

Unemployment-Related Anxiety among Faculty of Sport Sciences Students. Quantitative Research

Zülbiye KAÇAY¹

Nuh Osman YILDIZ²

Samet ZENGİN³

Liliana NANU⁴

¹ Çanakkale Onsekiz Mart University, Çanakkale, Turkey, zzkacay@gmail.com

² Bolu Abant İzzet Baysal University, Bolu, Turkey, nuhosmanyildiz@gmail.com

³ Trabzon University, Trabzon, Turkey, sametzengin10@gmail.com

⁴ Dunărea de Jos University of Galati, Romania, lnanu@ugal.ro

Abstract: *The article is focused on reproducing results from a study examining the anxiety levels of students studying at the faculty of sports sciences.*

The research is constructed on the basis of the causal comparison method. The research group of investigation was consisted from 253 sports science faculty students (118 F and 135 M). Their selection was made using accessible sampling method (non-random sampling). For data collection we used 12 psychometric questions, tool elaborated by Ersoy-Kart & Erdost (2008), used in order to find the unemployment anxiety of university students. For data analysis, parametric tests such as One Way ANOVA and Independent Sample t Test were used, as a result of the normality distribution test.

Based on the results we identified that the anxiety levels of the students were above the medium level, with no significant difference according to gender, age, parental education level and being a licensed athlete, but there was a significant difference in unemployment anxiety level according to income level.

Researchers identified the students studying at the sports management department had a considerable level of anxiety about the possibility of experiencing a unemployment problem after graduation. The anxiety they identified was generally related to the income levels.

Keywords: *unemployment; anxiety; sport management; university education; educated youth.*

How to cite: Kaçay, Z., Yildiz, N. O., Zengin, S. & Nanu, L. (2023). Unemployment-Related Anxiety among Faculty of Sport Sciences Students. Quantitative Research. *Revista Românească pentru Educație Multidimensională*, 15(3), 171-184. <https://doi.org/10.18662/rrem/15.3/761>

Introduction

Anxiety is seen as one of the basic emotions that human beings feel (Lök et al., 2008). There are many definitions of anxiety in the literature. When we look at a definition of anxiety that can be given in this context, it is seen as a universal experience and emotion that individuals experience in some periods of their lives, and generally refers to the individual's perception of a bad event in the future, as well as the negative reactions that the person shows when he or she does not feel safe (Deveci et al., 2012). University years also include very important periods for students, and it is stated that students' anxiety levels are quite high in these years (Bozkurt, 2004).

Today, post-graduation job anxiety, which is one of the most important problems of university students who continue their university education, stands out as a problem that has been increasing in relation to the departments, they have been studying in the last 10 years.

According to a report prepared by the World Bank on Turkey in 2005; Unemployment is a major problem among educated youth in Turkey, and 39% of university or college graduates aged 20-24 are looking for a job (Ercan, 2007). Youth unemployment is an important problem not only in our country but also in the whole world. The population of young people between the ages of 15-24 (Kelleci & Türk 2016; Aytac, 2019) in the world is around 1 billion. 89% of these young people live in developing countries. While approximately 657 million of these young people work in a job, 85 million of them are unemployed (Yentürk & Başlevent, 2007). As youth unemployment constitutes a problem area in our country, it causes anxiety in young people who are still studying. Especially in university students, the worry that they will not be able to find a job (Özkan, 2013) after graduation causes an increase in their anxiety levels (Korkmazer, 2020). Turkish Statistical Institute in 2021 shows that the unemployment rate of the young population, neither in education nor in employment, is 24.7% (Turkish Statistical Institute, 2021). Recent statistics from 2023 March, show how at the EU countries and euro areas level, there are 2763 million young persons (under the age of 25). From this number, 2264 million were in the euro area. These numbers translate themselves into a rate of 14,3% (both EU and euro area) (Eurostat Statistics explained, March 2023). While universities should aim to meet the needs in many areas, including economic needs, and to support development in the regions where they are established, although the education levels of young people of working age in our country have increased, educated workforce employment cannot be provided sufficiently (Cerit & Ünlü, 2020). One of the main reasons for this situation is to

increase the number and quota of universities that constantly produce workforce, regardless of the needs of the business world (Çolakoğlu et al., 2017). In addition, the state's inability to create enough employment areas according to these quotas causes the young and educated workforce to not be used efficiently, and as a result, university students experience employment anxiety during their education.

