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Analysis of emotional consonance among physical education teachers and coaches

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Abstract

Aim: The purpose of this study was to analyze emotional consonance among Physical Education teacher and coaches of the northern region.

Methodology: To serve the purpose of the present study 240 subjects were selected by random sampling technique. The subjects belonged to the Physical Education teachers and coaches of both the genders. Keeping in view the suitability and validity the Dutch. Questionnaire of Emotional labor (D-QEL) developed by Naring *et al.* 2007 was used to collect the data. Analysis of variance (2x2 functional design) was employed to find out the interaction of work class and gender among the groups. Mean, SD and t-values were also calculated to find out the direction of differences.

Results: The results shows significant differences between the two groups i.e. PET and coaches on the variable emotional consonance. However, male teachers and female coaches were not significantly different from each other.

Conclusion: It was concluded that understanding of emotional consonance would be very useful not only for these work classes but for other professionals also. So, while making selections or deputing a person in the specified job these differences may be helpful in the fair selection.

Keywords: Emotional consonance, physical education

Introduction

Today, the professional demands have not only attracted an individual to improve the professional competencies but the personal attribute also. The professional differences have different personal and professional requisites. Keeping in mind the nature of job and its demands it has been realized that the teaching and coaching of sports personal attract lots of personal and professional distinctions. It is a known fact that teaching and coaching are the kind of profession which require face to face contact with the pupils and more over they spend a lot of time together in the classroom and the field respectively. So, it has been observed that it demands lots of professional and personal qualities by the teachers and coaches. When a person has to contact other person face to face then sometimes disguise real behavior for the congenial environment. However, in the light of recent dynamic sporting world no doubt the coaches and physical education teachers experience a variety of emotional consonance, as it involves intensive personal interaction. Unfortunately, emotional consonance of coaches and physical education teachers has been given a least importance than the other variable, which is required to manage properly so that they can focus on the really important technical aspects of their role.

Hochschild (1983) originally defined emotional labor as “the management of feeling to create a publicly observable facial and bodily display” that is “sold for a wage”. She argued that emotional labor occurs in the public context, whereas emotion work and emotion management are performed in private contexts. Study indicated that focus should be more on the structure of the emotion work of teachers than on the individual teacher’s emotion regulation. The emotional job demands that teachers have to face will usually are about the same for all teachers in a school (Klusmann *et al.* 2008). They argued that working in a time where the work of teachers is being evaluated in more and more detail and this has also led to an increase in the emotional demands of teaching (Jenkins and Conley 2007). As at the same time many countries will have a culture that underemphasizes emotional labor as a dimension of teacher work (Nias 1996) this contradiction. Shuler and Sypher (2000) [6] and Rose’s (2000) case

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studies offered support for the argument that performing emotional labor is not always psychologically damaging. The interaction with the public, being at the centre of attention or a sense of joy when knowing one's work is altruistic in nature all bring some intrinsic rewards to one's job when performing emotional labor. Kruml and Geddes (2000) asserted that emotional labor indeed has two dimensions: emotive effort and emotive dissonance. They observed that when a customer expresses positive emotion, an employee is likely to express positive emotion as well. Customer affect influences how much pressure an employee will feel to act. If a customer is expressing happiness, it has been suggested that the employee will feel the need to express a congruent emotion that is consistent with display rules in an organization.

Statement of the Problem

This study was focused on the physical education teachers and coaches belonging to northern region. The title of the study was "Analysis of Emotional Consonance among Physical Education teachers and Coaches."

Objectives of the Study

The study had the following objectives:

1. To find out the differences between physical education teachers and coaches on the variable Emotional Consonance.
2. To find out differences between male physical education teachers and female physical education teachers on the variable Emotional Consonance.
3. To investigate the differences between male coaches and female coaches on the selected variable.
4. To detect the differences between female physical education teachers and female coaches on the given variable.
5. To exhibit the differences between male physical education teachers and male coaches on the variable emotional consonance.
6. To find out the differences between male coaches and female physical educationists on Emotional consonance.
7. To highlight the differences between male physical education teachers and female coaches on the variable mentioned in the study.

Hypotheses

The following were the hypotheses of the study:-

1. Physical education teachers and coaches would significantly differ from each other with regard to emotional consonance.
2. There would be significant differences between male physical education teachers and female physical education teachers on the variable Emotional consonance.
3. There would be significant differences between male and female coaches on the selected variable.
4. Female Physical Education teachers and female coaches would differ significantly on the variable emotional consonance.
5. There would be significant differences between male Physical Education teachers and male coaches on the given variable.
6. Male coaches and female physical education teachers would differ significantly on the selected variable.
7. There would be significant differences between male physical education teacher and female coaches on the variable mentioned in the study.

Definitions and Explanation of the terms

Emotional Consonance: The situation where somebody effortlessly feels the emotions that is required in a certain situation.

Northern region: The term Northern region has been used in the present study to include the state of Punjab, Haryana, Delhi, Himachal Pradesh and Chandigarh.

