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Master's Thesis of Global Sport Management

Evaluating Ghanaian Elite Athletes' Satisfaction at International Competitions

국제 대회에서 가나 엘리트 선수들의 만족도 평가

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Evaluating Ghanaian Elite Athletes' Satisfaction at International Competitions

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Dedication

This thesis is dedicated to my parents, Mr Kenneth Oden Adade and Madam Juliana Boakye.

Acknowledgement

The journey to this point has been filled with many things and I could not have made it this far without the support of my comrades.

First of all, I wish to acknowledge the God Almighty for giving me life, health and strength and for providing me the opportunity to be at this point in my life and for the blessing of supportive parents and siblings in the persons of Kenneth Odeng Adade Snr., Juliana Boakye, Perpetual Adade, Dr. Portia Adade Williams, Simon Fobi and Leticia Fobi.

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Abstract

Evaluating Ghanaian Elite Athletes' Satisfaction at International Competitions

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Athletes' Satisfaction is one of the most essential elements in sports psychology. It represents "a positive affective state resulting from a complex evaluation of the structures, processes, and outcomes associated with the athletic experience" (Chelladurai & Riemer, 1997). Therefore, in short, Athletes' Satisfaction represents how happy, or content, athletes are with their athletic experience.

In the sporting arena, since an athlete is the focal point, it is pertinent to evaluate his or her reaction to his/her own experiences. The training and competition satisfaction have great significance for an athlete's own representation and psychological health. Understanding the level of self-satisfaction within an athlete is a foremost requisite for any positive and successful sports encounter (Salh & Rathee, 2015).

However, there seem to be little study in the area of international competitions; therefore, the purpose of this study was to evaluate Ghanaian elite athletes' satisfaction at international competitions. It was also to find out the effect of satisfaction on their motivation to participate in international competitions and, lastly, find out what sports administrators can do to ensure Ghanaian elite athletes' satisfaction at international competition.

Data was collected from 61 Ghanaian elite athletes using the revised Athlete Satisfaction Questionnaire (Chelladurai & Riemer 1997), Sport Motivation Scale (Pelletier et al, 2006), and an open-ended questionnaire to solicit information and data from the participating athletes.

The results of this study showed that there was a significant effect of satisfaction on motivation. Specifically, intrinsic motivation was the significant predictor to athletes' satisfaction. The results of this study regarding specific variables of satisfaction for the athletes revealed that support from their family and the understanding of their friends to their athlete commitment was their satisfaction. The findings of this study also suggested that athletes wanted their sport administrators to be open and honest with them with proper communication channels. The results of this study can serve as a benchmark for athletes' satisfaction, sport psychology, sport management and other sports-related studies.

Keywords: Elite Athletes, Athletes' Satisfaction, Motivation, International Competitions

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List of Abbreviations

AS – Athletes’ Satisfaction

ASQ – Athlete Satisfaction Questionnaire

SMS – Sport Motivation Scale

GOC – Ghana Olympic Committee

NSA – National Sports Authority

MoYS – Ministry of Youth and Sports

CGF – Commonwealth Games Federation

IOC – International Olympic Committee

NF – National Federations

Chapter 1. Introduction

1.1 Background of Study

Athlete Satisfaction is one of the most essential elements in sports psychology. It represents “a positive affective state resulting from a complex evaluation of the structures, processes, and outcomes associated with the athletic experience” (Chelladurai & Riemer, 1997).

In order to reach their potentials, athletes must sustain and maintain a high level of satisfaction and motivation over the years of their training and participation in international competitions.

The Ghanaian elite athletes have made Ghana sports one of the valuable commodities that seem to have put the country on a different pedestal as the country is being mentioned among great sporting nations and also commanded some respect in some of the sporting disciplines.

Athletes like Prof. Azumah Nelson (boxing), Ignatius Gaisah (athletics), Asamoah Gyan (football), Stephen Appiah (football), Christian Amoah (weightlifting) just to mention a few have made and continue to make the country proud in their respective disciplines.

The country has also participated almost all major international sports competitions like the Olympics, Commonwealth Games, Africa and World Championship; and athletes who have represented the country in these competitions have a general idea of performing to make their country and themselves proud.

For elite athletes, achieving high-level success can provide an addictive feeling that is similar to the effects of drugs on the body (Whitman, 2007) and in

pursuit of success at the highest level, elite athletes are fiercely consumed by their desire to achieve what they consider success. It has been highlighted by Hughes and Coakley (1991) that the motivation for success fuels the athletes' body with a "win at all costs" attitude.

However, Bunting (n.d) said, globally, sports provides the opportunity to compete recreationally or as a means of social involvement while including benefits such as coping with stress and preventing the possibility of psychological problems such as depression (Wipfli, Rethors, & Landers, 2008).

On the other hand, Schaal K et al. (2011) noted that participation at the elite level includes situations that are the opposite of recreational participation as there are various high pressure conditions stressors and constraints which can result in psychological issues. Some of the psychological issues faced by elite athletes include depression, anxiety and substance abuse, although they have been studied at depth, the issues are still highly stigmatized (Schaal K et al. 2011; Roderick 2006).

But for an elite athlete, is it just representing their country at international competitions that makes them satisfied? Or it is winning a medal or the allowances they will get from representing their country, or even the environment in which they will be competing and the attitudes of their coaches, administrators or even teammates that fulfill their satisfaction?

It is no doubt that athletes, especially elite athletes, play a very important role in the sports success of every country; therefore, their needs should never be compromised.

There seem to be a belief that elite athletes can even hold a country to ransom

at international competitions because they hold all the cards, and officials have to accept their demands and requests.

This assertion above is confirmed by Chelladurai & Riemer (1997) that the athletes are the "prime beneficiaries" of the athletic programs. In other words, sport organizations and events exist primarily for the benefit of the athletes.

Given this, it is interesting to note that, relative to the role of athletes in sport, the concept of athletes' satisfaction has received little attention from researchers (Bebetos & Theodorakis, 2013).

Meanwhile, there seem to be a sharp contrast between the attention given to athletes and coaches, as well as other officials, by researchers even though the athletes are the main actors in sports.

Bebetos & Theodorakis (2013) again pointed out that a great deal of research in the sport-related literature has focused on the satisfaction of coaches, administrators, spectators, and participants across a range of sports settings, giving major examples from works done by (Danylchuk, 1993; Li, 1993; Pastore, 1993; Madrigal, 1995; Alexandris & Palialia, 1999; Koustelios, Kellis, & Bagiatis, 1999).

Riemer & Chelladurai (2001) stated that most researches done on sport-related issues had athletes' satisfaction being considered as a dependent or independent variable in various theoretical frameworks.

Burns et al (2011) said Athlete Satisfaction (AS) is an important variable in sports psychology because it represents "a positive affective state resulting from a complex evaluation of the structures, processes, and outcomes associated with the athletic experience" as cited in (Chelladurai & Riemer, 1997).

Burns et al (2011) again mentioned that although research on Athlete Satisfaction is still limited, research on the related concept of job satisfaction has found that satisfaction is related to a number of organizational outcomes which athletic teams value.

For example, numerous meta-analyses (a statistical analysis that combines the results of multiple scientific studies) have linked job satisfaction to greater levels of commitment (Meyer, Stanley, Herscovitch, & Topolnytsky, 2002), lower intentions to quit (Hellman, 1997), increased job performance (Judge, Thoresen, Bono, & Patton, 2001), and more organizational citizenship behaviors (LePine, Erez, & Johnson, 2002).

Paralleling these meta-analytic findings, individual studies of AS have highlighted its role in player motivation (Carron & Chelladurai, 1981), social-loading (Higaard et al., 2010), and athlete-related turnover (Schmidt & Stein, 1991).

Recognizing the importance of satisfaction, researchers have examined the impact of environmental variables on Athlete Satisfaction. The most studied predictors of satisfaction include leadership style and coach's qualities and behaviors (Baker, Yardley, & Coté, 2003; Chelladurai, 1984; Lorimer & Jowett, 2009; Riemer & Chelladurai, 1995). In addition, researchers have examined the impact of team cohesion (Aoyagi, Cox, & McGuire, 2008) and communication (Sullivan & Gee, 2007) on AS. Research linked player participation and success to satisfaction (Hodge, Lonsdale, & Jackson, 2009).

It is also important to know that when building relationships with athletes, satisfaction represents the foundation because based on their satisfaction, you can

work on their loyalty in order to build a stable mutual relationship between the athletes and their officials and sometimes even among the players.

International competitions like the Olympics, Commonwealth Games and world championships are the targets of every elite athlete. To represent their countries at the highest level of sports competitions in their career is something athletes always hope and strive for.

However, it is interesting to know that it is at this level that some Ghanaian athletes try to sometimes hold their county to ransom, although almost everything, such as pre-games camping, accommodation, feeding, allowances and other necessities, needed for them to have a successful competition has been provided for them.

Some of these athletes go to the extent of even threatening to boycott competitions when they are supposed to compete for their country.

This suggests that their expectations from their officials have not been met, hence the need to act so that they are heard or seen and their requests granted. Consequently, it is prudent to evaluate Ghanaian elite athletes' satisfaction at international competitions.

1.2 Statement of Problem

As already mentioned by Chelladurai & Riemer (1997), athletes are the "prime beneficiaries" of the athletic programs and their role can never be underestimated. This means that sport organizations and events exist primarily for the benefit of the athletes.

Salh & Rathee (2015) explained that in sports, since an athlete is the focal

point, it is pertinent to evaluate his or her reaction to his/her own experiences. Therefore, understanding the level of satisfaction within an athlete is a foremost requisite for any positive and successful sports encounter.

Although Ghana has participated in almost all major international competitions and athletes have won medals, there still seem to be a dissatisfaction within the Ghanaian elite athletes. In recent years, Ghana's participation in these international competitions have been characterized with bad press from athletes boycotting training to switching nationality and demonstrating on streets of Ghana after returning from these competitions.

Chelladurai & Riemer (1998) also proposes that group performance and member satisfaction are dependent upon the congruency of required, preferred, and perceived leader behaviors. Each of the components of leader behaviors play a significant role in determining the outcome of the interaction between the leaders and subordinates.

Therefore, the leader must take into account the situational demands, member preferences, and his/her perceived behavior when attempting to alter individual, motivation, group performance and member's satisfaction.

In 2013, one of Ghana's greatest athletes -if not the greatest- Ignatius Gaisah, a long jumper, switched nationalities to the Netherlands. For Ghana, he won silver at the Athletics World Championships held at Helsinki in 2005, gold at the 2006 Melbourne Commonwealth Games, gold at the 2006 World Indoor Championships in Moscow and bronze at the New Delhi Commonwealth Games in 2010 among many others.

Gaisah is the highest profiled athlete to switch his allegiance but many others have attempted or hinted at doing so in the past. They include heptathlete Margaret Simpson, sprinter Vida Anim and wheelchair athlete Patrick Yaw Obeng.