In recent years, based on the large number of faculties of sports sciences or physical education and sports colleges in our country, the number of students graduating from their departments is grows too. Considering that individuals who are studying in the field of sports sciences are also trying to find a place for themselves in the sector as individuals who have trained themselves in this field, the lack of employment of these individuals who receive sports (Yüksel & Karafil, 2022) training continues to be a matter of debate. The fact that the students studying in these departments do not have sufficient employment opportunities, this situation creates the future anxiety of the students and the situation of not knowing what to do in the face of unemployment. Although it did not attract much attention in the first stages of the university years, especially the third- and fourth-year students of the university reach the highest level of business concerns about how they will continue their lives. These anxiety states mostly manifest themselves in graduation, finding a job after graduation and unemployment (İlgar & Cihan, 2019). It is noteworthy that especially the students who are older than their other friends are more anxious in this process and they want to work in a job where they can provide financial income in order to continue their lives as soon as possible.

As other previous studies on the topic we chose for enlarging its research, our focus was the exploration of the unemployment-related worries of students enrolled at the faculty of sports sciences, department of sports management (Yildiz et al., 2021).

Methodology

Method & Group of study

The study was designed according to quantitative research method - the causal comparative design, which focuses on finding relationships between independent and dependent variables (Brewer & Kuhn, 2010), after an event or action has already happen. The main scope of the investigator is to identify whether and how the independent variable or dependent variable brought affects to the final outcome. These steps are brought in practice by comparing two ore more groups of subjects (Brewer & Kuhn, 2010).

253 sports management students participated in the study (118 females - 46.6% - and 135 males - 53.4%). The selection of the research subjects undertakes under students of Sports Management Department studying at the Sports Sciences Faculties of universities such as Trabzon University, Düzce University, Bolu Abant İzzet Baysal University, Sakarya University of Applied Sciences.

Data Collection

The study data were collected through 12 psychometric questions developed by Ersoy-Kart and Erdost (2008) to find the unemployment anxiety levels of university students ($\alpha= 0.86$). The measurement tool has one-dimension, and its items are scored as a 5-point Likert type: (1) strongly disagree, (2) disagree, (3) undecided, (4) agree, (5) completely agree. Also, the items numbered 1,2,3,5,8 on the scale are scored in reverse.

Data Analysis

We applied descriptive statistics to the obtained data. The normality distribution of the data was tested and it was determined that all of the data showed normal distribution. After the normal distribution of the data, Parametric tests Independent Sample t Test and One Way ANOVA tests were applied to the data.

Findings

It was determined that there was no significant difference according to gender, age, education level of parents and being a licensed athlete, but there was a significant difference in unemployment anxiety level according to income level.

Table1. Demographic data of the subjects
Source: Author's own conception

Variable	Type	Frequency	Percentage
Gender	Female	118	%46,6
	Male	135	%53,4
Age	19 years and under	35	%13,8
	20-22 years	189	%74,7
	23 years and above	29	%11,5
State of being licensed	Yes	105	%41,5
	No	148	%58,5
Education level of mother	Primary School	124	%49,0
	Secondary School	54	%21,3
	High School	60	%23,7
	Undergraduate/Licence	15	%5,9
Education level of father	Primary School	101	%39,9
	Secondary School	64	%25,3
	High School	69	%27,3
	Undergraduate/Licence	19	%7,5
Income level	1000 TL and under	80	%31,6
	1001-1500 TL	51	%20,2
	1501 TL and above	122	%48,2

The table includes the findings of the demographic data of the subjects such as gender, age, being a licensed athlete, mother and father education level and income level. When the table was examined, it can be seen that the 118 (46.6%) of the participants were female, 135 (53.4%) were male, 35 of them were 19 years old and under (13.8%), 189 of them were in the 20-22 age range (% 74.7%, 29 (11.5%) were aged 23 and over, 105 (41.5%) licensed athletes, 148 (58.5%) were not licensed, 124 in maternal education status of primary school (49.0%), 54 (21.3%) secondary school, 60 (23.7%) high school graduate, 15 (5.9%) undergraduate degree, 101 of them in educational status of father Primary school (39.9%), 64 (25.3%) secondary school, 69 (27.3%) high school, 19 undergraduate (7.5%) graduates. At the income level, 80 of the participants have an income level of 1000 TL or less (31.6%), 51 of them have an income level of between 1001-1500 TL (20.2%), and 122 of them have an income level of 1501 TL or more (48.2%).

