

# EXAMINATION OF PHYSICAL EDUCATION TEACHERS' BOUNDARYLESS AND PROTEAN CAREER ATTITUDES

## EXAME DAS ATITUDES DE CARREIRA DOS PROFESSORES DE EDUCAÇÃO FÍSICA SEM LIMITES E PROTEANOS\*

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**Abstract:** This study examines the unlimited and versatile career attitudes of individuals working as Physical Education Teachers in Erzurum regarding various variables. A total of 263 teachers, 158 male, and 105 female, participated in the study using the quantitative research model. The data collection tools used in the study consisted of two parts. In the first part, the "Personal Information Form" was used to determine the demographic characteristics of the participants, and in the second part, the "Unlimited and Multidimensional Career Attitude Scale" was used. The data obtained in the research were analyzed by frequency analysis, the One-Way Anova test, t-test, and correlation analysis. According to gender, male teachers' unlimited career attitudes were significantly higher than female teachers. According to the marital status variable, it is seen that the versatile career attitudes of single teachers are significantly higher than those of married teachers. According to the age variable, it was determined that the unlimited career attitudes of the teachers aged 49 and over were significantly higher than the teachers aged 30 and under. The seniority variable determined that the unlimited career attitudes of teachers with 16 years and more are significantly higher than those with 1-5 years of seniority. In addition, it was determined that unlimited and versatile career attitudes were not a distinguishing variable regarding teachers' administrative duties. When the gender variable is examined, it can be said that male teachers' unlimited career attitudes are higher than female teachers and male teachers are more career-oriented. It can be said that single teachers have more versatile career thoughts than married teachers who are searching for different careers.

**Keywords:** Physical Education Teacher. Boundaryless Careers. Protean Career. Sports.

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**Resumo:** Este estudo examina as atitudes de carreira ilimitadas e versáteis dos indivíduos que trabalham como professores de Educação Física em Erzurum em relação a várias variáveis. Um total de 263 professores, 158 homens e 105 mulheres, participaram do estudo utilizando o modelo de pesquisa quantitativa. As ferramentas de coleta de dados utilizadas no estudo consistiram de duas partes. Na primeira parte, foi utilizado o "Formulário de Informações Pessoais" para determinar as características demográficas dos participantes, e na segunda parte, foi utilizada a "Escala de Atitude de Carreira Ilimitada e Multidimensional". Os dados obtidos na pesquisa foram analisados pela análise de frequência, o teste One-Way Anova, teste t, e análise de correlação. De acordo com o gênero, as atitudes de carreira ilimitada dos professores masculinos foram significativamente mais elevadas do que as dos professores femininos. De acordo com a variável estado civil, verifica-se que as atitudes versáteis de carreira de professores solteiros são significativamente mais elevadas do que as de professores casados. De acordo com a variável idade, foi determinado que as atitudes de carreira ilimitada dos professores com 49 anos ou mais eram significativamente mais elevadas do que as dos professores com 30 anos ou menos. A variável antiguidade determinou que as atitudes de carreira ilimitada dos professores com 16 anos e mais são significativamente mais altas do que as dos professores com 1-5 anos de antiguidade. Além disso, foi determinado que as atitudes ilimitadas e versáteis na carreira não eram uma variável distintiva no que diz respeito aos deveres administrativos dos professores. Quando a variável de gênero é examinada, pode-se dizer que as atitudes de carreira ilimitada dos professores masculinos são mais elevadas do que as dos professores femininos e os professores masculinos são mais orientados para a carreira. Pode-se dizer que os professores solteiros têm pensamentos de carreira mais versáteis do que os professores casados que estão em busca de carreiras diferentes.

**Palavras-chave:** Professora de Educação Física. Carreiras sem limites. Carreira Proteana. Esportes.

## 1. INTRODUCTION

Today, the changing and uncertain employment conditions cause high uncertainty about career expectations and career determination methods (Hofstetter & Rosenblatt, 2017). To cope with this uncertainty, career goals are increasingly driven by individuals rather than the organization and are influenced by internal values rather than external sources of motivation (Cortellazzo et al., 2020). Hall (1976) was the first to describe this new approach as an individual attitude and a shifting career orientation, in which career choices depend on individuals and underlie the pursuit of self-actualization. In some organizations, a multifaceted career is considered a self-directed career, as opposed to traditional career methods based on salary increases, responsibilities, and hierarchical upward mobility (Briscoe and Hall, 2006). Therefore, it determines the individual career goals of the employee regardless of organizational boundaries (Arthur et al., 2005).

