.725**	1				
	standardization	0.736**	0.649**	0.555**	1			
	development	0.727**	0.377**	0.388**	0.388**	1		
Personal responsibility	guidelines	0.703**	0.362**	0.350**	0.346**	0.662**	1	
	identity	0.651**	0.348**	0.264**	0.257**	0.615**	0.666**	1

Note.
*. Significant correlation was found at the level of 0.05 (bilateral); **. Significantly correlated at the level of. 01 (bilateral).

DISCUSS

Content Structure of Psychological Contract Scale for Social Sports Instructors

Along the research lines of Turnley and Feldman (1999)²⁸, Millward and Hopkins (1998)¹⁰, Ma Yan, Ma Qin Hai, Yu Hao (2013)²⁹, Yu Jingzhong (2013)³⁰, Shi Jianwei, Zhou Ping, Xue Di (2016)³¹, from the unilateral perspective of social sports instructors, the reciprocal responsibilities expected by both organizations and individuals are discussed. Compared with the two-dimensional responsibilities of transaction and relationship in the Western classic, it is found^{6,32} that the normative responsibilities in social sports instructors are the responsibilities that both parties bear to maintain the current national fitness guidance work. Growth, development and belonging identity essentially refer to the care given by the organization and mutual help among employees. Social sports instructors realize self-value with the help of the growth and development platform provided by the organization, which reflects the characteristics of transaction and relationship. A comparative analysis of the responsibilities of the three dimensions of the classic psychological contract by Li Yuan

(2006)³³ found that the dimensions of the norms of social sports instructors are as follows: organize and build national fitness activities, provide necessary activity equipment and funds, provide fitness guidance, organization and management, maintain venue facilities, publicize the contents of national fitness, etc. In the normative responsibility dimension, the organization provides economic and material benefits for employees and the employees undertake basic work requirements for the organization; Growth and development of the social sports instructors dimension of organization play a special job, training opportunities, individuals to provide professional guidance and li, developmental responsibility in the organization create opportunities for employees' career development and growth, employees continuously improve their skills and knowledge structure, promote the development of organization and successful category is consistent; Belonging dimension of social sports instructors, performance for the organization to drive positive social sports instructors in the national fitness guidance service, respect and attention to the volunteer to guide the behavior of the individual, social sports instructors in harmony with others and cooperate with each other, the recognition and acceptance of organizational culture and human responsibility between the organization and

employees pay attention to interpersonal support and care, Emphasize the construction of a good working atmosphere. In addition, the scale prepared is different from the psychological contract scale of other people with employment relationship. In the subscale of organizational responsibility, the proportion of the total variance of the interpretation of growth responsibility is 42.812%, and in the subscale of personal responsibility, the proportion of the total variance of the interpretation of development responsibility is 45.329%, which respectively take the first place in the three dimensions of the two subscales. Social sports instructors pay more attention to self pursuit and value realization, hope can provide continuous growth opportunities, make more like-minded friends, together for the development of the national fitness activities actively make recommendations, this kind of value identification is different from the organization of the staff look forward to provide employees with opportunities for advancement and issuing of salary and bonus, But through knowledge and skills and living habits to help others realize the value of a full and meaningful life, more look forward to serving more national fitness service activities and other life and organizations to give incentives in recognition.

Above all, three dimensions of social sports instructors psychological contract scale norms, growth, development and belonging with the domestic and foreign exchange authority psychological contract scale based on reality, conditions, and geared to the needs of the content of the dimensions of the development of consistent, relatively consistent with li, the standardization of the type of responsibility, developmental responsibility and the responsibility of three-dimensional structure of human characteristics, At the same time organization liability (growth, attribution

liability and standardization) and personal responsibility (development rule of liability, recognition and responsibility) and the expression of specific items and reflect the social sports instructor group characteristics and the nature of voluntary service, highlighting the value pursuit of personal growth and development, and selfless dedication, thanked the volunteer spirit, It can effectively measure the psychological expectation of social sports instructor group.