In 2002, some Ghanaian athletes who were expected to represent the athlete in the 2002 Manchester Commonwealth Games threatened to boycott the games if one of the coaches was not dismissed. Also, in 2014, some Ghanaian athletes again threatened to seek asylum in Glasgow, Scotland and in 2016, the national female football team, Black Queens staged a protest at the Ministry of Youth and Sports (MoYS).

Another incident also happened during the country's participation in the 2018 Commonwealth Games, held in Gold Coast Australia where Ghanaian athletes threatened to boycott the games and while three of them absconded the team camp.

In a news report, captain of Team Ghana at the tournament said that “we will never go ahead with the games if we are not paid”, and went ahead to add that they were not ready to return to Ghana if those allowances are not paid.

The relationship between the athletes and their coaches can sometimes count in evaluating the athletes' satisfaction. This is seen when athletes, especially those in individual sports, believe in their capacity to do more, but then their coaches or officials think otherwise.

With this, Salh & Rathee (2015) mentioned that as the athletes gain more experience in practicing sports, the more experiences they accumulate for defining the most important obstacles in promoting sports Hatamleh, et al (2013). In other words, the athlete can also take decisions that will aid in the success of their team

and country.

Gilson et al (2013) as cited in Salh & Rathee (2015) suggested that open and honest lines of communication need to be formed early with athletes by various athletic personnel so that individuals have the support system necessary to prevent issues like mistrust and athletes' revolt.

The researcher believes that athletes play a major role in the development and promotion of sports in the country therefore how they are treated can have an impact on their satisfaction and it is on this ground that the researcher found it necessary to evaluate Ghanaian elite athletes' satisfaction at international competitions.

1.3 Significance of Study

According to Chelladurai & Riemer (2001), athletes are the heart and soul of every participating country in every competition which means that sport organizations exist primarily for the benefit of the athletes. With this, it is quite fascinating to know that irrespective of the role of athletes, the concept of athletes' satisfaction has received minimal attention from researchers.

In contrast, a great deal of research in the sport-related literature has focused on the satisfaction of coaches, administrators, spectators, and participants across a range of sports settings (Berbetos & Theodorakis, 2003).

As Ghana is known for her prowess in sports, it is quite disappointing that their participation in international competitions are sometimes characterized with athletes expressing their displeasure and boycotting the games or even switching nationality which sends a wrong signal to other young up and coming athletes who

are of the aim of becoming elite athletes.

Chelladurai & Riemer (1997) as indicated by Salh & Rathee (2015) defined Athlete Satisfaction as a positive affective state that arises when an athlete evaluates the structures, processes and outcomes that are related to his athletic experience. An athlete's level of satisfaction can be seen as a reflection of how well the athletic endeavor meets his own personal standards.

With this, it is important to know what will make the Ghanaian athlete satisfied when they represent the country at international competitions.

Also, Athlete Satisfaction, which is the important outcome to a variety of psychological variables, defines as a positive, affective state resulting from a complex evaluation of the structures, processes, and outcomes associated with the athletic experience (Chelladurai & Riemer, 1997) or may express concern about athletes' performance and the degree to which it reaches or fails to achieve expected levels (Chelladurai, 1984).

Most previous studies support the positive link between Athlete Satisfaction and the leadership behavior of a coach; and between satisfaction and individual/team performance [(Chelladurai, 1984; Horne & Carron, 1985; Weiss & Friedrichs, 1986; Schliesman, 1987; Chelladurai et al. 1988; Dwyer & Fischer, 1990; Courneya & Chelladurai, 1991; Riemer & Chelladurai, 1995; Chelladurai & Riemer, 1998; Riemer & Toon, 2001; Eys et al. (2007).

However, there is little research of athletes' satisfaction at international competitions. Salh & Rathee (2015) called for the need for research to look into the subject of athletes' satisfaction at international competitions and also the few

existing studies on Athlete Satisfaction have not been done in Africa therefore this will serve as a literature that could be used in the African context.

Findings of this study will contribute immensely to;

Advancement in knowledge about elite athletes' satisfaction – This study tends to look at what satisfaction is most present in elite athletes' satisfaction especially those from the African continent at international competition.

Foundation for potent program development – It is an obvious trend that there is a serious struggle to maintain an incident free international games in Ghana and in some underdeveloped countries in particular mainly due to insufficient funding, faulty program design at the various sports governing bodies and implementation among others. The findings of this research will serve to provide better understanding of this important concept.

Sound foundation for elite sports – With the widely accepted notion that youth sports development is the foundation of the sports industry, as we know it, proper investment will contribute directly and indirectly to improvements in elite sport.

Academic Literature – This study will contribute to the academic literature of satisfaction and sport development studies especially in the very scarcely researched area of athletes' satisfaction at international competitions.

1.4 Research Purpose

The purpose of this master dissertation is to evaluate Ghanaian elite athletes' satisfaction at international competitions and also find out if satisfaction has an effect on motivation to participate in the international competition.

Research should continue to examine the environmental drivers of athlete satisfaction, but a growing body of research suggests that researchers also need to take the athletes themselves into consideration.

This type of dispositional approach to athletes' satisfaction involves measurement of relatively stable personal characteristics such as personality traits or an individual's self-concept, which may help explain athletes' attitudes.

Research in other areas of psychology indicates that satisfaction is not just the outcome of our environment but also influenced by genetics (Arvey, Bouchard, Segal, & Abraham, 2003) and measurable individual differences (Connolly & Viswesvaran, 2000). For example, a meta-analysis by Connolly & Viswesvaran (2000) found that individuals higher in positive affect, or the tendency to be more excited and happy, tend to be more satisfied with their jobs regardless of the situation.

Meanwhile, Bunting (2012) cited Whitman (2007) saying for elite athletes, achieving high-level success can provide an addictive feeling that is similar to the effects of drugs on the body. In pursuit of success at the highest level, elite athletes are fiercely consumed by their desire to achieve what they consider success. It has been highlighted by Hughes and Coakley (1991) that the motivation for success fuels the athletes' body with a "win at all costs" attitude.

From the above, it suggests that since elite athletes always want to represent their country at international competition, their welfare should be paramount to the countries they represent so that they can also give of their best for themselves and their country.

Therefore, this study will seek to evaluate elite athletes' satisfaction at

international competitions and also to expand the limited literature on the subject in the Ghanaian context. Athletes are needed in the promotion and development of sports across the world; therefore, it is important to have a study on athletes' satisfaction at the high level in their competitive career. Another purpose of the research is to;

1. Identify elite athletes' satisfaction at international competitions
2. Establish whether elite athletes' satisfaction has an effect on their motivation to participate in international competitions.
3. Make recommendations for the improvement of athletes' welfare at international competitions based on the results.

1.5 Research Questions

The research objectives are expected to answer the following research questions:

RQ1. What accounts for Ghanaian elite athletes' satisfied at international competitions?

RQ2. Does Ghanaian elite athletes' satisfaction have an affect their motivation to participate in international competitions?

RQ3. What can sport administrators do about Ghanaian elite athletes' satisfaction at international competitions?

1.6 Thesis Structure

The study is presented in five main chapters: The first chapter states the background of the study, the problem statement, the objective and scope of work, as well as limitation of the study. The second chapter deals with a review of the literature that is related to the thesis topic. The third chapter also describes the methodology employed in the evaluation of elite athletes' satisfaction at international competitions, as well as methods of data collection and analysis. The administration of the questionnaires is also discussed. The fourth chapter contains the results of the research and the analysis of the data obtained. The fifth and last chapter covers the discussion and conclusions drawn from the findings, as well as offers recommendations for further research. Limitations of the study are also discussed.

Chapter 2. Literature Review

2.1 Introduction

The following materials were considered to be pertinent to the study's line of inquiry. Over the years, many studies have been conducted with regard to athletes' satisfaction, and the researcher made every attempt to highlight some of the most recent and most remarkable among them. In order to clearly define their relations to this study, variables and concepts are hereto presented in topical form.

2.2 Theoretical Framework

2.2.1 Elite Athletes

According to Sands et al (2019), an elite athlete is someone who trains and competes at the highest levels of his or her chosen sport. Elite athletes are rare by definition. "An elite athlete differs both quantitatively and qualitatively from athletes of middle- and lower-level qualifications.

Although one can argue that elite athletes continue to learn throughout their careers, the elite athlete is not considered developmental nor competes in a developmental path or system," Sands et al (2019).

According to Janelle & Hillman (2003), the elite athlete's training and competition capacities are relatively stable, and his or her skills have reached an exceptionally high performance level. Kearney (1999) said the United States Olympic Committee defined an elite athlete as an athlete ranked among the top eight in the world. Lorenz et al (2013) also described an elite athlete as someone who is:

- drafted in high rounds versus those undrafted or drafted in later rounds;
- perceived as having greater performance ability than that of their peers in the

same sport;

- play at a higher level within a sport (division I vs II, professional vs amateur);
- and
- for endurance, greater variables (e.g., running economy, AT, VO₂max).”

Bayli, Way & Higgs (2013) said elite athletes have backgrounds of great training volume, such as 7500h in biathlon; 1.5 to 2million ball strikes in golf; 150,000 to 600,000 arrows in archery; 2000 runs in bobsled, skeleton, and luge; and 250,000 to 500,000 elements per year in women’s gymnastics. They however mentioned that they will define an elite athlete as an athlete on a national team.

Too often, athletes described as elite are merely trained, highly trained, or included with a group of lower-level athletes. “Studying elite athletes is difficult, and estimates of enhancement of performance in laboratory or field tests in most previous studies may not apply to elite athletes in competitive events,” Hopkins, Hawley & Burke (1999, p.42).

Galbin et al (2013) added that in spite of recent controversies involving the role of practice in sports expertise; the importance of many long hours of practice is still considered axiomatic to becoming an elite athlete. Lower-level and less-experienced athletes are comparatively deficient in training volume, experience, level of coaching, and talent.

They reiterated that coaches are heard saying superior performers at the elite level are really ‘driven’, that they are ‘hungrier’ or obsessed with achieving success, but why are some athletes more driven than others? What are the perceived forces that motivate a person to pursue excellence in the sporting arena? What makes the

“fire” burn so brightly for these highly motivated athletes?

Ryan & Deci (2000) underscored the importance of motivation and how it influences the way in which people think, feel and act. They argued that it is “of preeminent concern to those in roles such as manager, teacher, religious leader, coach, health care provider, and parent that involve mobilizing others to act” (p. 69).

With the various arguments given for elite athletes, it suggests that the study on elite athletes should be given attention in particular to their satisfaction unlike works done on them in relation fitness level, mental capacities, nutrition but also another angle that can be exploited is their satisfaction at international competitions.

2.2.2 Athletes' Satisfaction

Smith (2010) said as a relic of psychology's drive for recognition, research in the area of satisfaction was initially rejected because of its internal nature and thus lack of observability taken from (Lawler, 1973). When research finally did take place (see Hoppock's (1935) “*Job Satisfaction*” which is acknowledged as providing a break-through into formal research) it was based on work motivation within an organisational effectiveness context (Thierry, 1998).