Over the last twenty years, many different new or contemporary career approaches and definitions have been made about the concept of a career. These approaches generally assume that individuals need to be more mobile and self-directed in their career situations in response to broader economic, social, and technological developments. However,

despite many models trying to explain these contemporary approaches to career, the concepts of unlimited and versatile careers (Hall, 1996) have been widely accepted (Gubler et al., 2014). The traditional corporate career method, in which a staff member advances linearly in the hierarchical structure of one or two organizations to gain extrinsic rewards, often encounters career arrangements such as boundaryless and protean career approaches (Sullivan & Baruch, 2009). Proponents of these new concepts argue that the rise of a globalized economy has brought about a fundamental shift in the psychological contract between employees and institutions (Rousseau, 1989).

The increasing workforce quota after the extensive changes in institutional structures and employment relations witnesses the transition from static and linear career methods to variable and fluid systems and takes responsibility for its career development by seizing career development opportunities without traditional organizational boundaries. This does not mean that conventional career methods have entirely lost their function, but it is certainly not the rule for many of the workforce (Baruch, 2006). In contrast, Rodrigues et al. (2015) argue that the extent to which independent career orientations are prevalent among employees is unclear, but they acknowledge that it poses a challenge for organizations seeking to develop and retain their most valuable employees (Lo Presti et al., 2018).

A boundless career is “a set of job opportunities that transcend the boundaries of any employment environment” (De Filippi and Arthur, 1994). Although Arthur and Rousseau (1996) have stated that it has more than one meaning beyond this general definition, it shows that the boundaryless career method in the literature is generally examined in terms of crossing organizational boundaries and is characterized by physical mobility (Gunz et al., 2000). They generalized the concept of boundaryless careers to include psychological and physical mobility. They define psychological mobility as perceptions of the capacity to act (Sullivan & Arthur, 2006). According to some authors, an boundaryless career is defined as an available career that is not tied to a single organization (Carson et al., 1995).

Both boundaryless and protean career approaches are characterized by self-confidence in career development and the search for employability. More specifically, the protean career attitude is characterized by “self-directedness in the pursuit of psychological success in one's job” (Hall, 2002) and a commitment to personal values or standards rather than to the wishes and expectations of others when making career choices. In addition, it is

stated that individuals with a licensed athlete background have higher personal image representation than those without (Karataş, 2021). On the other hand, a boundless career is defined as striving for new job opportunities by psychologically and physically crossing organizational boundaries (Sullivan & Arthur, 2006). Although these unconventional career methods have been discussed in the career literature for years, empirical research is only beginning to elucidate their practical implications and psychological origins for employees and organizations (Porter et al., 2016).

## 2. MATERIAL AND METHOD

### Research Model

The relational screening method, which is a quantitative model, was used in the research. A quantitative model is a research approach that reveals a situation, object, or case encountered in the past or current time in line with specific criteria (Karasar, 2009). The relational screening method is the method in which the change of two or more variables at the same time is determined (Büyüköztürk, 2011).

### Universe and Sample

This research examines the boundaryless and protean career attitudes of Physical Education Teachers working in Erzurum according to various variables. The research comprises 263 teachers, 158 men, and 105 women, who work as Physical Education Teachers in Erzurum.

### Data Collection Tools

The researcher was asked to answer the scales healthily by creating them via a Google form, sending them to the teachers' e-mail addresses as an e-mail, and explaining them to fill in. The survey questions used to consist of two parts. These;

**Personal Information:** in order to collect information about the demographic status of the participants, The variables such as gender, marital status, age, administrative duty, and professional seniority were asked by the researcher.

**Boundless and Protean Career Scale:** The “Boundaryless And Protean Career Scale,” developed by Briscoe et al. (2006) and adapted to Turkish by Onay and Ataseven (2010), was used. Boundaryless Career Scale; It consists of 2 sub-dimensions, including boundaryless mindset and mobility preference, and a total of 13 questions. Protean Career Scale; It consists of 2 sub-dimensions, self-directed career and values-directed career, and a total of 14 questions. The scales were prepared according to the 5-point Likert type. The

total Cronbach alpha value of the study, adapted into Turkish, was obtained as  $(\alpha)=.77$ . The total Cronbach alpha value obtained in our study was  $(\alpha)=.84$ .