Work Class: For the purpose of this study the term refers to the Physical Education Teachers and coaches of both the genders.

Limitation

1. Since the study belonged to a cross section of the society representing various socio-economic, religious and cultural backgrounds besides heredity and these factors may influence the data and hence these were the limitation of the study.
2. No special or sophisticated apparatus or equipment was used.

Delimitation

1. The study was delimited to the Physical Education teachers and coaches belonging to Northern Region i.e. Punjab, Haryana, Delhi, Chandigarh and Himachal Pradesh.
2. The study was delimited to Physical Education teacher and coaches of two gender groups.
3. The study was delimited to the investigation of Emotional consonance.

Significance of the study

This study can provide some valuable analytical tools from supporting efforts to develop a more critical understanding of the social nature of coaching and teaching. In addition, this would provide us with a comparatively fresh view from which the theories of coaching and teaching professions, the results of this work could support the foundation of coach education and physical education teachers program that reflects the emotional consonance related strategies of the job. This study would help explore the various feeding rules that coaches and teachers learn during their socialization experience in the field and through education process.

Method and Procedure

Sample

To serve the purpose of the present study 240 subjects were selected by random sampling technique. The subjects belonged to the Physical Education teachers and coaches of both the genders. An equal number of subjects were taken from both the gender in each category.

Tools Used

Keeping in view the suitability, availability and validity the Dutch Questionnaire of Emotional labor (D-QEL) developed by Naring *et al.* 2007 was used to collect the data. The scale demonstrated adequate levels of internal consistency (Cronbach's values ranged from .63 to .85). For the most part, the item total correlations achieved were at .56 or greater (for emotional consonance it was .36 and greater).

Statistical Design

The data collected through administration of the test was subjected to Statistical treatment. Analysis of variance (2x2

factorial designs) was employed to find out the interaction of work class (i.e. Physical Education teachers and coaches) and the gender among the groups. Mean, SD and t- values were also calculated to find out the significance of differences among various work class groups belonging to both the gender. In the present study the level of significance was set at 0.05.

Table 1: Anova (2X2) Results With Regard To Pet & Coaches, Male & Female on the variable of emotional consonance

Sources of Variance	SS	df	MS	F value
Phy. Edu. Teachers X Coaches	110.70	1	110.70	59.77*
Male X Female	65.10	1	65.10	35.15**
Work Class X Gender	12.60	1	12.60	6.80*
Within/Residual	437.05	236	1.85	

* (P<0.05)
** (P<0.01)

In Table -1 the results of the 2x2 (ANOVA) factorial designs have been presented. With regard to Physical Education Teachers and Coaches subjects the SS was 110.70, df=1, MS was 110.70 and F value was 59.77. The F value demonstrated significant differences between Physical Education teachers and coaches on the variable Emotional Consonance. (p<0.05). The results regard to male and female groups indicated SS=65.10, df=1, MS=65.10. The F value was found to be 35.15. These differences were also found to be significant indicating that the gender did influence the variable Emotional Consonance (P<0.01).

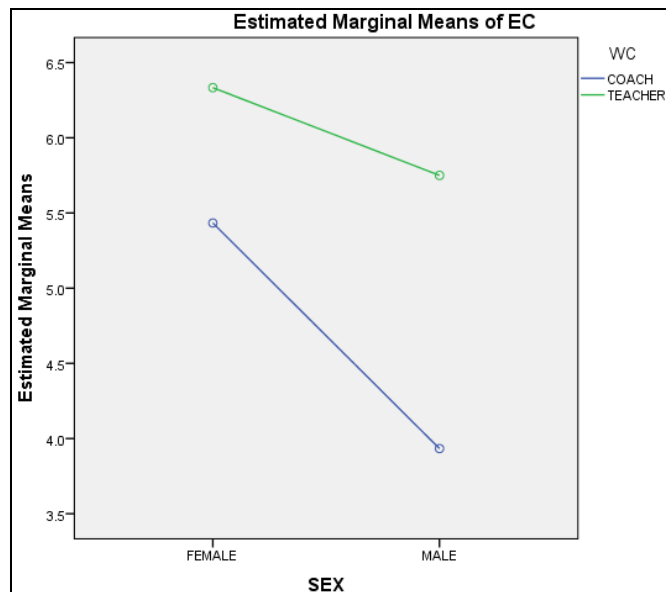


Fig 1: Estimated marginal means of ES

The interaction of work class X gender revealed SS=12.60 df=1, MS= 12.60 and F value 6.80 which was significant at <0.05 level of confidence. This shows that the main effects of the interaction were

Table 2: Mean and SD Value of Pet & Coaches, Male and Female on the Variable of Emotional Consonance

Value	PET	Coaches	Male	Female
Mean	6.04	4.68	4.84	5.88
SD	1.50	1.43	1.61	1.44

The above table -2 demonstrates significant differences between physical education teachers and coaches on the variables emotional consonance, as the calculated mean

scores for these groups was significant at 0.05 level.