Smith (2010) continued that as a consequence of its acceptance in the realm of scientific inquiry, the study of satisfaction enjoyed relatively high exposure during the humanistic era of the 1950's and more recently (1970's and 80's) with the increased emphasis on goal setting and social learning research (Bandura, 1977; Locke, 1969; Maslow, 1970). In particular, Locke's (1969) article “What is Job Satisfaction?”, appeared to give direction to the development of psychometric scales measuring satisfaction such as Smith, Kendall and Hulin's (1969) Job Descriptive

Index.

Houghton's (2000) online dictionary provides a broad definition of satisfaction as:

1. *“the contentment you feel when you have done something right”, which incorporates terms such as: ‘contentment’, ‘pride’, ‘complacency’, ‘self-complacency’, ‘self-satisfaction’, ‘fulfilment’, ‘gloating’, ‘glee’, and ‘dissatisfaction’.*
2. *“State of being gratified; great satisfaction” incorporating terms such as: ‘gratification’, ‘emotional state’ and ‘quality of life’.*
3. *“compensation for a wrong” incorporating terms such as: ‘atonement’, ‘expiation’, and*
4. *“The act of fulfilling a desire, or need or appetite”, incorporates such terms as: ‘change’ and ‘gratification’.*

Houghton's definitions are found in the information media of today. Although several studies have added significant value from the standpoint of stimulating empirical work and conceptual development, their wide-ranging use as everyday generalizations has helped them lose their specificity. However, it would seem from the extant literature that providing a satisfaction response still seems to have an intuitive and familiar feel to individuals with most people able to respond without needing a clarification of the meaning of the construct. As such, a single, universally accepted definition of satisfaction has not been adopted by scholars.

Athletic satisfaction (AS) is an important variable in sports psychology. It represents “a positive affective state resulting from a complex evaluation of the

structures, processes, and outcomes associated with the athletic experience’’ (Chelladurai & Riemer, 1997, p. 135). In short, Athlete Satisfaction represents how happy, or content, athletes are with their athletic experience.

Athlete satisfaction towards team defines as individual satisfaction with the team behavior (e.g with team performance, team task contribution, team social contribution and team integration).

2.2.3 Self Determination Theory

Despite challenges faced by Ghanaian elite athletes in their participation in international competitions which makes them even want to boycott or switch nationality, they are still seen participating in the next competitions after the previous one.

Studying motivation and its effect on achievement is actually an investigation of the energy, direction, and regulation of an individuals’ behavior (Roberts, 2001).

Self-Determination Theory (SDT) is one of the top theories that dominate motivation research associated with cognitive, affective, and value-related variables used to explain how and why people behave (Domuschieva-Rogleva, 2015). Three psychological needs associated with SDT that must be met in order to facilitate motivation are competence, autonomy, and relatedness (Deci & Ryan, 1985).

According to Pelletier et al. (2013), athletes of all ages participate in sport for a variety of reasons. These may include earning accolades or rewards, mastering a specific skill or movement, socializing with friends, and/or maintaining good physical and mental health.

He further mentioned that “SDT is a theory of motivation that is built on the organismic assumption that humans have innate tendencies to move in directions of greater self-regulation, competence, and integration in action” (p. 329). Competence, autonomy, and relatedness are necessary for motivation to be present.

According to Deci & Ryan (2000), motivation is either intrinsic (actions based on satisfaction of the behavior alone), extrinsic (behavior based on reinforcers), or amotivation (no intention to behave or participate at all). Reed & Cox (2007) reported that “competence, autonomy, and relatedness predict motivation (amotivation, intrinsic, and extrinsic), which in turn predicts the consequences of motivation” (p. 310).

Their study examined, in part, that reasons to participate in a senior games event should be predicated by internally regulated motivation. To know athletes’ motivation to participate in sports, the Sport Motivation Scale (SMS) was used.

Within the levels of extrinsic motivation an individual may move from being less to more self-determined. External regulation is evident when an individual is behaving to please someone else, earn an award, or avoid punishment. It is the least autonomous of all external motivation levels (Ryan & Deci, 2000).

Intrinsic motivation, which is the most autonomous and self-regulated of the levels of motivation, means that the individual takes part in the activity or behavior for the enjoyment of it or the satisfaction of just participating (Ngien-Siong et al., 2012).

Ryan and Deci (2000) stated that individuals have the ability to take extrinsic motivations and integrate them into their mind, also known as integrated regulation;

these motivations become aligned with one's value and are derived from one's sense of self. This is the most autonomous type of extrinsic motivation.

However, one could argue that engulfment in the athlete role and one's sporting environment could prematurely influence one's values, leading them to behave in ways that are not genuinely aligned with their truest personal values. The sport motivation scale used by Podlog & Eckland (2005) didn't account for integrated regulation as a type of motivation within the subscales, but research shows that this type of motivation is important when looking at extrinsic motivations for elite athletes (Mallet & Hanrahan, 2004).

Given this, this study will utilize the Sport Motivation Scale – 6 (Mallett, Kawabata, Newcombe, Otero-Forero, & Jackson, 2007), as it includes integrated regulation as a subscale.

2.3 Athletes Satisfaction and Motivation

Salh & Rathee (2015) avers that in the sporting arena, since an athlete is the focal point, it is pertinent to evaluate his or her reaction to his/her own experiences. The training and competition satisfaction has great significance for an athlete's own representation and psychological health. Understanding the level of self-satisfaction within an athlete is a foremost requisite for any positive and successful sports encounter.

A study by Chelladurai & Riemer (1998) emphasized that an athlete's satisfaction is vital for three reasons. First, an athlete's satisfaction with his or her sport should naturally be linked to his or her performance in that sport. An athlete who is more satisfied will exert more effort and will be able to endure the rigors of

the competition. Secondly, an athlete's satisfaction can be seen as a precursor or an outcome in the conceptual frameworks of other constructs, such as cohesion. The third reason, which is central to the rationale behind this study, is that an athlete's self-satisfaction is a key concern in any athletic program.

Chelladurai & Riemer (1997) then defined athlete satisfaction as a positive affective state that arises when an athlete evaluates the structures, processes, and outcomes that are related to his athletic experience. An athlete's level of satisfaction can be seen as a reflection of how well the athletic endeavor meets his own personal standards. Even effective intra-team communication has been reported to have direct correlation with athlete satisfaction (Sullivan & Gee, 2007). Coaches, who usually spend many hours with the athletes, must have the capacity to interact with their athletes and demonstrate a certain level of leadership in order to create an interconnected team and to guide the team to realize the best outcomes for the individual athlete and the team (Jowett & Lavalley, 2007).

A study on Malaysian university's basketball team by Nazarudin et al (2009) indicated that team integration was the most important factor influencing athlete satisfaction and that the external agents, most obvious of which are media and university/local community, was the lowest rated factor of athlete satisfaction.

Also, Trendafilova et al (2010) found that international student-athletes participating in NCAA Division I Football Bowl Subdivision athletics were satisfied with the dimensions measuring satisfaction, including academic support services, personal treatment and medical support. In addition, male athletes were more satisfied with external agents (i.e., media, the local and university community) than

female athletes. Providing the best possible environment to achieve a high level of satisfaction will ultimately lead to a better performance on and off the field (Zhang, DeMichele, & Connaughton, 2004).

Salh & Rathee (2001) did a study on 'Investigating the Dynamics of Athlete Satisfaction in Relation to Different Performance Level' mentioned that the issue of providing productive sporting environment is directly related with the quality and quantity of the facilities, resources and support services that are available to the sportspersons. It has been found in the present study that the International players were significantly more satisfied with the facilities and support services made available to them on all the facets of athlete satisfaction as compared to the players of National and State levels.

They added that in fact, the State level players have been found to have expressed lowest degree of self-satisfaction with regard to the facilities and amenities being made available to them. When they embark on the task of hunting talent, it has to begin at grass root level.

These players will be able to give out their best only when provided developmentally appropriate facilities, as well as the help of support service. It has been found that with regard to the component Budget, the State level players have expressed lowest level of satisfaction.

Subhi (2005) too had noticed that the absence of financial resources does impede the development of sports. Administrative domain is the base for leading all the matters concerning sports development, particularly if the administration has a broad vision about the development of sports Hatamleh, et al (2013). Thus, the

availability of facilities, resources and sporting environment to the players at State and National levels need serious consideration.

Samah, Omar & Osman (2015) in the paper 'An Investigation of Athletes' Satisfaction towards Teammates and its Relationship with Athletes' Intrinsic Motivation' said athlete's satisfaction is important feeling to exercise in sport. They explained that Satisfaction is the emotion that describes happiness and the tendency of athlete to be happy is more likely to happen when they feel satisfy.

Their findings suggested that athlete's satisfaction on teammates is an important element for motivation and sport performance. It implies that satisfied athlete is motivated to exercise their sport and experience better teamwork activities, as athletes' happiness may lead to a better development.

Meanwhile, a study by Burns et al (2011) on 'Athlete identity and athlete satisfaction: The nonconformity of exclusivity' proved that athlete satisfaction is not just a function of the athletic environment but is also determined by measurable individual differences.

On elite athletes, Sands et al (2019) said in 'Recommendations for Measurement and Management of an Elite Athlete' that studying and managing elite athletes can be extremely challenging because of their rareness in the athletic population and the sometimes suboptimal approach of applying traditional statistics to identify differences, trends, and outlier behavior when there are only one or a few elite athletes.

Barreiros & Fonseca (2012) paper on 'A Retrospective Analysis of Portuguese Elite Athletes' Involvement in International Competitions supported the

view that it is entirely possible to attain status as an international athlete without early selection (i.e., early success), particularly in team and male sports. Indeed, excluding swimming where ages at debut in international competitions are lower, they found an important proportion of athletes who had their debut only at a junior age or later. Importantly, many of these athletes started their participation replacing others with an earlier selection.

Heo (2007) in a study noted that travelling outside the country is one of the elements that motivates athletes to compete while another element was that some athletes also participate in international competitions to enjoy the comradery and social aspect of the events as much as competing against others and challenging themselves.

Differentiation of events based on organizational and environmental factors play a role in

influencing a participant's motivation for attending and/or competing (Newland, 2016b). This means that some athletes also compete in international competitions because of the significant difference between competing in their home countries as against competing in a different country.

Also, a study by Grant (2001) revealed that people are motivated to participate in sport because they felt “competing gave their life purpose, provided an emotional high, and an opportunity to escape from negative life events” (Grant, 2001).

Roper et al. (2003) concluded, from their research with a male American runner in his late 80s, that being seen by others as “extraordinary” or “unique” along

with the social support he received was the impetus for his competing.

This finding reinforces the importance of conducting studies that aim to understand or evaluate elite athletes' satisfaction at international competition which to some of them is the peak of their career. Therefore, this study will seek to close that gap which is missing in the various literature reviewed.