### Limitations of the Research

This research; is limited to individuals who work as Physical Education Teachers in Erzurum, and its application is limited to the Boundaryless And Protean Career Scale.

### Analysis of Data

The data collected from the research participants were processed into electronic media with the statistical package program, and various statistical analyses were made. A normality test was performed to determine the normality of the collected data, and it was determined that the data were normally distributed. Parametric tests were used in the study. To determine the demographic status of the participants, frequency analysis, gender, marital status, and administrative duty variables were compared with the t-test in independent groups to compare boundaryless and protean career attitudes; one-way analysis of variance in comparison of age and professional seniority; Tukey test was applied to find out which groups caused the difference and the level of significance ( $p<0.05$ ) was taken.

## 3. Findings

**Table 1.** Information on Demographic Characteristics of Participants

		(N)	(%)
<b>Gender</b>	Male	158	60,1
	Female	105	39,9
<b>Age</b>	30 years and under	20	7,6
	31-36 age	63	24,0
	37-42 age	42	16,0
	43-48 age	71	27,0
	49 years and older	67	25,5
<b>Marital status</b>	Married	188	71,5
	Single	75	28,5
<b>Administrative Mission</b>	Yes	84	31,9
	No	179	68,1
<b>Professional Seniority</b>	1-5 year	44	16,7
	6-10 year	53	20,2
	11-15 year	71	27,0
	16 years and older	95	36,1
	<b>Total</b>	263	100

When Table 1 is examined, Considering the gender variable of the teachers participating in the study, male teachers are 158 (60.1%), while female teachers are 105 (39.9%). When the age status of the participants is examined, the highest participation is 71 (27.0%) people between the ages of 43-48, and the lowest is 20 (7.6%) people aged 30 and under. When the marital status variable of the participants is examined, married teachers are 188 (71.5%), while single teachers are 75 (28.5%). When we look at the administrative duty variable of the participants, while the teachers with administrative duties are 84 (31.9%), the teachers who do not have administrative duties are 179 (68.1%). Considering the professional seniority variable of the participants, the highest participation is composed of 95 (36.1%) people with 16 years or older, while the lowest is composed of 44 (16.7%) people and teachers with 1-5 years of seniority.

**Table 2.** The Sub-Dimensions of the Boundaryless And Protean Career Attitudes of the Participants and the Normality Distribution Test of their Total Score (Skewness-Kurtosis)

Scales	Sub-Dimensions	Skewness			Kurtosis	
		N	Statistic	Std. Err.	Statistic	Std. Err.
<b>Boundaryless Career</b>	<b>Boundaryless Mindset</b>	163	-,977	,150	,761	
		,299				
	<b>Mobility Preference</b>	163	-,116	,150	-,645	,299
	<b>Total</b>	163	-,482	,150	,548	,299
<b>Protean Career</b>	<b>Self-Directed</b>	163	-,803	,150	1,463	
		,299				
	<b>Values Driven</b>	163	-,675	,150	-,639	,299
	<b>Total</b>	163	-,360	,150	,466	,299

When Table 2 is examined, when the sub-dimensions of boundaryless and protean career attitudes and the normality distribution in the total score are examined, Tabashnik and Fidell (2013) stated that "If the skewness and kurtosis coefficients in the scales are in the value range of (-1.5, +1.5), the data they state that it will exhibit a normal distribution". In this context, it is seen that the kurtosis and skewness values of the data show a normal distribution.

**Table 3.** Comparison of Boundaryless and Protean Career Career Attitudes of Participants by Gender

Scales	Sub- Dimesions	Gender	N	$\bar{X}$	Std. Sp.	t	p(sig.)
Boundaryless Career	Boundaryless Mindset	Male	158	4,18	,676	,855	,393
		Female	105	4,10	,684		
	Mobility Preference	Male	158	3,28	,806	2,21	,028*
		Female	105	3,03	,964	1	
	Total	Male	158	3,83	,537	2,13	,045*
Female		105	3,69	,559	4		
Protean Career	Self-Directed	Male	158	4,14	,544	-,024	,981
		Female	105	4,14	,575		
	Values Driven	Male	158	3,68	,778	-,818	,414
		Female	105	3,77	,836		
	Total	Male	158	3,95	,533	-,517	,606
Female		105	3,98	,594			

\*:  $p < 0,05$ 

When the unlimited career attitudes of the participants were examined according to their gender, It was determined that there were significant differences in favor of male participants in mobility preference attitudes and the total score ( $p < 0.05$ ).

