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THE EFFECT OF JOB ENTHUSIASM AND JOB REGENERATION ON JOB ATTACHMENT AND PREVENTING ABUSIVE SUPERVISION IN THE WORK OF THE MINISTRY OF SPORTS AND YOUTH

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ABSTRACT

The general purpose of the present study was to investigate the effect of job enthusiasm and job regeneration on job isolation, the mediating role of job attachment and mentorship in the employees of the Ministry of Sports and Youth. It is considered part of applied research. The statistical population of this research consists of all the employees of the Ministry of Sports and Youth, whose number is 890. The statistical sample was selected based on Cochran's formula of 268 people, the statistical sample was selected using a simple random sampling method. The results of the research showed that job enthusiasm is related to job attachment and job confinement of employees. The Ministry of Sports and Youth has a significant positive impact. While the effect of job enthusiasm on the abusive supervision of the employees of the Ministry of Sports and Youth was not significant. Also, job regeneration has a significant positive effect on the job connection of the Ministry of Sports and Youth workers, while this effect on Abusive supervision and occupational isolation were not significant.

Keywords: Career Passion, Career Reinvention, Career Entrapment, Career Bonding, Stewardship, Insult among The Employees Of The Ministry Of Sports And Youth.

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INTRODUCTION

Due to the globalization of the economy, employees are faced with multiple work pressures and role conflict in the organization, which often puts work pressure on employees. Therefore, the emphasis on promoting the job enthusiasm of employees is continuously increasing (Hu et al., 2021).

On the other hand, in recent years, researchers in the field of sports management have tested various job design methods such as job enrichment and development methods through the job characteristics model, which of course aims to identify the attitudinal and behavioral consequences of human resources. It was in sports. The outcome of job design methods on human resources in sports is the result of the fact that often individual consequences are taken into account, part of which goes back to the nature of job plans (Shabani Bahar, 2018). Such changes are justified based on the concept of job regeneration. More precisely, it should be said that job recreation is a process in which employees redefine and re-image the job plans resulting from their job design individually and as they find useful (Berg et al., 2013).

On the other hand, the decision of employees to stay or leave the organization in which they work is considered a key variable for job-related research in all job fields (Ferreira et al., 2017).

In today's competitive market, most organizations are facing significant challenges for the retirement of their valuable employees (Roimbo and Langalipay, 2016). Therefore, these employees face pressure and efforts from managers to stay in this job or profession, which is known as job entrapment (Charlier et al., 2016).

On the other hand, job connection is one of the keys to success that makes the employee work in the best possible way and should be created to create excellent working conditions. A high level of employee engagement can bring more income and profit because employees will work hard for themselves and their company (Bedino and Vali, 2022). Job engagement is a phenomenon that results from the level of happiness and satisfaction of employees with work and its surrounding environment and leads to a high level of engagement with the job (Huang, Ellstrom, Lee, Chen, & Sieh, 2016).

On the other hand, abusive supervision is a prevalent global phenomenon that has become increasingly common in the workplace (Tian et al., 2020). Abusive supervision can lead to various negative consequences (Rice S. and others, 2020), therefore, the present study aims to investigate the effect of job enthusiasm and job regeneration on job isolation: the mediating role of job attachment and abusive supervision in the employees of the Ministry of Sports and Youth is done.

Background Research

Zahorparvaz et al. (1402) conducted a research titled alienation from work and its relationship with job regeneration and job isolation among a group of Iranian nurses during the 2019 Corona virus outbreak. 332 qualified nurses participated in this correlational descriptive study. Data were collected using demographic questionnaire, job alienation scale, job construction scale and global job embeddedness scale. There was a significant positive correlation between job regeneration and job entrapment.