2.4 Summary

This study seeks to evaluate Ghanaian elite athletes' satisfaction at international competitions. The review of literature relevant to elite athletes' satisfaction reveals a gap in current research that clearly describes a theoretical framework linking elite athlete satisfaction to international competitions. In addition to the gap in the theoretical framework, there remains a gap on the continents where these studies were done. From the literature review, it was observed that this study has not been conducted in Sub-Saharan Africa (West Africa) and in particular Ghana. More current quantitative research conducted outside Africa indicates a correlation between elite athletes and their coaches or teammates. This same type of research has yet to be conducted within the Ghanaian context which can be used or pave way for other African countries to adopt and evaluate their elite athletes' satisfaction during international competitions. Chapter 3 provides clear description of the methodologies, data collection, and data analysis used in this study.

Chapter 3. Method

3.1 Introduction

This chapter entails the conceptual framework and the methodological context of the study. It describes the methods that were used to conduct the study, including the study design, data sources, population, and data collection methods, sampling procedures, and ethical considerations

3.2 Research Design

The study used the mixed method research design. This was an approach to the study that combined both qualitative and quantitative forms of research. It involved the use of qualitative and quantitative approaches and the mixing of both approaches in the study.

Creswell & Cark (2007) noted that the mixed method is more than simply collecting data and analyzing both kinds of data; it involves the use of both approaches in tandem so that the overall strength of the study is greater than either qualitative or quantitative research.

This technique allows the researcher to collect quantitative, numbered, data using questionnaires or interviews. (Creswell, 2005).

It is important to note that the researcher adopted the mixed method design because the qualitative and quantitative approaches by themselves are inadequate to best understand the issue.

3.3 Samples

The participants of the study consisted of elite Ghanaian athletes. The study included 61 respondents. The researcher made use of convenience sampling

technique as the most appropriate technique for the study within the set time frame of this research. The respondents of this study voluntarily participated.

3.4 Instrumentation

The researcher used an online survey questionnaire, which consisted of four section parts. The first part was the athlete satisfaction questionnaire; the second part was sport motivation scale; the third part was the open-ended questions (qualitative); and the last was demographic.

3.4.1 Athlete Satisfaction Questionnaire

The Athlete Satisfaction Questionnaire (ASQ) is a multi-dimensional survey instrument that Riemer and Chelladurai (1998) considered to be psychometrically sound and useful across a variety of settings (Bray, et al., 2005; Riemer & Chelladurai, 1998; Sullivan & Gee, 2007). As such, the authors suggested that the ASQ assesses the most salient features of athletic satisfaction by distinguishing between ‘performance’, ‘leadership’, ‘team’, ‘organization’, and the ‘individual athlete’. The original questionnaire had 15 facets. However, for the purpose of this study, the Athlete Satisfaction Questionnaire, which was previously adapted by Samah, Omar and Osman (2015), was also revised by the researcher to suit the current study since some of the items in the ASQ does not relate to the current study. Respondents completed the ASQ by using a seven point Likert scale.

For this study, satisfaction was assessed using nine of the ASQ’s 15 subscales. including: 1. Performance (3 items) 2. Rewards (6 items) 3. Fringe Benefits (5 items) 4. Leader (3 items) 5. Support (3 items) 6. External Factors (2 items) 7. Budget (6 items) 8. Organization (4 items) 9. Other Factors (4 items).

3.4.2 Sport Motivation Scale

The original Sports Motivation Scale was developed in French by Brière, Vallerand, Blais & Pelletier (1995), and this questionnaire was translated from the original French version into English (Pelletier et al., 1995) and later revised to the Sports Motivation Scale-6 (Mallett, Kawabata, Newcombe, Otero-Forero & Jackson, 2007).

In the original scale, participants indicated their reason for participating in their preferred sport, but for the purposes of this study, instructions and statements were revised to specifically reflect participating in international competitions. Participants were asked to respond to a series of statements on a scale ranging from 1 (does not correspond at all) to 7 (corresponds exactly) with respect to their reason for participating in international competitions.

The original measure produced six subscale scores for the following theory-driven domains: amotivation, external regulation, introjected regulation, identified regulation, integrated regulation, and intrinsic motivation. Again, this researcher revised the questionnaire using four out of the six subscales; namely, amotivation, extrinsic, intrinsic and identified regulation motivation.

3.4.3 Open-ended questions

For use of qualitative research design, the researcher designed eight open-ended questions for participants to answer, after which relevant themes were generated to aid in analysis.

3.4.4 Demographic Questionnaire

A demographic questionnaire was administered, which incorporated the

following items: age, gender, educational level, playing experience, type of sports, highest level competition and last international competition.

3.5 Data Analysis

The data collected in this study was analyzed and treated by using the following statistical techniques. In determining the preferences of athletes' satisfaction and sport motivation scale, the descriptive statistical analysis was used to illustrate the means and standard deviation of each variable.

The study employed linear regression analysis as a main analytical tool. Regression analysis was utilized to determine the effect of athlete satisfaction on motivation. The athlete satisfaction variables were set as the independent variables while the sport motivation scale was set as the dependent variables. SPSS 25.0 software was used in the analysis.

Also, in analyzing the open-ended questions that were asked, a thematic analysis technique was employed to identify what accounted for athletes' satisfaction at international competitions.

3.6 Ethical Consideration

The researcher sought for the consent of the participants so as to build trust between the respondents and the researcher during the period of the study. A consent form and research toolkit was sent to all participants to read and understand the terms of participation, which was voluntary. Agreed participants signed and returned the form to the researcher.

3.6.1 Permission

The researcher obtained formal permission letters from the Global Sport Management Division of the Physical Education Department of Seoul National University to the various national federations whose athletes were to be involved in the study, to officially notify them of the research and also be in the known of the athletes' participation in the research.

3.6.2 Confidentiality and Anonymity

Participants were told about the purpose of research, how confidentiality would be protected and that they had the right to withdraw from the study at any time without negative repercussions and that participation was done willingly.

Chapter 4. Results & Findings

4.1 Introduction

The main objectives of the study are to examine and gain more knowledge on athlete satisfaction of Ghanaian elite athletes at international competitions and also find out if their satisfaction relates to their motivation at the international competitions. Therefore, this chapter discusses the findings of the study in response to research questions answered from the data collected through the mixed method approach:

1. What accounts for Ghanaian elite athletes' satisfaction at international competitions?
2. How does elite Ghanaian athletes' satisfaction effect their motivation at international competition?
3. What can Sports Administrators do about Ghanaian elite athletes' satisfaction at international competitions?

This chapter is divided into two phases: results of documents analysis applied to the Athlete Satisfaction Questionnaire (ASQ), Sport Motivation Scale (SMS) and findings based on open-ended questions.

4.2. Descriptive Analysis

Table 1.

Sociodemographic Characteristics of Participants

Demographic Characteristics	<i>n</i>	%
Gender		
Male	40	65.6
Female	21	34.4
Age		
20-25	26	42.6
26-30	20	32.8
31-35	9	14.8
Above 36	6	9.8
Level of Education		
Junior High	4	6.6
Senior High	24	39.3
Undergraduate	16	26.2
Graduate	17	27.9
Last Competition Participated		
Africa Championship	22	36.1
Commonwealth Games	15	24.6
National Championship	6	9.8
Olympic Games	7	11.5
World Championship	11	18.0
Highest Competition Participated		
Africa Championship	39	63.9
Commonwealth Games	10	16.4
Olympic Games	4	6.6
World Championship	8	13.1
Competing Sports		
Armrestling	13	21.3

Rugby	1	1.6
Shooting	2	3.3
Table Tennis	2	3.3
Taekwondo	7	11.5
Tennis	1	1.6
Volleyball	2	3.3
Athletics	5	8.2
Badminton	3	4.9
Basketball	2	3.3
Beach Volleyball	2	3.3
Boxing	3	4.9
Hockey	8	13.1
Karate	3	4.9
Weightlifting	7	11.5

Note. $N = 61$ ($n =$ for each condition and % is representing each percentage)

The researcher collected a total of 61 samples for this research from (40 male athletes making up 65.6% of the sample and 21 female accounting for 34.4% of the sample) These numbers combined to make up the total number of observations considered for this study.

Biographic data collected from participants included level of education, age, gender, the sport they do, highest level of competition, last international games attended and number of years of participation in sports. Table 1 above gives a summary of the demographic characteristics of the study. Out of the 61 respondents, 21, representing 34.4 percent were female while the remaining 40 respondents also representing 65.6 percent were male.

For level of education, most Ghanaian elite athletes are Senior High School

graduates and that was made up of 23 out of the 61 responses received while 17 of them were also graduate and undergraduate students. With this, that 11 of the respondents had been involved in sports for over 16 years while 32 of them has been in sports for less than 10 years. For ages, the table explains that the athletes are between their early 20s which means they have more sporting career ahead of them while six representing 9.6 percent of the total sample size are above 36 years.

The table again explains that 22 out of the 61 respondents which constituted 36.1 per cent of the total participants had the Africa Championship as their highest level of competition with the Commonwealth Games as the second highest level of competition for them. Seven of the athletes had also competed at the Olympic Games level.

4.3 Open-ended Questionnaire Analysis

In analyzing the open-ended questions that were asked, a thematic analysis technique was employed to identify to what accounts for athletes' satisfaction at international competitions. The results are also presented under with sub-themes. In order to thoroughly comprehend how themes were developed, I provide a summary of keywords and themes below:

Table 2:

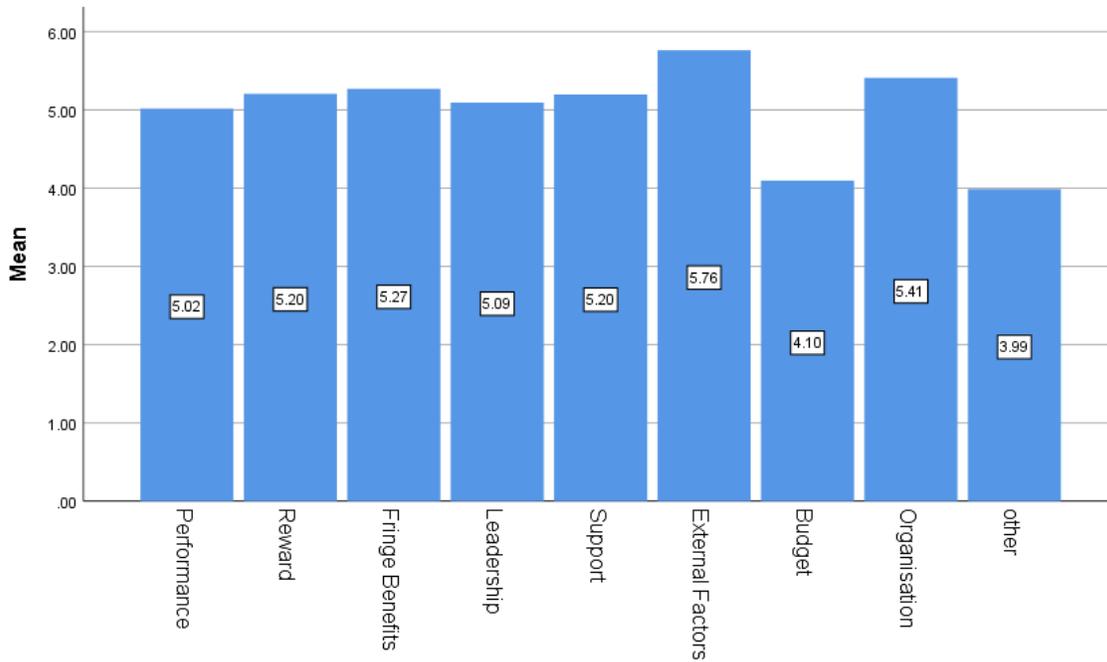
Thematic Table of Analysis

Research Questions	Codes	Lower-Order Theme	Higher-Order Theme
RQ-1	Team unity, medals, self-confidence, record, fairness	Winning	Accounts of satisfaction
	Accommodation, training, venue, village	facility	
	Peer learning, networking, fans, family, government	Support	
RQ-3	Kits, training centers, camping, food, tour	Equipment	Sports Administrators
	Allowance, accommodation, scholarship, promise	Maintenance	

4.4 RQ1 Accounts of Ghanaian Elite Athletes

Figure 1

Mean of ASQ



Mean of ASQ

The first research question had two form of data collection. The primary source of data collection for this question was the use of the Athlete Satisfaction Questionnaire (ASQ) which was supported with an open-ended question for the participants to answer.