When the protean career attitudes of the participants were examined according to their gender, no significant difference was found in sub-dimensions and the total score ( $p > 0.05$ ).

**Table 4.** Comparison of Boundaryless and Protean Career Attitudes According to the Marital Status of the Participants

Scales	Sub-Dimensions	Marital Status	N	$\bar{X}$	Std. Sp.	t	p(sig.)
Boundaryless Career	Boundaryless Mindset	Married	188	4,11	,680	-1,316	,189
		Single	75	4,23	,673		
	Mobility Preference	Married	188	3,22	,867	1,307	,192
		Single	75	3,07	,902		
	Total	Married	188	3,77	,534	-,197	,844
Single		75	3,78	,589			
Protean Career	Self-Directed	Married	188	4,14	,536	-,071	,944
		Single	75	4,15	,606		
	Values Driven	Married	188	3,63	,817	-2,945	,004*
		Single	75	3,94	,715		
	Total	Married	188	3,92	,538	-1,756	,082
Single		75	4,06	,596			

\*:  $p < 0,05$ 

When the boundaryless career attitudes of the participants are examined according to their marital status, no statistically significant difference was found in sub-dimensions and the total score ( $p < 0.05$ ).

When the protean career attitudes of the participants were examined according to their marital status, It was observed that there was a significant difference in favor of single participants in the career sub-dimension guided by values ( $p > 0.05$ ).

**Table 5.** Comparison of Boundaryless and Protean Career Attitudes of the Participants according to their Administrative Positions

Scales	Sub- Dimesions	Admin. Positions	N	$\bar{X}$	Std. Sp.	t	p(sig.)
Boundaryless Career	Boundaryless Mindset	Has	84	4,16	,707	,229	,819
		Hasn't	179	4,14	,668		
	Mobility Preference	Has	84	3,15	,895	-,399	,690
		Hasn't	179	3,19	,872		
	Total	Has	84	3,77	,529	-,071	,943
Hasn't		179	3,78	,559			
Protean Career	Self-Directed	Has	84	4,22	,537	1,600	,111
		Hasn't	179	4,11	,562		
	Values Driven	Has	84	3,58	,818	-1,820	,071
		Hasn't	179	3,78	,787		
	Total	Has	84	3,95	,504	-,222	,816
Hasn't		179	3,97	,582			

\*:  $p < 0,05$

When the boundaryless career attitudes of the participants are examined according to their administrative duties, no statistically significant difference was found in sub-dimensions and the total score ( $p < 0.05$ ).

When the protean career attitudes of the participants to their administrative duties were examined, no statistically significant difference was found in sub-dimensions and the total score ( $p < 0.05$ ).

**Table 6.** Comparison of Boundaryless and Protean Career Attitudes by Age of Participants

Scales	Sub- Dimensions	Age	N	$\bar{X}$	Std. Sp.	F	p(sig.)	Diff.
Boundaryless Career	Boundaryless Mindset	A) 30 years and under	20	4,25	,764	1,860	,118	---
		B) 31-36 years	63	4,08	,725			
		C) 37-42 years	42	3,95	,780			
		D) 43-48 years	71	4,29	,583			
		E) 49 Years and older	67	4,15	,617			
	Mobility Preference	A) 30 years and under	20	2,67	,871	2,760	,028*	E>A
		B) 31-36 years	63	3,11	,938			
		C) 37-42 years	42	3,26	,948			
		D) 43-48 years	71	3,16	,862			
		E) 49 Years and older	67	3,16	,862			