Shabani Bahar (2018) conducted a research entitled the role of artistic creation (redesign) job dimensions on the organizational atmosphere of the Ministry of Sports and Youth of the Islamic Republic of Iran. 191 experts and staff managers of the Ministry of Sports and Youth randomly and based on the table of Karjesi et al. community of 500 people) participated in the present research and answered questionnaires on job creativity (Tims et al., 2012) and organizational climate (Halpin and Craft, 1963). After checking the form and content validity of the questionnaires by 17 professors, divergent (factor loading above 0.40), convergent and discriminant validity were also confirmed.

Al-Mamari et al. (2023) conducted a research titled the relationship between job regeneration and job confinement of construction professionals: the moderating effect of job stages. Quantitative

method was used in this research. In total, 272 construction industry professionals from 25 construction companies in Abu Dhabi, United Arab Emirates, provided data. Using structural equation modeling, the hypotheses were evaluated. The results showed that job regeneration has a significant positive effect on job isolation.

Teng et al. (2021) research titled Can job passion increase job entrapment? conducted a mediation and moderator model of occupational bonding and abusive supervision. Data from 278 full-time hotel employees showed that harmonious passion was not related to job embeddedness. In addition, obsessive passion had a positive relationship with job embeddedness. Both harmonious and obsessive passion had an indirect effect on job embeddedness through work engagement. Abusive supervision moderated only the indirect effect of obsessive passion on career succession through work engagement.

Broz et al. (2021) conducted a research titled beyond choice: the effect of job entrapment on the intention to leave a job. 908 employees of a private company participated in this research and the results showed that job isolation has no significant effect on job performance. Islam Lou and Hemmakaran (2021) conducted a research titled the mediating role of job entrapment in the impact of resilience on job satisfaction and job performance. This research was conducted on airline employees and the results of structural equation modeling showed that job entrapment has a significant positive effect on job performance. Sapriyadi and Mohiyadi (2018) investigated the antecedents of job passion based on job entrapment and performance of university employees. 118 employees participated in this research and the results of structural equation modeling showed that job entrapment has a significant positive effect on employee performance.

Problem Statement

Human resources form the basis of an organization and empowering them is a strategy of organizational development and prosperity (Kahrmani et al., 2014). Many are of the opinion that employee job passion is a predictor of employee work results, organizational success, and financial performance (Miki et al., 2009). Wallerand et al. (2003) defined passion as the strong desire of people towards an activity, which people like, consider important and spend their time and energy on. The dual model of passion shows two negative and positive concepts of passion (Parastatido, Doganis, Theodrakis and Vachopoulos, 2012). In fact, it shows two types of passion: Obsessive passion (addictive) occurs when a person feels internal pressure to participate in his favorite activity, and it is actually out of the person's control.

On the other hand, consistent passion is also created when a person feels free to participate in an activity and does not feel any compulsion or pressure to continue the activity (Waller and et al., 2003). In compatible passion, the activity that a person is passionate about constitutes an important part of a person's identity, and does not affect his whole identity and is aligned with other aspects of his personality and other aspects of his life.

People who have obsessive passion feel compelled and pressured to participate in that activity in order to achieve specific outcomes of their favorite activity, such as social recognition and increased self-esteem. While people with consistent enthusiasm do not expect any consequences from participating in the activity except for the pleasure of the activity itself (Waller and et al., 2003). Employees perform best in challenging, rich and resourceful work environments, as well as environments that increase their enthusiasm. Therefore, organizations should provide their employees with sufficient resources such as guidance, social support and the opportunity to acquire diverse skills. (Dimroti and Krupanzan and, 2010). However, it is equally important that employees have sufficient job resources and challenges. Managers may not always be able to provide timely and appropriate guidance to their employees. In such a situation, employees should show dynamic behaviors and try to optimize their working environment (Themes, Becker, & Derks, 2012).

On the other hand, job entrapment is the mental state of an employee in an organization in which the employee decides to leave the job due to the influence of certain factors such as usurpation,

indifference and prejudice towards the existing situation at the workplace (Ahmad Shah et al., 2020).