The ASG had nine variables which was used to determine what accounted for the athletes' satisfaction at international competitions. The nine variables were performance, reward, fringe benefits, support, external factors, organisations,

budget, leadership and other factors. Out of these nine variables, external factors scored the highest. As shown in the diagram below.

The figure above shows that External Factors ($M = 5.76$) was the subscale with the highest score in athletes' satisfaction followed by Organization ($M = 5.41$), Fringe Benefit ($M = 5.27$), Reward and Support had the same score ($M = 5.20$), Leadership ($M = 5.09$), Performance ($M = 5.02$), Budget ($M = 4.10$) and Other Factors ($M = 3.99$).

With the ASQ, the exf had to do with the support from the athletes' family and friends. Therefore, this means that the support the athletes get from their family and friends plays a major role in their satisfaction at international competitions. However, it should also be noted that there was a slim margin between the budget and other factors variables. Budget had a mean score of 4.10 while other factors had 3.99.

4.4.1 Accounts of Athlete Satisfaction

In order to find out the answer for RQ-1 of the research, open-ended questions were sent to participants and were aimed to find out from them what accounted for their satisfaction at international competitions. Answers returned revealed that athletes were aware of what makes them satisfied at international competitions.

4.4.1.1 Team Unity

Diyaolu (2019) mentioned that Athletes' satisfaction always reflects in their performance especially in team games where athletes come together with only one single goal and every teammate is a key to the overall success of the team.

Related to this, participant – 1 responded that athlete satisfaction goes a long way to influence their performance at international competition and stated that:

For me, team unity is always the most important thing because as a team, we have a common goal of winning: therefore, if there is no unity among us, it makes difficult for us to achieve that goal and we will not be able to play to a format and rhythm given to us by the coach because everyone will think they are the best so they do not need any help from anyone or anywhere and as a sportsperson that will not help so team unity is very key in making athletes okay at international competitions. (Participant-1)

In support of Team Unity, Participant-10 also added that:

Although I practice individual sport event, I always consider my coach and other supporting staff from the federation as a team and therefore it is important that whenever I have a competition, we are on the page to make sure that I perform well because if for example there is a misunderstanding between me and my coach, then it means I will not do well so therefore togetherness between the athlete and the technical should always be taken serious. (Participant-10)

4.4.1.2 Training Facilities

Several scholars like (Theodoras & Bebetos, 2003; Chelladurai et al, 1988; Reimer, 1997) has mentioned that even though athletes are probably the most important component of every sport program or activity, the concept of athlete satisfaction has received little attention. Some of the variables that accounts for athletes' satisfaction at international competitions were noticed in the response of Participant-4 and Participant-12:

As an athlete, I am very particular about where we train and sleep during international competitions also the kind of food and facilities available for us during the period because that gives us a sound mind to train and perform better because we need all the concentration to get focused. We cannot be lodged in a bad room where we cannot sleep at night and expect a better performance from us the following day when we were up all night battling with insects and poor ventilation. (Participant-4)

In addition to the statement above Participant-12 also made mention of the quality of kits and equipment that are given to them for international competitions.

We all know sports is evolving everyday so for me, getting the latest equipment and gears to train with makes me happy. This is because at international competitions, we are competing against other athletes from all over the world who come in with all the latest and sophisticated apparel and kits and look awesome and I will also want to look and have those kind of things so if my federation or government gets that for me, it makes me very happy. (Participant-12)

4.4.1.3 External Support

Participant-7 in the research also described athlete satisfaction as the kind of support they receive from their family and friends:

To me, what accounts for my satisfaction when I compete in international competitions is the support I receive from my family especially my mum and my friends. Although they are not around, at the competition venue, they always make sure they follow my progress and sometimes even give me feedback on my performance and that keeps me going. (Participant-7)

Additionally, the support from the media was mentioned by Participant-15 as what makes an athlete satisfied:

We are always training and working hard to excel at international competitions and if all our hard work is not noticed by the people in the country we represent then what will become of us therefore to me, the support the media gives us and highlight all our success stories is what makes me fulfilled. Because when you are doing well and you are noticed, you always get support from corporate bodies when you call on them because they have already seen your performance and will be confident in coming on board to help you achieve more laurels. (Participant-15).

From the responses of the open-ended questions, it is obvious that athletes have a proper understanding of what makes them satisfied at international competitions. Further, respondents provided their insights in terms of how

government and their federation treats them at international competitions which will be discussed in RQ-3.

4.5 RQ-2 Effect of Satisfaction on Motivation

4.5.1 Reliabilities

In order to ascertain the level of reliability of the instruments used in this study (ASQ, SMS), the researcher used Cronbach's alpha to check for the level of reliability. Accordingly, all ASQ and SMS subscales were cleared to be used for further analyses. Results of the test are displayed in table below;

Table 2

Internal Consistency Reliabilities for ASQ and SMS Subscales

Subscales	Cronbach's Alpha
Performance	.926
Rewards	.937
Fringe Benefits	.965
Leader	.941
Support	.983
External Factors	.890
Budget	.863
Organization	.941
Others	.940
Intrinsic	.950
Extrinsic	.879
Amotivation	.937
Identified Regulation	.944

4.5.2 Correlation Analysis

Upon establishing a linear relationship through the display of a scatter diagram, I proceeded to conduct Pearson's product-moment correlation to examine the strength of relationships between the ASQ subscales and the SMS subscales. Examination of the correlation analyses between the subscales of the ASQ and the SMS subscales revealed several significant positive correlations.

Correlation Matrix of Sport Motivation Scale (SMS) Subscales, and Athlete Satisfaction Questionnaire (ASQ) Subscales. (N=61)

Table 3

Table of Correlation

Correlations		Intrinsic	Amotivation	Extrinsic	Identified Regulation	Satisfaction
Intrinsic	Pearson Correlation	1	-.391**	.372**	.741**	.791**
Amotivation	Pearson Correlation	-.391**	1	.164	-.401**	-.407**
Extrinsic	Pearson Correlation	.372**	.164	1	.465**	.376**
Identified Regulation	Pearson Correlation	.741**	-.401**	.465**	1	.627**
Satisfaction	Pearson Correlation	.791**	-.407**	.376**	.627**	1

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

4.5.3 Regression Analysis

What are the sport motivational scales that are considered as predictors to athletes' satisfaction? To determine this, a linear regression was performed between the dependent variable (Athlete Satisfaction) and independent variables (Sport Motivation Scales). As show in the table below, Linear regression analysis was used to test the athlete satisfaction to predict sport motivation scales (intrinsic, extrinsic, amotivation and identified regulation). All four predictors variable were entered into the regression analysis for athletes' satisfaction.

Table 4

Regression Analysis

Dependent Variable	Constant	Unstd Beta	Std Error	Std coefficient	t-value	sgf	Adjusted R ²
Satisfaction	Intrinsic	.695	.122	.676	5.677	.000	.631
	Amotivation	-.135	.073	-.179	-1.846	.070	
	Extrinsic	.149	.089	.165	1.666	.101	
	Identified Regulation	-.021	.123	-.023	-.174	.863	

According to the result of regression analysis, it was found that among the four sport motivation scales, intrinsic variable was the only significant variable that had an effect on the dependent variable, satisfaction (sgf = .000) The other three predictors (amotivation, extrinsic and identified regulation) failed to add significant accounted variance of athletes' satisfaction.

The result is consistent with Podlog & Eckland's (2005) findings in their study which showed that athletes were more intrinsically motivated to participate in

sport. This also mentioned and supported by Ngien-Siong et al, (2012) who mentioned that Intrinsic motivation, is the most autonomous and self-regulated of the level of motivation, meaning athletes take part in sport for the enjoyment of it or the satisfaction of just participating.

4.6 RQ-3 Sports Administrators effort on athletes' satisfaction

This topic identifies the answer for RQ-3 which was aimed to explore from the Ghanaian athletes what their Sports Administrators can do about their satisfaction at international competitions. This covers participants' response on what Sports Administrators that is the government and their federation leaders do that causes their satisfaction at international competitions.

It was important to note that since the athlete represents the country through their National Federations, it was needed to know what the two bodies do to cause their satisfaction at international competitions.

Pido (2014) suggested that leader behavior can have a profound and consistent influence on several facets of subordinate satisfaction and also the kind of relationship between the athletes and their leaders can have a positive or negative impact on the athletes' performance.

4.6.1 National Federations

In order to identify the kind of relationship that exist between athletes and their National Federations, participants were asked what their federations do that can cause them to be satisfied at international competitions.

4.6.1.1 Support

One theme that was mentioned in the responses from the participants were the support given to them by the National Federations and Participant-6 stated the following;

My federation has been very supportive in making sure attend very international competition because they know how important it is for me as an athlete. I know there is little support from government to my federation to help us compete internationally but my federation does not let that discourage them because they go ahead to make sure Ghana is represented at such games. So for me, one thing my federation do that makes me satisfied is their ability to make sure Ghana is represented at international competitions with or without government support. (Participant-6)

4.6.1.2 Communication

National Federations play a significant role in the promotion and development of sports as well as the well-being of athletes it is important for athletes to acknowledge the kind of things that they do that influence their performance at international competitions.

Communication between athletes and their federations is one of the key principles between the athlete and their federation. Din et al (2009) noted that communication from leaders to the athletes will initiate appropriate actions. This, however, requires the athlete do not only receive the information from coach but also to understand and accept it. This is found in the response of Participant-8:

As an elite athlete although allowances and other benefits are essential to me, I am always okay when my federation makes me aware of what I am going to gain in competing at international competitions. This is because when I am at the competition venue, I need all my energy to be for my competition therefore I want my federation to put all the cards on the table before I compete and not hide things from me because trust is key in the performance of my duties as an athlete. (Participant-8)

4.6.1.3 Training Kits

Another important element that was mentioned by the athletes was the provision of training kits and equipment for their participation in international competition. Participant-3 had this to say:

Competing in international events is always the best time for me because my federation always gets me the latest kits and equipment that helps me to rub shoulders with other athletes from other parts of the world. This is one thing that my federation does that makes me satisfied at international competitions. As athletes, we are the main architects of sports events so we need to always go in adequately prepared. (Participant-3)

This statement is supported by Chelladurai & Riemer (1997) who mentioned that the athletes are the "prime beneficiaries" of the athletic programs. In other words, sport organizations and events exist primarily for the benefit of the athletes.