		Age Group	N	$\bar{X}$	Std. Sp.	F	p(sig.)	Diff.
Protean Career	Total	E) 49 years and older	67	3,37	,740	1,479	,209	---
		A) 30 years and under	20	3,64	,622			
		B) 31-36 years	63	3,71	,572			
		C) 37-42 years	42	3,69	,623			
		D) 43-48 years	71	3,85	,538			
	Self-Directed	E) 49 years and older	67	3,85	,451	,651	,627	---
		A) 30 years and under	20	4,08	,625			
		B) 31-36 years	63	4,12	,543			
		C) 37-42 years	42	4,26	,562			
		D) 43-48 years	71	4,10	,621			
Values Driven	E) 49 years and older	67	4,16	,467	,679	,607	---	
	A) 30 years and under	20	3,57	,801				
	B) 31-36 years	63	3,72	,877				
	C) 37-42 years	42	3,88	,758				
	D) 43-48 years	71	3,67	,845				
Total	E) 49 years and older	67	3,70	,705	,903	,463	---	
	A) 30 years and under	20	3,86	,630				
	B) 31-36 years	63	3,95	,564				
	C) 37-42 years	42	4,10	,573				
	D) 43-48 years	71	3,92	,611				

\*:  $p < 0,05$

When the boundaryless career attitudes of the participants were compared according to their age groups, it was determined that the participants aged 49 and over were significantly higher in the mobility preference sub-dimension than those aged 30 and younger ( $p < 0.05$ ). No significant difference was found in protean career attitudes.

**Table 7.** Comparison of Boundaryless and Protean Career Attitudes According to Participants' Seniority

Scales	Sub-Dimensions	Seniority	N	$\bar{X}$	Std. Sp.	F	p(sig.)	Diff.
Boundaryless Career Mindset		A) 1-5 years	44	4,10	,738	,986	,400	---
		B) 6-10 years	53	4,02	,771			
		C) 11-15 years	71	4,22	,686			
		D) 16 years	95	4,18	,586			

		and more						
<b>Protean Career</b>	<b>Mobility Preference</b>	A) 1-5 years	44	2,92	,958	4,069	<b>,008*</b>	D>A
		B) 6-10 years	53	3,13	,901			
		C) 11-15 years	71	3,07	,810			
		D) 16 years	95	3,41	,835			
	<b>Total</b>	and more						
		A) 1-5 years	44	3,65	,621	2,631	,052	---
		B) 6-10 years	53	3,68	,528			
		C) 11-15 years	71	3,78	,529			
	D) 16 years	95	3,88	,526				
	<b>Self-Directed</b>	and more						
		A) 1-5 years	44	4,25	,520	2,401	,057	---
		B) 6-10 years	53	4,10	,569			
		C) 11-15 years	71	4,01	,564			
	D) 16 years	95	4,22	,543				
	<b>Values Driven</b>	and more						
		A) 1-5 years	44	3,94	,723	2,330	,075	---
B) 6-10 years		53	3,52	,916				
C) 11-15 years		71	3,70	,752				
D) 16 years	95	3,74	,785					
<b>Total</b>	and more							
	A) 1-5 years	44	4,12	,540	2,757	<b>,043*</b>	A>B	
	B) 6-10 years	53	3,85	,593				
	C) 11-15 years	71	3,87	,538				
D) 16 years	95	4,01	,544					
		and more						

\*: p&lt;0,05

When the boundaryless career attitudes of the participants were compared according to the seniority variable, it was found that the participants with 16 years or more seniority were significantly higher in the mobility preference sub-dimension than the participants with 1-5 years of seniority.

When the protean career attitudes of the participants according to the seniority variable were examined, It was determined that the participants with 1-5 years of seniority were significantly higher than the participants with 6-10 years of seniority in the total score (p<0.05).

**Table 8.** Investigating the Relationship Between the Boundaryless and Protean Career Attitudes Sub-Dimensions of the Participants (Correlation Table)

Alt Boyutlar		Boundar yless Mindset	Mobility Preference	Self-Directed	Values Driven
<b>Boundaryless Mindset</b>	Pearson	1			
	Corr.				
	P				
<b>Mobility</b>	N	263			
	Pearson	,045	1		

<b>Preference</b>	Corr.				
	P	,466			
	N	263	263		
<b>Self-Directed</b>	Pearson Corr.	,318	,249	1	
	P	,000	,000		
	N	263	263	263	
<b>Values Driven</b>	Pearson Corr.	,133	,093	,424	1
	P	,031	,133	,000	
	N	263	263	263	263

When Table 8 is examined, a low-level positive relationship was found between the sub-dimensions of boundaryless mindset and mobility preference ( $r = .045$ ), self-directed ( $r = .318$ ), and values driven by values ( $r = .133$ ).

