

Dates: Tuesday 20 JUNE 2023 10:30~12:00

Location: Room302 Bldg 79 (STEP22), Waseda University

Title

**Stop Trying to Motivate Sport Employees,
Start Taking Care of Their Well-being**

Dr. Minjung Kim (Texas A&M University)

■ **Abstract:** Developing the human strengths and psychological capacities of employees is essential in today's fast-paced and unpredictable environment, like the sports industry. Unique challenges (e.g., travel demands and supervision requirements), can lead to burnout and job stress. Thus, it is imperative to consider the psychological capacities and well-being of sports employees.

Human and social capital are recognized as key factors in achieving organizational competitive advantages, but they are difficult to duplicate or replace. As a result, positive organizational behavior scholars, at the intersection of positive psychology and organizational behavior, introduced the concept of psychological capital or PsyCap, which focuses on "what you are becoming" in the organization, in contrast to human capital ("what you know") and social capital ("who you know"). In the sports management discipline, the concept of PsyCap has been adapted to professional and intercollegiate sports, referees, and student-athletes to understand its role in their psychological well-being. This presentation will introduce these concepts and their implications and discuss the preferred attributes of contemporary sports industry employees, such as passion, grit, and innovative work behaviors.

The presentation will also address the challenges and current issues of sports personnel's well-being, such as work-life balance, job stress, turnover, and mental toughness. Prominent examples include student-athletes' social-psychological well-being and professional sports officials' mental health. We will additionally discuss the role of sport leaders (e.g., coaches, captains, officials) and sport organizations (e.g., inclusive and supportive organizational climate) in promoting members' growth mindset. Finally, the presentation will cover how different types of sport employee well-being (e.g., social, psychological, even physical) can be cultivated across various sports business settings. Overall, this presentation aims to help current students in sport management and sport administrative prepare for their careers in the sports industry.

■ **Bio:** Dr. Minjung Kim is an assistant professor of Sport Management in the Department of Health and Kinesiology at Texas A&M University. She completed her Bachelor's and Master's degrees in Sport and Leisure Studies from Yonsei University, Seoul, Korea. She then received her Ph.D. in Sport Management at Florida State University. Her research efforts endeavor to understand what sport organizations can do to ensure their stakeholders' well-being. Dr. Kim is a director of the Positive Sport Organizational Behavior laboratory and has devoted her efforts to studying positive organizational behavior in sport, sport consumer well-being, and sport business analytics. Currently, Dr. Kim has served the North American Society for Sport Management as a board officer. Her work has been published in leading journals in the field of sport management, including the *Journal of Sport Management*, *Sport Management Review*, and *European Sport Management Quarterly*.