On the other hand, human resource management is based on effective and efficient measures that organizations can achieve their individual and organizational goals by using people effectively (Manistitia and Fongswa N2, 2015).

Many believe that employee job engagement is a predictor of employee work outcomes, organizational success, and financial performance (Mackey, Sechnieder, Barbera, & Jung, 2011). In fact, occupational bonding is a positive tool with a high potential for explaining favorable organizational outcomes.

Employees who are under abusive supervision experience unpleasant work experiences and are dissatisfied with their work (Pan et al., 2018). Therefore, based on social exchange theory, past studies have considered abusive supervision as an ineffective supervisory behavior that leads to subordinates displaying ineffective behaviors and work attitudes toward their colleagues or organizations (Khalid et al., 2018). Therefore, due to the fact that in organizations and especially in sports organizations that, due to the various aspects that exist in sports and the intense pressure exerted on sports managers by the media, sometimes managers with unfavorable behaviors in the workplace They treat employees that may affect the job outcomes of employees and their work efficiency and incur irreparable consequences on the organization. On the other hand, structures such as enthusiasm and entrapment are obtained from the personal interest and attitude of employees towards their jobs and organizations, which external factors can affect these structures. Therefore, taking into consideration the material stated in the present study, the researcher is trying to answer the question of whether job enthusiasm and job regeneration have an effect on job isolation: the mediating role of job attachment and abusive supervision in the employees of the Ministry of Sports and Youth.

Importance and Necessity

Today's organizations are more looking for ways to make employees work harder or, so to speak, seek to involve more of their employees in work, so that scientific findings show the significant impact of job enthusiasm on business performance results. and work and at the same time the low level of job enthusiasm of employees in organizations, which has cost billions of dollars in the form of lost productivity for organizations, and even many organizations are concerned about the lack of job enthusiasm of employees. They suffer that this issue leads to the imposition of exorbitant costs for organizations (Fani et al., 2013). Therefore, it seems that investigating and identifying the job enthusiasm of the employees and their type of enthusiasm and the consequences of the job enthusiasm can be useful for the managers of sports organizations and especially the officials of the Ministry of Sports and Youth in creating employee motivation.

The open view of job design that has recently been proposed has received little research, but what is evident is the increasing desire of employees to make changes in their work. There is evidence that job redesign causes changes in the job characteristics of employees, creates a greater fit between the person and the job, and makes the job more challenging, and after the changes made in the job, job satisfaction is obtained (Petro, Demrotti, Potres, Sechofli). , and Hatland, 2012). Therefore, job redesign in sports organizations and identifying its consequences can be useful for creating positive job attitudes, including job isolation.

Job attachment is a completely psychological issue in the implementation of tasks and activities. In addition, it has been reported that there is a significant gap in terms of job satisfaction among most employees (Sacks, 2006), which severely threatens the growth and productivity of organizations. Therefore, the special employees of the Ministry of Sports and Youth of the country are not exempted from this rule, and examining the job link can be effective in solving their problems and also improving their satisfaction.

Research Purposes

1. The effect of job passion and job regeneration on job burnout: the mediating role of job attachment and abusive supervision
2. Determining the effect of job enthusiasm on the job relationship of the employees of the Ministry of Sports and Youth
3. Determining the impact of job regeneration on the job relationship of the employees of the Ministry of Sports and Youth
4. Determining the effect of job enthusiasm on self-interested supervision in the employees of the Ministry of Sports and Youth
5. Determining the impact of job regeneration on self-serving supervision of the employees of the Ministry of Sports and Youth
6. Determining the effect of job enthusiasm on job isolation among the employees of the Ministry of Sports and Youth
7. Determining the effect of job regeneration on job isolation of the employees of the Ministry of Sports and Youth
8. Determining the effect of the job link on the job isolation of the employees of the Ministry of Sports and Youth.

Definition of Terms

Passion: Wallerand et al. (2003) defined passion as the strong desire of people towards an activity, which people like, consider important and spend their time and energy on.