A low level of positive correlation was found between organizational mobility preference and self-directed career ( $r = .249$ ) and values driven career ( $r = .093$ ) sub-dimensions.

A low positive correlation was found between self-directed and values driven career ( $r = .424$ ) sub-dimensions.

#### 4. Discussion

This research was carried out to examine the boundaryless and protean career attitudes of physical education teachers, such as administrative duties, promotion, and academic career goals, in addition to their teaching profession, in terms of various demographic variables. For this reason, it aims to determine whether physical education teachers have different career and professional goals and what attitudes and behaviors they have to achieve them. In the research, the participants' boundaryless and protean career attitudes were compared according to gender, age, marital status, administrative duty, and professional seniority, and the relationship between boundaryless career and protean career attitudes was determined.

When comparing the boundaryless career attitudes of the participants according to their gender, it was determined that there were no significant differences in the boundaryless mindset sub-dimension, and there were substantial differences in the mobility preference sub-dimension and general boundaryless career attitudes. According to the results obtained, it was determined that male and female physical education teachers were

at a similar level in the boundaryless mindset, and male participants were at a higher level than female participants in mobility preference and general boundaryless career attitudes. In this situation, male participants have money, power, position, authority, etc. This may be because they are more motivated than female participants (İnceoğlu et al., 2008; Warr, 2008; Mainiero and Sullivan, 2005). As a result of the comparison of the protean career attitudes of the participants by gender, it was determined that there were no significant differences between the groups in the sub-dimensions and general averages. According to the results, it can be said that male and female physical education teachers have a similar level of protean career attitude, and gender does not have any effect on protean career attitude.

When the literature is examined, it has been determined that boundaryless and protean career attitudes do not differ according to gender in a study conducted by Suvacı and Baş (2018) in the banking sector. The study by Özer and Kale (2012) on service sector employees determined no significant differences between male and female participants regarding boundaryless and protean career attitudes. Briscoe et al. (2006) found no relationship between gender and boundaryless and protean career attitudes. However, in another study, it was concluded that the psychological mobility of women and the physical activity of men might be higher (Sullivan and Arthur 2006). Also, McDonald et al. (2005), in the public sector in Australia, research results show that women's multifaceted career tendencies are higher than men's. Segers et al. (2008) examined the motivation sources for the dimensions of protean and boundaryless career attitudes and found that gender significantly affected attitudes.

As a result of comparing the participants' boundaryless career attitudes with their marital status, no significant differences were found between the groups in the sub-dimensions and general boundaryless career attitudes. The results concluded that married and single participants had a similar level of unlimited career attitude, and marital status did not affect boundaryless careers. When the protean career attitudes of the participants were compared according to their marital status, it was found that there were significant differences in the value driven career attitude sub-dimension, and there was no significant difference between the groups as a result of the comparison of the self-directed career attitude and the general protean career attitudes. It is seen that the single participants are at a higher level than the married participants in the values driven career. It is thought that this may be because there are more risky attitudes and behaviors in values driven career,

and in this case, married participants do not want to put their current situation at risk because there are people and conditions for which they are responsible (such as a spouse, children, etc.). Because in values driven career, one's career goals and visions are more influential. This situation can sometimes occur due to negativities such as acting independently from the organization and applying their own decisions and preferences. It can be said that the self-directed career sub-dimension and the general protean career attitudes of the married and single participants have a similar level of attitude and that marital status does not affect the protean career attitudes.

When the literature is examined, in the study conducted by Demir (2019) to determine the boundaryless and protean career attitudes of employees in the production and service sectors, it was determined that marital status did not have any effect on boundaryless and protean career attitudes, and there were no significant differences between the groups. In the study conducted by Onay and Vezneli (2012) to examine academicians' boundaryless and protean career attitudes, no significant differences were found between married and single participants. In the study conducted by Türkmen and Yıldız (2012) to determine the boundaryless and protean career attitudes of physical education teachers, it was determined that there were no significant differences between married and single teachers. The findings of these studies are consistent with the findings of our study. In the study by Suvacı and Baş (2018), no significant differences were found between the boundaryless and protean career attitudes of married and single participants. The findings in this study contradict the findings in our study.