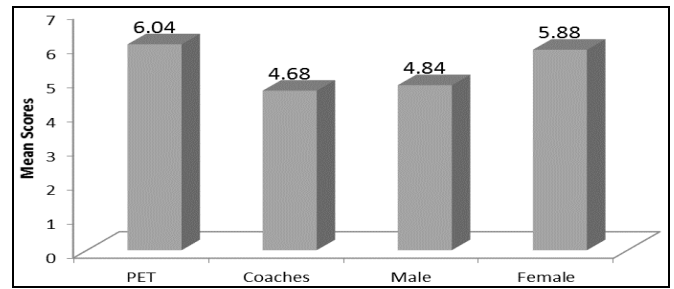


Fig 2: Mean Scores of physical Education teachers and coaches, male and female on the variable emotional consonance

Table 3: Mean, SD and T-Value of different work class groups emotional consonance

Sr. No.	Group	Mean	SD	SEM	t-value
1.	FT	6.33	1.46	.19	3.57**
	FC	5.43	1.28	.16	
2.	MC	3.93	1.16	.15	-6.71**
	FC	5.43	1.28	.16	
3.	MC	3.93	1.16	.15	-9.92**
	FT	6.33	1.46	.19	
4.	MT	5.75	1.50	.19	1.24
	FC	5.43	1.28	.16	
5.	MT	5.75	1.50	.19	2.15*
	FT	6.33	1.46	.19	
6.	MT	5.75	1.50	.19	7.40**
	MC	3.93	1.16	.15	

On this variable the homogenous trend has been recorded by all the groups. There are statistically significant differences between all the groups. However, male teachers and female coaches were not significantly difference from each other. Data tabulated in table 3 shows significant differences between female teachers and female coaches as the t value 3.57 was found to be significant at 0.01 level. The mean values ranged from 3.93 to 6.38 and standard deviation for all the groups arranged from 1.16 to 1.50.

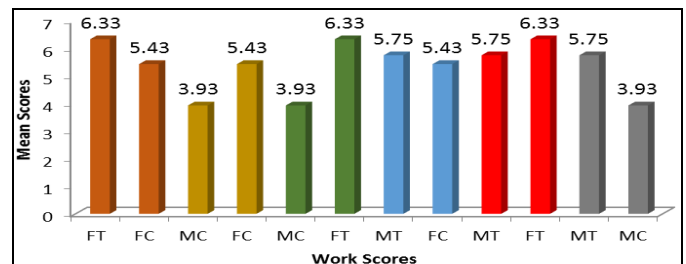


Fig 3: Mean scores of various work class group differentials on the variable of emotional consonance.

**Results and Discussion
Emotional Consonance**

According to the ANOVA results In Table 1 regarding the variable emotional consonance, the differences between the two groups i.e. Physical Education Teachers and Coaches significant differences were found (F value 59.77).The mean score for the physical education teachers 6.04 was higher as compare to coaches i.e.4.68.The results regard to male and female groups indicated significant differences among these groups, indicating that the gender did influence the variable Emotional Consonance (P<0.01).The mean score for the male group was 4.84 and female was 5.88.

The interaction of work class X gender revealed significant

differences at <0.05 level of confidence. This shows that the main effects of the interaction were significant.

On this variable homogenous trend has been recorded by all the groups. There are statistically significant differences between all the groups. However, male teachers and female coaches were not significantly different from each other. Results show significant differences between female teachers and female coaches as the t value 3.57 was found to be significant at 0.01 level. However, on the basis of highest mean score of 6.33 female teachers were found to be better on the variable of emotional consonance. The lowest mean score of male coaches 3.93 show that they have to make more efforts on this variable.

The lowest mean score of male coaches show that they have to make efforts on the variable of emotional consonance. The male Physical Education teachers would differ significantly from the male coaches has also been retained in case of emotional consonance.

Implication

The present variable i.e. emotional consonance has been touched slightly by various researchers on different professions like private companies related to management aspects of staff and job related stress etc. But, very few can exemplified to the area of sports and physical education teachers where there is a great need to exhibit various superficial emotions and sometimes there is a great need to hide certain emotion at various situations evoked during the of training and competitions. I would like to acknowledge the existence of this problem, which is further intensifying the problem at international and national arena.

The findings of the present study revealed that understanding of emotional consonance would be very useful not only for these work classes i.e. physical education teachers and coaches but for other professionals also from the other developmental point as well as work performance point of view, this is evident from the fact that significant differences were observed on the indices of emotional consonance among various work class groups except male physical education teachers and female coaches. This shows that this variable does have effect on both the work class groups pertains to both the gender. So, while making selection or deputing a person for the specified job these differences may be helpful in the fair selection. It should be borne in mind that females face certain problems particular to their gender, which many times unduly disturbs these emotionally there by having adverse effect on their emotional aspect.

Suggestions

1. A similar study may be conducted on other work class groups and other variables.
2. Similar study may be conducted on physical education teachers and coaches of different regions, keeping in mind the diversity of Indian scenario.

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