Extreme Passion: Extreme passion (addictive) occurs when a person feels internal pressure to participate in his favorite activity, and it is actually out of the person's control (Wallerand et al., 2003).

Compatible Passion: Compatible passion (coordinated) also occurs when a person feels free to participate in an activity and does not feel any compulsion or pressure to continue the activity (Wallerand et al., 2003).

Job Redesign: Job redesign refers to a process in which employees change the number, type, and scope of tasks and relationships in their jobs in a way that matches their interests, desires, and abilities (Tims et al., 2012).

Job Entrapment: It is the mental state of an employee in an organization in which the employee decides to leave work due to the influence of certain factors such as usurpation, indifference and prejudice towards the existing situation at work (Ahmadshah et al., 2020).

Job Connection: It refers to the physical, social and organizational dimensions of the job, which requires sustained physical and psychological effort from the employees, and in this case, it is related to certain physiological and psychological costs (Demrouti et al., 2001).

The Concept of Passion

The concept of passion has a long history in scientific studies, but this history is mostly in the philosophical field. In particular, Rooney (1990) has pointed out two separate and opposite approaches to co-passion. The first approach is a negative one, because passion is seen as a loss of control. This approach is in line with the claim that people with high passion live for their passion. The second approach is more positive, people with high passion have more motivation to achieve high levels of success.

The most recently introduced concept of passion is attachment (or even love) to an activity, object, or concept. Of course, a person who is passionate about playing the piano can be said to love playing the

piano, and a teenager who loves soccer can be said to be passionate about soccer (Wallerend, 2015). Passion is everywhere today, including the news, television, radio, advertising, people talking about other people's behavior and everything that is talked about. One of the reasons for the popularity of the word passion is that it has permeated most aspects of human life. Passion can be important in many areas including work, communication, science, politics, art and entertainment and sports.

Job Demands

Job demand refers to the physical-social-organizational aspects of a job that requires sustained physical-psychological effort. Job demands will lead to burnout, which in turn is expected to lead to negative outcomes such as illness. Physically, leaving the organization, absenteeism and reducing organizational commitment. Although job demands are not necessarily negative, they may become a cause of job stress. This situation happens when the job demands are accompanied by a lot of effort from the individual, and as a result, they will involve a lot of costs such as depression, anxiety or leaving the organization (Meslesh et al., 2001). Job demand can be classified into two categories: challenging demand and inhibiting demand (Crawford, 2010).

Job Confinement

In the winter of 1995, Lee, Michel, and colleagues at the University of Washington were revising their manuscript on a qualitative test of the Exploratory Model of Voluntary Attrition and planning a qualitative test of their model (later known as Lee et al., 1999). . During that time, Miriam Erez visited the Carfooster School of Business in Washington and participated in weekly lectures on attrition research. During these discussions, he suggested that they change their direction from focusing only on the "revealing" model of leaving the service, which was the result of their 5 years of effort, and his colleague group also accepted this change. After that, they focused on articles that were about involuntary resignation and other issues. As a result, Lee stated that the main question of many researchers is why employees leave the organization? While if we ask instead of this question, why do employees stay in the organization? It will be more useful and effective. This question caused the concept of "occupational confinement" to enter the field of management literature. This concept represents a wide range of factors affecting employee retention (Michel et al., 2001). Job embeddedness has been described as a texture, mesh or network that includes different aspects of a person's life. Job burnout included different sets of theories of leaving service as follows (Michel et al., 2001).

Job entrapment focuses on the overall level of connections. According to the occupational entrapment theory, a person's personal values, career goals, and plans for the future must be aligned with the larger organizational culture and the immediate job demands of the individual (for example, job knowledge, skills, and abilities).