4.6.2 Government

In addition to what sports administrators does to make athletes satisfied at international competitions, the respondents were asked to also mention the things that the government does and can do to make them satisfied at international competitions. For the purpose of this study, government refers to the Ministry of Youth and Sports (MoYS) and the National Sports Authority (NSA).

4.6.2.1 Camping

Participant-9 stated that government do not take their participation in international competitions serious.

Government always wait for about a week or two before they take us to camping for acclimatization because weather and other factors are very different from Ghana so if we have less time to get used to the facilities there, it affects our performances because we will need more time to get used to the facilities and equipment we will use and a little time like a week does not help. (Participant-9)

Ames (1992) affirmed that it is important to examine the psychological training environment/climate athletes train and how that environment relates to the well-being of the athletes. Salh & Rathee (2015) also added that to maximize the satisfaction of athletes basic needs and fulfillment, which in turn are expected to foster a feeling of self-satisfaction among athletes, the training programs need to be restructured to provide the most conducive sporting environment to the athletes.

4.6.2.2 Training Facilities

Participant-2 also mentioned the need for government to also make sure sporting facilities in the country are upgraded and to meet world standard so that athletes can also get used to first class equipment.

Government must get us world class sporting facilities because there are not enough facilities here and even the ones we have are not even up to standard and needs to be upgraded. How can the whole Accra Sports Stadium be there without tartan tracks and yet they want us to compete internationally and win medals for them. If they want better performance from us they should also provide the needed facilities for us. (Participant-2)

Chelladurai and Riemer (1997) noted that athlete satisfaction is a positive affective state that arises when an athlete evaluates the structures, processes, and outcomes that are related to his athletic experience. The issue of providing productive sporting environment is directly related with the quality and quantity of the facilities, resources and support services that are available to the athletes.

4.6.2.3 Trust

Another important remarkable finding from the respondents were trust between athletes and the government. It was noted that there seem to be some kind of friction between Ghanaian athletes and the government. Participant-5 explained further saying:

When we go for competitions, government make huge promises to us but do not always fulfil it. I always do not believe the government whenever they announce packages for athletes whenever we go to compete internationally. For me, trust is very essential in my career because if you promise me and you fail, I can sabotage you by not performing well and I will not care because you also do not care about how I feel. So for me, I think government should always come clean with athletes on promises they make so that athletes can also give out their best when it comes to their performance at international competitions. (Participant-5)

This is also mentioned by Naidoo (2007) in his study when he expressed that the sport administrator is required to demonstrate effective leadership qualities to manage the personnel in the sport department. In support, Dexter & Davis (2002) suggested that the sport administrator can influence the activities of the sport department towards the goals of athletic success and economic viability.

Results of analysis showed some interesting outcomes: 1. Contrary to results by previous studies, including that by Samah & Omar (2013), ASQ had a significant relationship with Intrinsic subscale of the SMS, which is a very distinct result from previous work. i.e. ASQ subscales displaying more significant relationship with Amotivation scale of the SMS. 2. Further, the results from the ASQ was quite different from other studies including that of Pido (2015) which had team integration scoring high compared to support from family and friends found in this study.

Chapter 5. Discussion

5.1 Introduction

The purpose of this study is to evaluate Ghanaian elite athletes' satisfaction at international competitions, find out the athletes' satisfaction, know the effect of satisfaction on motivation and, lastly, know what sports administrators can do to ensure athletes' satisfaction at international competitions.

5.2 Discussion on Descriptive Analysis

Based on the results presented in the descriptive analysis, it showed a wide gap between male and female athletes as out of the 61 participants, 40 were male athletes, representing 65.6 percent of the total respondents. This gender disparity defeats the agenda of the United Nation's (UN) Sustainable Development Goal (SDG) 5, which is on gender equality. The UN notes that "gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world".

This is supported by the International Olympic Committee's (IOC) Olympic Agenda 2020, which is a strategic roadmap for the Olympic Movement to reaffirm the commitment and priority of gender balance.

Also, the Commonwealth Games Federation (CGF), knowing the need for gender equality, for the first time, ensured gender parity in the number of medal events at the 2018 Gold Coast Commonwealth Games (133 women's event and 133 men's event).

Therefore, since Ghana is a member of both the IOC and the CGF, this should be a wake-up call to ensure more female participation in sports.

Also, the findings showed that Ghana has a relatively young elite athlete population, which is a positive indication because they will have a long span of sporting career. The data showed that 42.62 per cent of the participants were between the ages of 20 and 25 years while 9.94 per cent of them were above 36 years. Sports authorities in the country should find innovative ways of maintaining those already active and also introducing younger persons into sports.

Relative to the age of athletes discussed above, it was also noticed in the descriptive analysis that most of the athletes have been engaged in sports for less than a decade. Out of the 61 participants, 32 of them had been in sports between five and eight years while 11 of them have been in sports for over a decade. This means most of the Ghanaian athletes do not begin their sporting career on time, which seems to reflect why most of the participants were between the ages of 20 and 25 years.

Although the Ghanaian athletes are relatively young, most of them have been educated to the senior high school level. A total of 23 participants had their highest education being the senior high while 17 of them also had their education being the graduate and undergraduate level, with seven of them having being educated to the junior high level.

School sports should be looked at again by all sports governing bodies in the country so that athletes who graduate from primary school to junior high to senior high and then to tertiary do not lose interest in sports.

Another interesting outcome of the descriptive statistics showed that most Ghanaian athletes have the Africa Championship as their highest level of competition. In the analysis of the data, 22 of the participants had the African Championship as their highest level of competition while seven of them had the Olympics as their highest, with 15 participating in the Commonwealth Games and 11 in the World Championships.

5.2.1 Accounts of Ghanaian Elite Athletes' Satisfaction (RQ -1)

The first research question of this study was to find out what accounts for athletes' satisfaction at international competitions, and the results from the data collected and analyzed suggest that support from family and friends is the highest contributor to Ghanaian elite athletes' satisfaction at international competitions (mean = 5.76), and this was contrary to the findings of the developers of the ASQ, Remier & Chelladuari (1998), who, in their study 'Developing Athlete Satisfaction Questionnaire', had performance emerging as the leading contributor to athletes' satisfaction.

Meanwhile, in other findings from this study in the open-ended questionnaire in relation to the RQ-1 of this study, team unity was one of the themes that were discovered as an element for athletes' satisfaction at international competitions, and this is partially supported by a study by Samah, Omar & Osman (2015). Their study

revealed that teamwork was essential and the highest facet of the ASQ. Asiah and Rosli (2008) stated that athletes in sports teams are satisfied with their teammates' sense of fair play, sportsmanlike behavior, teamwork, and having common goals.

Again, there was a sharp contrast in the findings from the study of Smith (2010), which suggested that individual satisfaction was the key element for athletes' satisfaction. He explained that individual satisfaction of athletes was related to the tasks that led to a successful outcome and that athletes were less interested in social outcomes. However, findings from this study did not show individual satisfaction as one of the elements for athletes' satisfaction at international competitions. This study revealed that athletes were interested in social satisfaction rather than individual satisfaction. This means that athletes are interested in the attention and exposure given to them by the media.

There seems to be some differences between the studies of Remier & Chelladuari (1998); Smith (2010) and this research given that there is a difference in the grooming of Ghanaian athletes and athletes of other nationals. Also, unlike other jurisdictions where athletes are well catered for, Ghanaian athletes are left to their fate even after representing the country at international competitions. Ghanaian athletes are supported by their family and friends so that they can train and survive and get prepared for their competitions hence the reason why external factors was the highest among all the variables in the ASQ.

In an article published on one of the leading news portals in Ghana, the senior national women's football team was said to have gone on demonstration at MoYS to demand for their unpaid bonuses due them for about three years

In a similar situation, athletes who represented Ghana at the 2018 Commonwealth Games in Australia also threatened to boycott the games due to unpaid allowances, in this kind of setting, it is not surprising that athletes mentioned external support, which is support from family and friends, as their greatest form of satisfaction at international competitions.

In addition to this, Okine (2019), in an article, predicted that Ghana was going to lose her top weightlifter due to inadequate financial support from government. Some athletes try to seek sponsorships and other financial aid from corporate bodies to sustain their career, so whenever they compete outside the country, they want the media to highlight their achievements so that they can get the needed support from their sponsors, and this is a social outcome for them and not individual, which is why the level of attention and media exposure given to them is one of their influencers for satisfaction at international competitions.

5.2.2 Effect of Athletes' Satisfaction on Motivation (RQ-2)

This study was to find out the effect of athletes' satisfaction on the motivation to participate in international competitions. In a linear regression analysis, for the ASQ and SMS, findings from this research showed a significant relationship between intrinsic motivation and athletes' satisfaction (.000). The three other variables of the SMS (extrinsic, amotivation and identified regulation) did not show any significance between satisfaction.

This is supported by Samah, Omar & Osman (2013) in their study which revealed that satisfaction of an athlete is important to indicate intrinsic motivation.

They further reiterated that satisfaction is a feeling that rises from the insight, mind and thinking of an individual; therefore, individual satisfaction upon the athlete's peers is likely to influence intrinsic motivation. In similar study, Podlog & Eckland (2005) also suggested in their study on athletes' motivation to play sport that most athletes are intrinsically inclined to participate in sports.

Juwett (2007) also in a study, indicated that while intrinsic motivation was positively related to all the variables of satisfaction, extrinsic motivation also had a significant relation to a coach's satisfaction with the athlete.

The effect of satisfaction on intrinsic motivation in this study could be explained that since the athlete is receiving support from family and friends and not the government or sporting federation, the internal desire to excel at whichever competition the athlete is participating in is paramount to any external motivation due to the urge to make supporters proud.

Although, every athlete has the desire to compete at the highest level, it is not just participating that counts for them, but also excelling at these international competitions for them to be known among their peers as the best athlete or receive all the recognitions that come with performing well.

However, Ghanaian elite athletes sometimes try hard to even make it to these high-level competitions, and that was discovered in the descriptive analysis, where most of the athletes had the African Championship as their highest level of competition and not the World Championship or the Olympics. This is because the

athletes do not receive the needed support for them to adequately prepare and meet the standards of their competitors.

The concept of elite athletes' satisfaction has received little attention from researchers (Bebetos & Theodorakis, 2013). This is because a great deal of research in the sports-related literature has focused on the satisfaction of athletes in relation to their coaches, administrators, spectators and participants across a range of sports settings (Danylchuk, 1993). In short, Athlete satisfaction represents how happy, or content, athletes are with their athletic experience (Chelladurai & Riemer, 1997) therefore, the Ghanaian athlete is happy to receive support from his or her family and will also be intrinsically motivated to participate in international competitions.