As a result of comparing the participants' boundaryless and protean career attitudes according to their administrative position, no significant differences were found between the groups. According to the findings, it can be said that the participants with and without administrative duty have a similar level of boundaryless and protean career attitude and that the administrative duty status does not affect the boundaryless and protean career. When the averages of the participants with and without administrative duties are examined, it is seen that they have a high level of boundaryless and protean career attitude.

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When the literature is examined, it has been determined that there are no significant differences between managers and employees in terms of boundaryless and protean career attitudes in the research conducted by Demir (2019). Akgemci et al. (2018) examined organizational support on boundaryless and protean career attitudes; it was determined that there were no significant differences between employees and managers. The findings in these studies are consistent with the findings in our study.

As a result of the comparison of physical education teachers' boundaryless career attitudes according to their age, it was determined that there were significant differences in the mobility preference sub-dimension and that there were significant differences between the groups in the boundaryless mindset and general boundaryless career attitudes. According to the results obtained, it was determined that in the sub-dimension of mobility preference, teachers in the age group of 49 and above were at a higher level than teachers in the age group of 30 and below. It is thought that this situation may be because teachers in the age group of 30 and below are still at the beginning of their profession and are new in their current institutions. On the other hand, it can be thought that the boundaryless mindset sub-dimension and the general boundaryless career attitude are at a similar level in all age groups and that age does not affect boundaryless mindset and boundaryless career attitude. As a result of the comparison of the multidimensional career attitudes of the

participants according to the age variable, it was determined that there were no significant differences between the groups in the sub-dimensions and the general average. According to the data obtained, it can be said that participants in all age groups have a similar level of protean career attitude, and age has no effect on protean career attitude.

The doctoral thesis titled "The Boundaryless and Protean Career Attitudes of Women Academics: An Analysis in Terms of Personality and Gender Roles," prepared by Tehran (2019), concluded that the age variable does not affect the boundaryless and protean career attitude. In the study carried out by Kale and Özer (2012), it was concluded that there was no significant difference between age groups in the protean career attitudes of the participants. In the study conducted by Suvacı and Baş (2018) on bank employees, it was determined that there were significant differences in the comparison between age groups in the sub-dimensions and boundaryless and protean career attitudes. There are also studies in the literature (Briscoe et al., 2006; Segers et al., 2008; Onay & Vezneli, 2012; Çetin & Karalar, 2016) on which age affects boundaryless and protean career attitudes. In the study conducted by Onay and Vezneli (2012), significant differences were found between the groups as a result of comparing academicians' boundaryless and protean career attitudes according to their professional seniority. The findings in these studies are consistent with our study. In the study by Tehran (2019), in which the boundaryless and protean career attitudes of female academicians were examined, it was determined that there were no significant differences between the groups in comparing professional seniority years. The findings in this study contradict our study.

As a result of the comparison of physical education teachers' boundaryless and protean career attitudes and sub-dimensions, the sub-dimensions of boundaryless mindset and preference for mobility preference, self-directed career, and values driven career were found to be low, positive, and significant; low level, positive and significant between mobility preference and self-directed career and values-driven career sub-dimensions; It has been determined that there are low-level, positive and meaningful relationships between self-directed career and values-driven career sub-dimensions. According to the results obtained, it can be said that as the boundaryless career attitudes of physical education teachers increase, their protean career attitudes also increase.

## 5. Conclusion

When examined in general, it is seen that physical education teachers have a high level of boundaryless and protean career attitudes. It can be said that teachers have a high level of boundaryless and protean career attitude; their professional ideals, career goals, and expectations are high, so they constantly improve themselves and pursue new opportunities. In addition, it is thought that the higher the teachers' attitudes, the more significant their institutional contribution to improving themselves. In this respect, boundaryless and protean career attitudes, especially in organizational mobility preference, organizational commitment, job performance, organizational citizenship behavior, etc. Studies can be conducted to examine the effect on organizational behavior as since it is thought that the high level of boundaryless mindset structures of teachers may be due to their proactive personality traits, more detailed research can be conducted on this subject. Boundaryless mindset can be affected by awareness and perspective on life. Physical education teachers' boundaryless and protean career attitudes, who directly or indirectly contribute to Turkish sports, are very important as they positively affect their personal and professional development and their lectures.



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