Table 2. Examination of unemployment anxiety related to gender variable

Dimension	Gender	N	Ort.	SS	SD	t	P
Unemployment Anxiety	Female	118	3,49	3,28	251	1,791	0,07
	Male	135	2,98	0,34			

Source: Author's own conception

According to Table 2, no significant difference was determined in the Unemployment Anxiety scores of the participants in relation to gender ($t(251) = 1.791$; $p > 0.05$).

Table 3. Analysis of unemployment anxiety in relation to being a licensed athlete variable

Dimension	Licensed Athlete	n	Ort.	SS	SD	t	p
Unemployment Anxiety	Yes	105	3,49	3,48	251	1,644	0,10
	No	148	3,01	0,34			

Source: Author's own conception

Based on the findings, no significant difference was found in the Unemployment Anxiety scores of the participants in relation to the variable of being a licensed athlete ($t(251) = 1.644$; $p > 0.05$).

Table 4. Analysis of unemployment anxiety in relation to age variable

Dimension	Year	n	Ort.	SS	SD	F	P
Unemployment Anxiety	19 years and under	35	2,99	0,39	2,250	0,22	0,80
	20-22 years	189	3,26	2,61			
	23 years and above	29	3,14	0,42			

Source: Author's own conception

When the table was examined, it was determined that there was no significant difference in the unemployment anxiety levels of the participants in terms of the age variable, $F(2, 250) = 0.22$, $p > 0.05$. This finding shows that the age categories of the participants do not have a significant effect on unemployment anxiety.

Table 5. Examination of unemployment anxiety in relation to mother education level

Dimension	Education Level	n	Ort.	SS	SD	F	p
Unemployment Anxiety	Primary School	124	3,05	0,37	3,249	1,92	0,12
	Secondary School	54	3,86	4,83			
	High School	60	2,98	0,35			
	Undergraduate	15	3,15	0,35			

Source: Author's own conception

It was determined that there was no significant difference in the Unemployment Anxiety levels of the participants in relation to the Mother Education Level variable, $F(3, 249) = 1.92, p > 0.05$.

Table 6. Examination of unemployment anxiety in relation to the father education level

Dimension	Education Level	n	Ort.	SS	SD	F	P
Unemployment Anxiety	Primary School	101	3,54	3,54	3,249	1,24	0,29
	Secondary School	64	3,00	0,31			
	High School	69	2,93	0,32			
	Undergraduate	19	3,14	0,43			

Source: Author's own conception

According to Table 4, it was determined that there was no significant difference in the Unemployment Anxiety levels of the participants in relation to the Father's Education Level variable, $F(3, 249) = 1.24, p > 0.05$.

Table 7. Examination of unemployment anxiety in relation to income level

Dimension	Income	n	Ort.	SS	SD	F	p	Fark
Unemployment Anxiety	(1) 1000 TL and under	80	3,03	0,37	2,250	3,57	0,02	1-2 2-3
	(2) 1001-1500 TL	51	3,96	4,96				
	(3) 1501 TL and above	122	3,01	0,35				

Source: Author's own conception

In Table 5, a significant difference was determined in the Unemployment Anxiety levels of the participants in relation to the Income Level, $F(2, 250) = 3.57$, $p < 0.05$. The difference is between those with an income level of 1001-1500 TL and those with an income level of 1000 TL and below and 1501 TL and above. The average score of the participants with an income level of 1001-1500 TL ($\bar{x} = 3.03 \pm 0.37$), the average score of the participants with an income level of 1000 TL and below ($\bar{x} = 3.96 \pm 4.96$) is higher than the average score of the participants with an income level of 1501 TL and above ($\bar{x} = 3.01 \pm 0.35$). This finding means that participants with an income level of 1001-1500 have a higher unemployment anxiety level than participants with an income level of 1000 TL and below and 1501 TL and above.

Relevant literature comparison and Discussions

This study aimed at examining the anxiety levels of students studying in sports management departments on being unemployed or not being employed after graduation, besides the unemployment anxiety of the students, the variables of gender, age, education level of the parents and being a licensed athlete were also examined.

The research and paper resulting from the research were developed by fully respecting the principles of justice and respect for persons, as stated in the Belmont Report (2008). We came in respect with the Belmont Report and bioethical principles whose apply in all human subjects' researches. Also, the respondents were informed about the survey's scope, they also were informed about their right to withdraw at any time from the survey, with no further consequences on their status.