5.2.3 Role of Sports Administrators on Athletes' Satisfaction (RQ-3)

The question here was to explore from the athletes what their sports administrators, which is the Ministry of Youth and Sports, National Sports Authority and the Ghana Olympic and Paralympic committees (who will all be referred to as Sports Authority) can do to ensure their satisfaction at international competitions. Themes were developed for the analysis of the data received from the participants since it was an open-ended questionnaire.

In a similar study by Pido (2014), he suggested that leader behavior can have a profound and consistent influence on several facets of subordinate satisfaction, and also the kind of relationship between the athletes and their leaders can have a positive or negative impact on the athletes' performance. Findings from this study showed a communication gap between athletes and their sports authorities. The

athletes pointed out that their leaders are not open to them when it comes to remunerations at international competitions.

Most of the athletes explained that they will expect the sports authorities to be open and honest with them as to when or how or what they are getting from participating in international competitions, rather than keeping them in the dark.

Communication between athletes and their federations is one of the key principles between the athletes and their federation. Din et al (2009) noted that communication from leaders to the athletes will initiate appropriate actions.

If there is mutual understanding between the two bodies, according to the athletes, it will make them satisfied because then they will know what is due them and it will put their minds at ease and allow them to concentrate on their training and performance at the competition, and they will also not threaten to boycott the competition.

This is also mentioned by Naidoo (2007) in his study when he expressed that the sports administrators are required to demonstrate effective leadership qualities to manage the personnel in the sports department. And in support of this, Dexter and Davis (2002) suggested that the sports administrators can influence the activities of the sports department towards the goals of athletic success and economic viability if they are able to open up to their subordinates (athletes).

Besides club-level international competitions, events where athletes have the opportunity to represent their countries by competing in national squads are important landmarks in athletes' development and achievement (Barreiros &

Fonseca, 2012). In this context, Olympic Games and world and continental championships are, undoubtedly, the most significant.

With this, appearance, in terms of kitting at these international competitions, was also mentioned by the Ghanaian athletes as something they would want their sports authorities to look at. They argue that since they are going to compete against other athletes from around the world, their appearance should inspire some confidence in them. And as Chelladurai & Riemer (1997) mentioned, “athletes are the ‘prime beneficiaries’ of the athletic programs. In other words, sport organizations and events exist primarily for the benefit of the athletes”.

According to Baker & Joe (2013), knowing that the lack of resources can limit the growth to expertise and acknowledging what elite athletes represent in the current generational society, most countries have significantly improved their training centers, so as to promote athlete development. Additionally, national governing bodies are promoting competitions and supporting the specialization of children in sport at younger ages than ever (Wiersma, 2000).

The statement above by the two authors is in line with one of the themes that were realized during the analysis of the data received. Athletes mentioned that government should get them standard training facilities that can help them in preparing for international competitions, and with that, even if they do not go for camping outside the country, they are assured that whatever training facilities they have are similar to what they will use when they travel outside the country to train.

5.3 Implications to practice

Ghana has lots of natural budding talents in sports and can boast of athletes who have placed the country on a pedestal when it comes to sports. However, since the dynamics of sports is evolving and athletes are becoming sophisticated, the country needs to take advantage of the growing trends in sports management and administration.

If the Sports Ministry and other sports governing bodies want their athletes to compete freely in international competitions and also excel, then there must be an orientation between the two groups for them to know what is expected of each other in order to work in a conducive environment.

Without the athletes, there will not be any national federation or any NOC so the sports authorities should demonstrate their commitment to the athletes by sharing information and providing for the development and growth of athletes within the organization, and introducing policies that would improve athletes' well-being.

In this era where athletes are seen naturalizing for other countries, it will be a great dishonor to the country if Ghanaian athletes are left to compete for other countries because they are not satisfied. There are a number of Ghanaian athletes who have already taken this step, but the sports authorities can end this by communicating with the athletes and showing the athletes respect and appreciation of their contributions to the development of sports in the country. This would improve the relationship between them

5.4 Limitations of the Study

- The study was only limited to elite and professional athletes
- The study was also limited at their participation in international games and not local competitions
- Using the online survey was also a challenge as difficulty in getting internet discouraged some participants

5.5 Recommendations

After careful analysis and evaluation of the results and finds from this study, the researcher has proposed the following recommendations for future research and also to the various sports governing bodies in Ghana.

5.5.1 Future Research

- Inclusion of more respondents. Since the present study only made use of sixty-one elite athletes, it is recommended that more athletes should be included in future studies which may give more results. The scope of participants can also be broadened to include amateur athletes.
- Focus Group Discussion: Future studies can adopt the focus group discussion approach to research so that the athletes can feel comfortable to talk knowing they are all talking about the same subject.
- Use of demographic factors. The study focused on the use of the demographic factors to find out its effect on satisfaction. However, future studies can also use the demographics to find out effect on motivation.

- Also, future studies can include the use of leadership scale for sports for athletes to also determine the kind of leadership style they will prefer in the various national federations.

5.5.2 For Sport Governing Bodies

- Development of programs and services for athletes. Results of this study can be a springboard for the development of programs and services for the athletes from the various national federations.
- The Ministry of Youth and Sports could also perform a more detailed study where top officials can be interviewed to also ascertain their perceptions regarding athletes' satisfaction.
- The Sports Ministry should also as a matter of urgency find alternative ways of funding sports like the setting up of a sports fund, sports lotto, innovative sources of fund in the country so that they can adequately meet the needs of the
- The National Olympic Committee should also speed up the setting up of the Athletes' Commission so that issues of athletes could be addressed at the highest level.

5.6 Conclusion

The main objective of this study was to evaluate Ghanaian elite athletes' satisfaction at international competitions. This study found out that performance, which seemed to be the aim of every athlete, was not what made athletes satisfied, but rather external factors.

This meant that external factors, which involved support from family and friends, was key to the athletes' satisfaction at international competitions, and this should be a wake-up call for both the athletes and the sports administrators because it may seem like without the support from the athletes' family and friends, the athlete may not be satisfied even though in another breath team unity was also found to be a theme that made athletes satisfied at international competitions.

When athletes are not satisfied, the tendency to quit sports or switch nationality will be high because they may feel they are not getting what is due them and that the country is just taking advantage of them and using them for PR gimmicks.

When these athletes become public figures and travel around the world for competitions, a lot is expected from them, especially in a typical setting like the Ghanaian society, where when you travel outside the country, the immediate assumption is that you have made money, when actually these athletes go in for competitions and despite winning medals they are still not appreciated.

Athletes satisfaction' also had an effect on intrinsic motivation, and what this means is that although the athletes may not be satisfied, they are still motivated to participate in the next international competition because they enjoy doing sports and they see it as a part of their life, and that is why even when they threaten to boycott matches or tournaments, they are still seen on the field of play.

Notwithstanding that, although the Ghanaian athletes are intrinsically motivated to participate in international competitions or sports, they still have an

extrinsic motivation to participate in sports, hence the call on authorities to be transparent with them. This proves that athletes' mental wellness (satisfaction and motivation) are crucial for them in the competition to shadow the stress and anxiety during the games (Samah & Omar, 2013).

Enquiries made through questionnaires (ASQ and SMS) reveal interesting similarities and differences that inform essential executions and implementations. This way of assessing relationships and outcomes offers perspectives that afford better chances for diversity to be addressed in the planning and rolling out of social interventions on sports management and funding in the country.

The open-ended questions revealed that there seems to be, primarily, an understanding between athletes and their federations and a disconnect between the athletes and government bodies in charge of sports. In the Ghanaian setting, government is hugely interested in sports when the athletes have qualified for the Olympics or Commonwealth Games. Any other international competition, like the World Championship or Africa Championship, is taken care of by the various national federations (NFs).

Inasmuch as the country has lots of sporting talents, there is still the need for the sports authorities to make an effort to improve on athletes' satisfaction so that the country will reclaim its lost glory in sports.

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Appendix

Appendix 1. Athlete Satisfaction Questionnaire (ASQ)

Survey to Examine Ghanaian Athletes' Satisfaction at International Competition

Hi, I am a Global Sports Management master's student at the Seoul National University (SNU). This survey is to solicit for your views on Ghanaian Elite Athletes' Satisfaction at International Games. Please spare 12 minutes of your time to answer this questionnaire. As this is an academic work, all information given will be purely treated as for its intended purpose. Please feel free to contact the researcher for any further clarifications.

Athlete Satisfaction Questionnaire

This questionnaire assesses your satisfaction in your sport experiences at International Games. There are no wrong or right answers, so please give your immediate reaction. Some of the questions may seem repetitive, but please answer ALL questions. Your personal responses will be kept in strictest confidence. Please respond from 1 (Not at all Satisfied) to 7 (Extremely Satisfied) to indicate your level of satisfaction with your sport experiences.

A - Performance

1. I am satisfied with my performance during my last international games

1 2 3 4 5 6 7

2. I am satisfied with the degree to which I have become a better athlete during my last competition

1 2 3 4 5 6 7

3. I am satisfied with the extent to which I play to my potential

1 2 3 4 5 6 7

B – Rewards

4. I am satisfied because of my total involvement during international games

1 2 3 4 5 6 7

5. I am satisfied because of the gain in my self-confidence

1 2 3 4 5 6 7

6. I am satisfied because of the recognition and respect I receive from my coach

1 2 3 4 5 6 7

7. I am satisfied because of the extent to which my teammates recognize the importance of my role

1 2 3 4 5 6 7

8. I am satisfied with the awards I have received for my performance.

1 2 3 4 5 6 7

9. I am satisfied because the respect people have for me.

1 2 3 4 5 6 7

C – Fringe Benefits

10. I am satisfied with seeing new places when I travel for international games

1 2 3 4 5 6 7

11. I am satisfied with staying in nice hotels during international games.

1 2 3 4 5 6 7

12. I am satisfied with the extent of the 'networking' during international games.

1 2 3 4 5 6 7

13. am satisfied with how I am able to get to know people at during international games.