The fundamental difference between job entrapment and traditional research on leaving the service is that this concept does not take into account why employees leave work, but examines the reasons for their persistence. It may seem that resignation and retention are two ends of the same continuum. But previous studies have shown that the reasons why employees stay in a job position are different from the reasons based on which employees leave their jobs. Job entrapment focuses on the overall level of connections. According to job entrapment theory, an individual's personal values, career goals, and plans for the future must be aligned with the larger organizational culture and job demands (for example, job knowledge, skills, and abilities).

Career Link

The concept of job passion has recently been introduced to show the positive effects of work on quality of life along with the negative concepts of work pressure and burnout. This variable has attracted the attention of many researches during the last ten years (Burke et al., 2009). This term has been spread by academic associations and consulting organizations such as Towers Watson, Gallup, etc. Along with the great popularity of this concept, there are still many controversies regarding its conceptualization and definition (Macy et al., 2011).

For the first time, the construct of career passion appeared in the writings of Kahn (1990). He used the

term personal passion and defined it as the application or expression of a person physically, cognitively and emotionally in line with in-role performance (Yakin and Erdil, 2012). That is, when a worker will be eager to be physically involved in work, be cognitively alert (sensitive) and emotionally relate to work and act decisively in relation to others.

Psychological security is a sense of a person's ability to express and use himself without fear of negative consequences on his self-concept or work situation, interpersonal relations, intergroup relations, intragroup dynamics, management style and organizational norms are among the factors affecting are psychological security.

Ethics

At first, the concept of professional ethics was used to mean work ethics and business ethics. Even today, some writers of the ethics of words use the first meaning of this concept to define it. Terms such as work ethics or professional ethics are equivalent to work ethics or professional ethics in Persian language (Arianpour, 2015). Various definitions of professional ethics have been provided:

1. Work ethics is committing the mental, psychological and physical energy of an individual or a group to a collective idea in order to obtain the inner strength and talent of the group and the individual for development in any way (Kaduzir, 2002).
2. Professional ethics is one of the new branches of ethics that tries to respond to the ethical issues of various professions and for that, special principles are envisioned (Hartog et al., 2007).
3. Professional ethics deals with ethical issues and questions and ethical principles and values of a professional system and monitors ethics in the professional environment (Wikipedia, 2008).
4. The meaning of professional ethics is a set of rules that people must follow voluntarily and based on the call of their conscience and nature in doing professional work; without having an external obligation or incurring legal penalties in case of violation.
5. Individual ethics is a person's responsibility for his individual behavior, simply as a human person, and occupational ethics is a person's responsibility for his professional and occupational behavior, as the owner of a profession or organizational position (Moberg , 1997).

Research Methodology

The current research is a descriptive research of the correlation type and based on structural equation modeling, and in terms of its purpose, it is considered a part of applied research. The data of this research was collected in the field and using a questionnaire.

Statistical community and statistical sample

The statistical population of this research was all the employees of the Ministry of Sports and Youth, whose number is 890. The statistical sample was selected based on Cochran's formula of 268 people, and the statistical sample was selected using a simple random sampling method.

Data Analysis Method

The statistical methods used in this research were carried out at two levels, descriptive and inferential statistics. So that the mean, frequency, and standard deviation were used to analyze the data at the descriptive level. Also, in the inferential statistics section, Smirnov's Kolmogorov test was used to check the distribution of data, and structural equation modeling with the partial least squares approach was used to test the model and research hypotheses. Also, in this research, SPSS software version 26 and Smart PLS software version 3 were used for data analysis.