The unemployment concerns of the research subjects were examined in relation to the gender variable and it was determined that the gender variable did not make a significant difference in relation to unemployment anxiety. When relevant literature is examined, different results on this subject stand out. Surat & Ceran (2020) examined the unemployment anxiety levels of students and concluded how male subjects had higher unemployment anxiety than female subjects in terms of the gender variable, qualitatively lack of knowledge and skills, personal pessimism and lack of self-confidence. The employability perceptions of the students studying in the sports management department were examined by Ertekin (2021) in relation to the gender variable, and it was found that male subjects had higher employability perceptions than female subjects. Based on this result, it is possible to say that women's perceptions of employability are less than men, that is, they have more employment anxiety than men. Earlier, in a study conducted by Karcıoğlu & Balkaya (2018), the unemployment anxiety levels of students studying in administrative sciences were examined and determined that there was no significant difference in relation to gender variable. Karlı (2016), based on a study conducted in this regard, and discovered gender variable did not have an effect on the employment perceptions of sports science students.

Different studies conducted by Yıldız (2021), Yıldız et al. (2021) for students in the field of sports sciences and by Yıldız et al. (2017) for students studying sports management were examined and no significant difference was found in relation to gender variable in students' employability perceptions. Although the studies on the perception of employability and unemployment anxiety in the literature have reached different results in relation to the gender variable, the findings from our research are also supported by the literature. It is thought that this result is due to the fact that women and men in today's business world provide full equality in their working life.

The unemployment concerns of the research subjects were examined in relation to the variable of being licensed athlete and it was determined that the variable of being a licensed athlete did not make a significant difference in relation to unemployment anxiety. In a study conducted by Yıldız et al. (2017), the employability perceptions of sports management department students were examined in terms of active sports and no significant difference was found.

This findings from the studied scientific sources are in accordance with the results found in our study. It is thought that it is due to the in-depth processing of sports lessons in the education curriculum of students

studying in the fields of sports sciences, both for education and training and athlete training.

The unemployment concerns of the subjects were examined in relation to the age variable and it was noticed that the age variable did not make a significant difference related to unemployment anxiety. In the Ertekin (2021) study, the employability perceptions of the subjects studying in the sports management department were examined in relation to the age variable and it was found that the participants aged 26 and over had higher employability perceptions than the participants in the lower age categories. In addition, the same study also stated that the increase in the age of individuals has a positive effect on their personal perception of employability, that is, it reduces the level of anxiety.

Yıldız et al. (2017) show the employability perceptions of the students of sports management department were examined in relation of the age variable and no significant relationship was determined. This result in the literature supports the result found in this study. In this study, it is thought that the reason for the result obtained in terms of the age variable is that the participants are university students and accordingly the average age ranges are close to each other.

The unemployment concerns of the research subjects were examined in connection with the mother and father education level variables and it was determined that the mother and father education level variables did not make a significant difference in relation to the unemployment anxiety. In a study conducted by Surat & Ceran (2020), unemployment anxiety levels of students were examined in connection with the mother and father educational status variables, and no significant difference was found in students' unemployment anxiety levels in connection with the mother and father education status variables. The results of the aforementioned study support the results found in our study. The fact that today's young people are integrated into technological developments faster than their parents and all fields now require knowledge to require expertise have forced young people to learn independently from their parents. This situation has caused the support of parents to be limited to their children. In addition, regardless of the education level of the parents, if the child does not have knowledge in the common area, the child carries out the main learning activity outside of the mother and father. In short, it is considered that the possible reason for the result determined in the study is due to the reasons mentioned above.

The unemployment concerns of the participants were examined in terms of the income level variable and was identified that the income level variable made a significant difference in connection with the unemployment

anxiety. Müttevellioglu et al. (2010) show that students' income levels are related to their self-confidence in employment, and students with an income level of 1000 TL and above experience less employment anxiety. In other words, based on this result, it is possible to interpret that as the income level increases, employment anxiety decreases. The results found in this study overlap with the studies in the related literature.

Finally, the unemployment anxiety levels of the students were examined and it was determined that their anxiety levels were above the medium level. The unemployment anxiety levels of students studying in administrative sciences were examined by Karcioğlu and Balkaya (2018), and it was concluded in the study in question that the unemployment anxiety levels of the students were above the medium level (3,30).

Conclusions

As a result, the current research results expose how the unemployment anxiety of the students studying in the field of sports management is above normal, variables such as gender, age, being a licensed athlete, mother and father education level are not significantly effective on this situation, and income level has a significant effect on unemployment anxiety.