1 2 3 4 5 6 7

14. I am satisfied with friendships made with opponents during international games.

1 2 3 4 5 6 7

D – Leadership

15. I am satisfied with the degree to which my abilities are fully utilized

1 2 3 4 5 6 7

16. I am satisfied the level to which my talents are employed

1 2 3 4 5 6 7

17. I am satisfied with the amount of time I play during international games.

1 2 3 4 5 6 7

E – Support

18. I am satisfied with the loyalty of my teammates toward me.

1 2 3 4 5 6 7

19. I am satisfied with the degree to which teammates wish me well in my participation.

1 2 3 4 5 6 7

20. I am satisfied the degree to which my teammates are interested in me as a person

1 2 3 4 5 6 7

F – External Factors

21. I am satisfied with the support of my family at international games.

1 2 3 4 5 6 7

22. I am satisfied with the understanding my friends have about my athletic commitments

1 2 3 4 5 6 7

G – Budget

23. I am satisfied with the funding for my team at international games

1 2 3 4 5 6 7

24. I am satisfied with the travel allowances at international games

1 2 3 4 5 6 7

25. I am satisfied with the fairness of the team 's budget at international games

1 2 3 4 5 6 7

26. I am satisfied with food we are given at international games

1 2 3 4 5 6 7

27. I am satisfied with the accommodation we are given at international games.

1 2 3 4 5 6 7

28. I am satisfied with the apparel we are given at international games

1 2 3 4 5 6 7

H – Organization

29. I am satisfied with the shape in which the practice facilities are kept at international games

1 2 3 4 5 6 7

30. I am satisfied with the quality of the equipment we use at international games.

1 2 3 4 5 6 7

31. I am satisfied with the extent to which all necessary equipment is available at international games

1 2 3 4 5 6 7

32. I am satisfied with the scheduling of facilities for practices and matches at international games

1 2 3 4 5 6 7

I – Other Factors

33. am satisfied with the media's support of our program

1 2 3 4 5 6 7

34. I am satisfied the amount of radio and TV. air-time our team receives.

1 2 3 4 5 6 7

35. I am satisfied with the amount of newspaper and online space devoted to our team

1 2 3 4 5 6 7

36. I am satisfied the number of fans who attend our games

1 2 3 4 5 6 7

Appendix 2: Sport Motivation Scale

This questionnaire assesses your motivation to participate in International Games. Your personal responses will be kept in strictest confidence. Please respond from 1 (Does not correspond at all) to 7 (Correspond Exactly) to indicate your level of your motivation to participate in international games.

A – Intrinsic Motivation

1. I participate in international games for the excitement I feel when I am really involved in the activity

1 2 3 4 5 6 7

2. I participate in international games because I feel a lot of personal satisfaction while mastering certain difficult training techniques

1 2 3 4 5 6 7

3. I participate in international games for the satisfaction I experience while I am perfecting my abilities

1 2 3 4 5 6 7

4. I participate in international games for the pleasure of discovering new performance strategies

1 2 3 4 5 6 7

B – Amotivation Motivation

5. I participate in international games because I don't know anymore; I have the impression of being incapable of succeeding in this sport

1 2 3 4 5 6 7

6. I participate in international games because I don't know if I want to continue to invest my time and effort as much in my sport anymore

1 2 3 4 5 6 7

7. I participate in international games It is not clear to me anymore; I don't really think my place is in sport

1 2 3 4 5 6 7

8. I participate in international games because I don't seem to be enjoying my sport as much as I previously did

1 2 3 4 5 6 7

C- Extrinsic Motivation

9. I participate in international games because it allows me to be well regarded by people that I know

1 2 3 4 5 6 7

10. I participate in international games for the prestige of being an athlete

1 2 3 4 5 6 7

11. I participate in international games for the material and/or social benefits of being an athlete

1 2 3 4 5 6 7

12. I participate in international games for the material and/or social benefits of being an athlete

1 2 3 4 5 6 7

D- Identified Regulation Motivation

13. I participate in international games because it is a good way to learn lots of things which could be useful to me in other areas of my life

1 2 3 4 5 6 7

14. I participate in international games because it is one of the best ways I have chosen to develop other aspects of my life

1 2 3 4 5 6 7

15. I participate in international games because it is one of the best ways to maintain good relationships with my friends

1 2 3 4 5 6 7

16. I participate in international games because training hard will improve my performance

1 2 3 4 5 6 7

Appendix 3: Open-Ended Questionnaire

Please read each question carefully and answer each to the best of your ability. There are no right or wrong answers. Write as much as you like but please do not write your name anywhere on the questionnaire. Thank you.

1. The most satisfying aspect in competing at international games are:
2. The aspect(s) about my sport participation in international games which I dislike the most (or find most dissatisfying) was (were);
3. Describe, in as much detail as possible, your most satisfying sport experience ever and state why it was the most satisfying for you
4. List the one factor which, as an athlete, causes you the greatest amount of satisfaction at international games
5. Describe the difference between participating in a local competitions and international competitions;
6. List one thing about your federation which causes you to be satisfied at international competitions
7. List one thing about government which causes you to be satisfied at international competitions
8. How does your satisfaction at international games affect your performance?

Appendix 4: Demographic Information

1. Gender: Male Female
2. Age: _____
3. Level of Education: _____
4. What Sport do you compete in? _____
5. Highest Level of Competition? _____
6. Last International Competition? _____
7. Number of years in sports participation? _____

Thank you again for taking the time to complete this questionnaire. Your efforts have been invaluable and are greatly appreciated.

Appendix 5: Athlete Participant Information Sheet

Dear Participant,

This participant information sheet is to kindly inform you of the research and to also further help you to decide whether the study is right for you to participate or not.

1. Who am I?

My name is Kenneth Odeng Adade, former Press Officer at the Ghana Olympic Committee (GOC) and a master's student at the Department of Physical Education of the Seoul National University, South Korea. I am interested in knowing more about the experiences of Ghanaian elite athletes' satisfaction in competing at international games. I am conducting a study entitled 'Examining Ghanaian Athletes' Satisfaction at International Games'. I am interested in understanding your experiences at competing in international games and what makes you satisfied at that level.

2. What is the study about?

We know very little about how athletes are treated at international games and what counts for their motivation and satisfaction in representing their country at the international games. Therefore, my study seeks to learn from athletes;

- Their satisfaction at international games
- Whether their satisfaction at international games can be linked to their output at the international games.

- What can be done to improve their satisfaction and welfare at international games?

3. Why the study?

I hope that this study will possibly increase awareness to Sport Administrators, government and other stakeholders of Ghanaian elite athletes' satisfaction when they represent the country at international games. In so doing, the study has the potential to promote better athlete welfare to enable effective results during their participation at international games.

4. Your Role in the study

I will ask you some questions about your experiences in participating in international games. I would like you to spare me about 15 minutes of your time to answer an online survey questionnaire which is the Athlete Satisfaction Questionnaire (ASQ) and the Sport Motivation Scale (SMS). You will also be asked to answer some open-ended questions.

5. Do you have to take part?

No, it is not mandatory to take part. Even if you decided to participate you can withdraw at any time. You also have the right to withdraw your data four weeks after data collection. However, already analysed data cannot be withdrawn.

6. Why you?

You have been selected because you are a Ghanaian elite athlete who has had a lot of experiences participating in international games at various levels therefore your input is relevant to this study.

7. Possible benefits of the study

Your participation and contribution will be key to improving the experiences of athletes' participation and satisfaction in international games and because this will help to understand the barriers to participation.

8. Anonymity and Confidentiality

All information will be kept anonymous. Your identity will be protected and not disclosed at any stage of the study. Any form of identifiable information will be coded to protect your identity. Anything you write will be treated as confidential and stored under secured and password protected storage devices. The data will only be accessed by the researcher and research supervisors and will be used for the final thesis. Some part or all of the anonymized data may be used in scientific research publications and conferences. Your privacy will be respected at all times during the study.

9. Any concerns and questions?

If you have any concerns or questions, please get in contact with me. Finally, having read the participation information, should you wish to participate, kindly complete the informed online consent form and submit.

I look forward to hearing from you soon and thank you for your assistance.

Kind regards,

Kenneth Odeng Adade

Appendix 6: Athlete Participation Consent Form

By signing this form, I consent to participate in this study - Examining Ghanaian Elite Athletes' Satisfaction at International Games which will be conducted using quantitative research analysis to understand Ghanaian elite athletes' satisfaction while competing at international games.

I declare that:

1. I have received a copy of the Subjects Information Sheet and Consent Form.
2. I have read and understood the information sheet of the study.
3. I understand the nature and scope of the research being undertaken.
4. All my questions relating to this research and my participation therein have been answered to my satisfaction.
5. I voluntarily agree to take part in this research, to follow the study procedures and to provide all necessary information to the study as requested.
6. I may at any time choose to withdraw from this research without giving reasons.
7. I understand the data I provide may be re-used for future research.
8. I understand that the researcher will protect my privacy while maintaining confidentiality at all stages of the study, however, anonymity cannot be fully guaranteed.
9. I understand I am being requested to participate in an online survey which will take about 15 minutes to complete.

Name:

Sport:

국제 대회에서 가나 엘리트 선수들의 만족도 평가

케네스

서울대학교 대학원

체육교육과 글로벌스포츠매니지먼트

선수 만족도는 스포츠 심리학에서 가장 필수적인 요소 중 하나이다. 선수 만족도는 '운동 경험과 관련된 구조, 과정 및 결과에 대한 복잡한 평가로 인한 긍정적인 정서 상태'를 나타낸다 (Chelladurai & Riemer, 1997, p. 135). 즉, 선수 만족도는 선수가 운동 경험에 있어 얼마나 행복하거나 만족하는지를 나타낸다

스포츠 경기장에서는 운동 선수가 중심이기 때문에 자신의 경험에 대한 반응을 스스로 평가하는 것이 적절하다. 훈련 및 경기 만족도는 선수 자신의 표현과 심리적 건강에 큰 의미가 있다. 운동 선수가 자기 만족 수준을 이해하는 것은 긍정적이고 성공적인 스포츠 경험을 위한 가장 중요한 요소이다 (Salh & Rathee 2015).

그러나 국제 대회에서의 선수 만족도 관련 연구는 거의 이루어지지 않은 것으로 보인다. 따라서 본 연구의 목적은 국제 대회에서 가나 엘리트 선수들의 만족도를 평가하는 것이다. 또한 국제 대회 참가 동기에 대한

만족도의 영향을 탐색하고, 마지막으로 국제 대회에서 가나 엘리트 선수들의 만족을 보장하기 위해 스포츠 관리자가 할 수 있는 일을 알아내는 것이다.

연구에 맞게 수정 된 선수 만족도 설문지 (Chelladurai & Riemer 1997), 스포츠 동기 부여 척도 (Pelletier et al, 2006) 를 사용하였다. 또한 참여 선수들에게 정보와 데이터를 요청하기 위한 개방형 설문지를 사용하여 61 명의 가나 엘리트 선수로부터 데이터를 수집하였다.

본 연구의 결과는 만족도가 동기 부여에 유의 한 영향을 미치는 것으로 나타났다. 특히 내재적 동기는 운동 선수의 만족도를 예측하는 중요한 요인으로 나타났다. 운동 선수의 특정 만족도 변수에 관한 본 연구의 결과는 가족의 지원과 운동 선수 헌신에 대한 친구의 이해가 만족이라는 것을 보여주었다. 본 연구는 또한 운동 선수들이 적절한 커뮤니케이션 채널을 통해 스포츠 관리자가 개방적이고 정직하기를 원한다고 제안하였다. 본 연구의 결과는 운동 선수의 만족도, 스포츠 심리학, 스포츠 관리 및 기타 스포츠 관련 연구의 기준이 될 수 있을 것으로 보인다.

주요어: 엘리트 선수, 선수 만족도, 동기, 국제대회

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