Research Findings

- In terms of age status, the highest frequency of 36 people belonged to the age range of 36 to 40 years and the lowest frequency of 15 people belonged to the age range of 30 years and below.
- In terms of gender, 52% of the sample were men (about 50%) and 48% were women (about 45%).
- In terms of marital status, 18% of people were single (about 18%) and 82% of people were married (about 82%).
- In terms of educational status, the highest number of 22 people had a bachelor's degree and the lowest number of 18 people had a doctorate.
- In terms of work history, the highest frequency of 29 people had 16 to 20 years and the lowest frequency of 8 people had less than 5 years.
- Job enthusiasm has a significant positive effect on the job relationship of the employees of the Ministry of Sports and Youth.
- Job regeneration has a significant positive effect on the employment relationship of the employees of the Ministry of Sports and Youth.
- Job enthusiasm does not have a significant effect on the abusive supervision of the employees of the Ministry of Sports and Youth.
- Job regeneration does not have a significant effect on the abusive supervision of the employees of the Ministry of Sports and Youth.
- Job enthusiasm has a significant positive effect on the job isolation of the employees of the Ministry of Sports and Youth.
- Job regeneration does not have a significant effect on the job isolation of the employees of the Ministry of Sports and Youth.
- The job link has a significant positive effect on the job isolation of the employees of the Ministry of Sports and Youth.
- Insulting supervision does not have a significant effect on the employment of employees of the Ministry of Sports and Youth.
- Job connection has a significant mediating role in the effect of job passion on job isolation among the employees of the Ministry of Sports and Youth.
- Abusive supervision does not have a significant mediating role in the effect of job enthusiasm on job isolation among the employees of the Ministry of Sports and Youth.

CONCLUSION

The general aim of the present study was to investigate the effect of job enthusiasm and job regeneration on job burnout: the mediating role of job attachment and abusive supervision among the employees of the Ministry of Sports and Youth. The findings of the present research showed that job enthusiasm has a significant positive effect on the job relationship of the employees of the Ministry of Sports and Youth. Job engagement refers to the degree to which an individual prefers to perform job tasks to promote self-job connections, which can enhance role performance through cognitive, emotional, and physical self-investment (Kahn, 1990). According to the theory of job attachment, job attachment is divided into cognitive engagement, emotional engagement, and physical engagement. For example, a person who invests cognitive resources in a job (e.g., I must work hard) to enhance role performance does not necessarily invest emotional resources in a job (e.g., I am passionate about work) or resources. Puts the physical at the same time in a job (e.g., I work really hard.) (Huang et al., 2021). Job engagement refers to a positive, emotional-motivational state of high energy with high levels of dedication and strong focus on work (Schofli et al., 2002). Therefore, when the employees of the Ministry of Sports and Youth have such a view of their job, the level of job satisfaction increases. Teng et al. (2021) showed that passion has a significant positive effect on job satisfaction. Therefore,

the findings of the present study are in line with the results of Teng et al. (2021). The findings of this research department were not inconsistent.

Other results of this research showed that job regeneration has a significant positive effect on the job relationship of the employees of the Ministry of Sports and Youth. Career change refers to a process in which employees change the number, type, and scope of tasks and relationships in their jobs in a way that matches their interests, desires, and abilities (Tims et al., 2012). Therefore, on this basis, it can be argued that this perspective and approach leads to the creation of conditions in which employees are more interested in their job and consider it a part of their identity and devote more time and energy to their job. be attracted to their job. Tang et al. (2021) showed that job regeneration has a significant positive effect on job attachment. Therefore, the findings of the present study are in line with the results of Tang et al.'s (2021) research. The findings of this research department were not inconsistent.

Other results of this research showed that abusive supervision does not have a significant mediating role in the effect of job enthusiasm on job isolation among the employees of the Ministry of Sports and Youth. This implies that abusive supervision cannot influence the effect of passion on job entrapment. In this regard, Teng colleagues (2021) showed that harmonious passion is not related to job embeddedness. In addition, obsessive passion had a positive relationship with job embeddedness. Both harmonious passion and obsession had an indirect effect on job burnout through work engagement. Sapriyadi and Mohiyadi (2018) showed that job entrapment has a significant positive effect on employee performance. Therefore, the findings of the current research are inconsistent with the research results of Teng et al. (2021) and Sapriyadi and Mohiyadi (2018). The findings of this research department were not consistent.

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