While evaluating the results of this study, it should be noted that the results of the study are limited to the study group. In addition, it is thought that it would be beneficial to increase the number of the study group and add new study parameters in terms of contributing to the study area.

Acknowledgment

The initial ideas and abstract of the paper were initially published in the Book of abstracts volume of the 6th Edition of the International Scientific Conference “Sports, Education, Culture – Interdisciplinary Approaches in Scientific Research”, Galati, Romania, 27-29 of May 2022. <http://sesgal.ugal.ro/documents/2022/BOOK%20of%20ABSTRACTS%20-%20SEC-IASR2022%20-%20FINAL%2027mai.pdf>

References

- Aytaç, S. (2019). Youth unemployment and hopelessness of undergraduate students about finding a job: an example of a faculty. In E. Yalçinkaya (Ed.), *International Conference on Social Sciences – III Full Texts Book*, Paris – France November 15-17 2019 (pp. 191-199). Farabi Publishing House.
- Bozkurt, N. (2004). Bir grup üniversite öğrencisinin depresyon ve kaygı düzeyleri ile çeşitli değişkenler arasındaki ilişkiler [Relationships between depression and anxiety levels of a group of university students and various variables]. *Eğitim ve Bilim* [Education and Science], 29, 133.
<http://egitimvebilim.ted.org.tr/index.php/EB/article/view/5095/1179>
- Brewer, E. W., & Kuhn, J. (2010). Causal-comparative design. In N. Salkind (Ed.), *Encyclopedia of research design* (pp. 125–131). Sage.
<https://doi.org/10.4135/9781412961288>
- Cerit, E., & Ünlü, Ç. (2020). An evaluation of book reading habits of students in sport management department. *Ambient Science*, 7(S1),56-59.
- Çolakoğlu, T., Polat, E. K., & Aydın, G. G. (2017). İktisadi ve idari bilimler fakültesi öğrencilerinin işsizlik kaygısı üzerine bir araştırma: Biga İİBF örneği [A research on the unemployment anxiety of the students of the faculty of economics and administrative sciences: The case of Biga FEAS]. *International Journal of Innovative Approaches in Social Sciences*, 1(1), 29-39. <https://doi.org/10.29329/ijiasos.2017.85.3>
- Deveci, Y. (2012). Trying to understand: promoting the psychosocial well-being of separated refugee children. *Journal of Social Work Practice*, 26(3), 367-383.
<https://doi.org/10.1080/02650533.2012.658033>
- Ercan, H. (2007). *Türkiye’de gençlerin istihdamı* [Youth employment in Turkey]. Uluslararası Çalışma Ofisi [International Labor Office], Ankara.
- Ersoy-Kart, M., & Erdost, H. (2008). Unemployment worries among Turkish university students. *Social Behavior and Personality: An international journal*, 36(2), 275-288. <https://doi.org/10.2224/sbp.2008.36.2.275>
- Ertekin, A. B. (2021). Spor yöneticisi adaylarının gelecekteki istihdam edilebilirlik algılarının farklı değişkenlere göre incelenmesi [Examination of future employability perceptions of sports manager candidates according to different variables]. *Journal of international social research*, 14(77). 1474-1480.
<https://www.sosyalarastirmalar.com/articles/analysis-of-future-employability-perceptions-of-sports-manager-candidates-according-to-different-variables.pdf>
- Eurostat Statistics Explained. (March, 2023). *Youth unemployment*. Eurostat.
https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Unemployment_statistics#Youth_unemployment
[nt](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Unemployment_statistics#Youth_unemployment)