Reliability and Validity of Psychological Contract Scale for Social Sports Instructors

The psychological contract scale of social sports instructors has a clear structure of 3-factor structure model. Through exploratory factor analysis, organizational responsibility has 3 factors, and the variance explanation rate of each factor is 20.347%, 18.781%, 18.781%, and the cumulative variance explanation rate is 58.097%. The variance explanation rate of the three factors of personal responsibility was 22.536%, 19.980% and 18.696% respectively, and the cumulative total variance explanation rate was 61.212%, and there was a medium high correlation among the dimensions of the scale (correlation coefficient 0.63 ~ 0.83). The validity of the scale structure was verified by confirmatory factor analysis, and the MI index modification method was used to verify and modify the structure model. The goodness of fit index (GFI) and approximate root of error (RMSEA) of the model all reached acceptable psychometric standards. Cronbach α coefficient was used for the reliability of psychological contract scale for social sports instructors. The results showed that the α coefficients of organizational responsibility, personal responsibility and total scale were 0.927, 0.932 and 0.939, respectively, which were all greater than 0.8, indicating a high reliability of overall internal consistency. This shows that the psychological contract scale of social sports instructors is a good reliability and validity evaluation tool.

	Minimum value	Maximum	Mean	Standard deviation
Organizational responsibility subscale	2	5	3.961	0.495

Growing responsibility	2	5	4.136	0.651
Ownership of responsibility	2	5	4.071	0.671
Standardization responsibility	2	5	4.358	0.521
Personal responsibility subscale	3	5	4.296	0.346
Development of responsibility	1	5	4.556	0.460
Standard duty	3	5	4.590	0.397
Agree with responsibility	3	5	4.470	0.422
Total table of psychological contracts	1	5	4.364	0.392

The content structure of the psychological contract scale for social sports instructors is reasonable, which effectively reflects the special factors of psychological contract for social sports instructors. As shown in Table 10, the subscale of organizational responsibility is smaller than the mean score of the subscale of personal responsibility, and the standard deviation of personal responsibility is 0.346, indicating that social sports instructors attach more importance to personal responsibility and pay more attention to the pursuit and realization of their own value. In the dimension of organizational responsibility, the norm responsibility score of 4.358 is the highest, and the discrete degree of 0.521 is the lowest, and the order of the score is norm > growth > belonging. In the dimension of personal responsibility, the mean value of standard responsibility is 4.590, and the standard deviation is 0.397, with the highest score and the lowest dispersion degree. The ranking is criteria > Development > Recognition. Thus, norms and guidelines need to be paid more attention to. Social sports instructors expect clear service standards, necessary work guidance and fair and just treatment, long for harmonious working atmosphere and personal care, and at the same time have higher self-requirements for service requirements, personal responsibility and obligations to perform, and have a strong self-awareness of self-dedication, growth and development. The psychological contract scale of social sports instructors correctly reflects the psychological dynamics of social sports instructors, and is an ideal evaluation tool to study the group psychological contract of social sports

instructors.

SUBTOTAL

Extensive voluntary service for national fitness is an important form to give full play to the role of social sports instructors³⁴. Social sports instructors engaged in guiding the voluntary nature of decided to require the organization to provide basic conditions of material system, and personal fitness knowledge skills and so on both sides to form volunteer spirit of harmonious atmosphere to ensure guide behavior, need clear standardization standards require that governing the responsibility and obligation of both sides, the organizations belonging to the low standardization responsibility form, Low responsibility of standards, lack of organizational identity, difficult to form a team atmosphere, and difficult to guide service behavior for a long time. Growth and development and belonging identity not only reflect the pursuit of volunteer service of social sports instructors, but also the demand and drive motivation of long-term development of fitness guidance. A good psychological contract can improve the imbalance of organizational management³⁵, slack service of social sports instructors³⁶, and serious staff turnover²⁵ Attach importance to the "psychological contract" relationship between social sports instructors and organizations³⁷, and enhance communication and exchange with individuals while improving the performance of organizational responsibilities. Face up to their psychological expectation about the growth development and belonging, reducing the cognitive differences in organizational responsibility on both sides, on the basis of the original organization management system to establish some sort of understanding and tacit understanding, in the performance of the obligation to improve each

other's identity and better satisfaction³, better strengthen its drive motivation, Facilitate the long-term achievement of intangible contracts between organizations and individuals. Voluntary service is an effective way to innovate social governance and a strong grip to strengthen the construction of spiritual civilization under the new situation³⁸. Social sports instructors psychological contract scale preparation process, strictly follow the scale development, scale has a good idea, good faith, validity index, evaluation tool of social sports instructors, psychological contract, can better regulate and guide the social sports instructors, volunteer service behavior, improve the quality of guidance services, increase the rate of guidance, reduce staff turnover, we will develop new forms of community-level social governance. However, on the basis of this study, a follow-up study on the structural differences of psychological contract between the two perspectives of organization and individual will make the research theory of psychological contract of social sports instructors more comprehensive.

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