- İlgar, E. A., & Cihan, B. B. (2019). Spor yöneticiliği programlarında öğrenim gören öğrencilerin sektörel beklenti, mesleki belirsizlik ve gelecek kaygılarının incelenmesi: fenomenolojik bir çözümleme [Investigation of sectoral expectations, professional uncertainty and future concerns of students studying in sports management programs: a phenomenological analysis]. *Spor Eğitimi Dergisi* [Sports Education Journal], 3(1), 81-92. <https://dergipark.org.tr/tr/pub/seder/issue/42512/525065>
- Karcioglu, F., & Balkaya, E. (2018). Relationship between union membership, union satisfaction and job insecurity: An application on research assistants. *Sosyal Siyaset Konferansları Dergisi* [Journal of Social Policy Conferences], 75, 307-326. <https://dx.doi.org/10.26650/jspc.2018.75.0017>
- Karli, Ü. (2016). Adaptation and validation of self-perceived employability scale: An analysis of sports department students and graduates. *Educational Research and Reviews*, 11(8), 848-859. <https://doi.org/10.5897/ERR2016.2712>
- Kelleci S., & Türk Z. (2016). Genç İşsizliğinin İncelenmesi: OECD Ülkeleri ve Türkiye Karşılaştırılması [Examining Youth Unemployment: Comparison of OECD Countries and Turkey]. *HAK-İŞ Uluslararası Emek ve Toplum Dergisi* [HAK-İŞ International Journal of Labor and Society], 5(13),10-25. <https://dergipark.org.tr/tr/download/article-file/262746>
- Korkmazer, F. (2020). Üniversite öğrencilerinin işsizlik kaygısı algılarının incelenmesi [Examination of university students' perceptions of unemployment anxiety]. *Business Economics and Management Research Journal*, 3(2), 141-152. <https://dergipark.org.tr/en/pub/bemarej/issue/58484/828409>
- Lök, S., İnce, A., & Lök, N. (2008). Beden Eğitimi Spor Yüksekokulu özel yetenek sınavına girecek adayların kaygı durumlarının bazı değişkenler açısından incelenmesi [Examining the anxiety status of the candidates who will take the Physical Education and Sports School special talent exam in terms of some variables]. *Niğde Üniversitesi Beden Eğitimi ve Spor Bilimleri Dergisi* [Niğde University Journal of Physical Education and Sports Sciences], 2(2), 121-131. <http://dergi.nigde.edu.tr/index.php/besyodergi/article/view/52/41>
- Mütevellioglu, N., Zambak, M., & Mert, M. (2010). İşsizlik, üniversiteli gençlik ve gelecek: bir alan araştırmasının bulguları [Unemployment, university youth and the future: findings of a field study]. *Cumhuriyet Üniversitesi İktisadi ve İdari Bilimler Dergisi* [Cumhuriyet University Journal of Economics and Administrative Sciences], 11(1), 207-229. <https://search.trdizin.gov.tr/tr/yayin/detay/130822/issizlik-universiteli-genclik-ve-gelecek-bir-alan-arastirmasinin-bulgulari>
- Özkan, Y. E. (2013). *Activation policies during the EU candidacy process: an analysis into the profiles, experiences and expectations of Turkish women attending labour market training programs* [Unpublished Doctoral Thesis]. Social Sciences of Middle East Technical University.

- Surat, A., & Ceran, D. (2020). Unemployment Anxiety of University Students. *ISPEC International Journal of Social Sciences & Humanities*, 4(3), 145–166. <https://doi.org/10.46291/ISPECIJSSHvol4iss3pp145-166>
- Turkish Statistical Institute (TUIK). (2021). *Youth in Statistics, 2021*. Turkish Statistical Institute. <https://data.tuik.gov.tr/Bulten/Index?p=Youth-in-Statistics-2021-45634>
- Yentürk, N., & Başlevent, C. (2007). *Türkiye’de genç işsizliği, gençlik çalışmaları birimi araştırma raporu. No:2* [Youth unemployment in Turkey, youth work unit research report. No:2]. İstanbul Bilgi Üniversitesi [Istanbul Bilgi University]. <http://genclik.bilgi.edu.tr/Default.asp?pageID=5>
- Yıldız, N. O. (2021). The effect of technology use on employability perception. *Journal of Educational Issues*, 7(3), Special Issue. <https://doi.org/10.5296/jei.v7i3.19273>
- Yıldız, N.O., Kaçay, Z., & Özen, G. (2021). Investigation of Employability Perceptions of Sports Science Students. *Journal of Educational Issues*, 7(3), 192- 203. <https://doi.org/10.5296/jei.v7i3.19272>
- Yıldız, N.O., Özen, G., & Bostancı, T. G. (2017). Spor yöneticiliği bölümü öğrencilerinin istihdam edilebilirlik algılarının incelenmesi [Examination of the employability perceptions of the students of sports management department]. *Uluslararası Balkan Spor Bilimleri Kongresi* [International Balkan Sports Sciences Congress]. Bursa.
- Yüksel, A. U., Karafil, A. Y. (2022). Examination of Sports Science Students' Career Anxiety Using the Q Method. *Gazi Beden Eğitimi ve Spor Bilimleri Dergisi* [Gazi Journal of Physical Education and Sports Sciences], 27(3), 203-218. <https://dergipark.org.tr/tr/download/article-file/2351933>