

# **The Athletes After Retirement: How are they Doing?**

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## **Abstract**

Academic institutions and sports agencies intend to increase the winning performance of current athletes by building confidence and contributing to favorable conditions of retired athletes. This study investigated the influences of the years of retirement and physical self-inventory on human sufferings experienced by the retired athletes. Based on the literature review, there were limited empirical studies on the conditions of former athletes after years of retirement, their glory, physical inventory, and sufferings, and the relationships among these characteristics. Using mixed research methods, this research studied the conditions of retired athletes in Metro Manila. The study confirmed that physical self-inventory influenced post-retirement human suffering. Post-retirement athletic identity, financial status and decisions to voluntary retire were observed to be the most prevalent experiences related to human suffering. However, retired athletes enjoy experiences with their educational status, other career benefits, health condition, control of lives, management of changes, and the warm support of their families and colleagues.

**Key Words:** physical self-inventory, human sufferings, retired athletes,

## Introduction

### Background of the Study

Sports are admirable tools and platforms for change towards a better and healthier life, fueled by passion for sports in the Philippines with various inspirations from champions in different categories (Blanco, 2016). Winning sports teams and athletes who have brought honor to universities, communities, and nations became notable figures in history after retirement (Park, Lavalley & Tod, 2012). With the desire to document, establish, improve and share best practices in sports, this study intended to uncover the conditions of retired athletes who deserve to be in favorable conditions as characterized by physical self-inventory or the perceived levels of self-esteem and physical and mental wellness (Maiano, Morin, Ninot, Monthuy-Blanc, Stephan, Florent, & Vallee, 2008). DosSantos, Nogueira & Bohme (2016) noted that high performance outputs of athletes are also influenced by their concerns about their future. This research also exposed the pain and glory experienced by retired athletes during life outside of the sports profession. The research results are expected to benefit current and retired athletes (Brinkman, 2014). McKnight, Bernes, Gunn, Chorney, Orr, & Bardick (2009) differentiated athletic career retirement that takes into account relatively younger age versus occupational retirement wherein advanced age is a common characteristic.

Human sufferings are reflected when there is distress or dissatisfaction in the attainment of moral, spiritual, physical, emotional, legal, intellectual, and cultural needs (Brinkman, 2014). In managing this, it is important to anticipate and prepare for life after retirement (Koonce, 2013). Golden (2011) finds that academic support encourages student athletes while the misunderstanding with coaches, who commonly lack counseling skills to guide proactive athletes to life after athletics, hinder healthy relationships. To overcome human suffering by lowering expectations, stewardship behavior involves selfless desire in serving and connecting followers' sense of identity and self to the collective identity of the organization. (Effelsberg, Solga, & Gurt, 2014, p.139). High self-esteem, and physical and mental wellness are important in order to exhibit stewardship behavior (Effelsberg et al., 2014).

The physical self-inventory (PSI) is an assessment of human physical and mental wellness, and confidence based on self-perception. PSI is a French alternative to physical self-perception profile (PSPP) for use by psychology researchers who are interested in assessing adults'

physical self-perceptions (Maiano et al., 2008). Maiano et al. (2008) adopted the measurement dimensions of Fox and Corbin (1989) on generic physical self-concept domains that include general feelings of happiness, satisfaction, and physical self-esteem. Self-perceptions on sports competence, physical attractiveness and physical strength are also measured in PSI (Maiano et al., 2008).

### **Research Problem**

This study intended to uncover the conditions of retired athletes as measured by physical self-inventory. It also aimed to uncover the human sufferings and glory experienced by retired athletes based in Metro Manila, Philippines. It investigated how the retired athletes are doing after years of exit from amateur or professional sports and athletics.

Specifically among the retired athletes based in Metro Manila, Philippines, this research answers the following research questions:

1. What are the influences of the years of retirement on physical self-inventory and experienced human suffering?
2. What are the influences of physical self-inventory on experienced human suffering?
3. What are the detailed conditions and their influences related to human suffering at post-retirement stage of the said athletes?
4. What are the fulfillment and the glory enjoyed by the retired athletes?

Hernandez, M. (2012) validates that “psychological ownership of the beneficiaries of stewardship behaviors creates individuals’ willingness to subjugate their personal interests to protect beneficiaries’ ongoing well-being and sacrifice their own gain” (p.186).

### **Statement of Specific Objectives**

In particular, this research intended to determine the current conditions of the retired of athletes based in Metro Manila, Philippines:

1. the influences of the years of retirement on physical self-inventory and experienced human suffering;
2. the influences of physical self-inventory and experienced human suffering;
3. the detailed conditions and influences related to human suffering at post-retirement stage of said athletes; and
4. the fulfillment and glory enjoyed by the retired athletes.

This research could be beneficial in providing suggestions to develop current athletes and determine valuable support for retired athletes.

## Review of Related Literature

There were limited empirical studies on the conditions of former athletes after years of retirement, their glory, physical inventory, their sufferings and the relationships among these characteristics. Brand, Gerber, Beck, Hatzinger, Puhse, & Holsboer-Trachsler (2010) predicted better psychological functioning and more favorable personality traits among athletes who had lower scores for depressive symptoms and trait anxiety with high levels of physical exercises. Maiano et al. (2008) marked on the reliability, validity, and appropriateness of physical self-inventory as an instrument for younger French populations, but did not test association with factors that are relevant to retired athletes. Park et al. (2012) gathered data about the different dimensions associated with athlete's career transition out of sports.

### Table 1.

#### *Research gaps identified from reviewed journal articles*

Author (Year)	Research Gaps
Thompson (2018)	<i>Context.</i> The study emphasized the trends in health and fitness, especially using wearable technologies and use of gadgets. However, their impact on conditions after retirement was not studied.
Cover (2017)	<i>Research Methods.</i> Indifference resulted from experience of 1 or more concussions by retired collegiate athletes, although concussion management guidelines improved. This is a qualitative research and needed further quantitative studies.
Li (2017)	<i>Context.</i> This research evaluated how Chinese retired athletes increased strong professional quality but showed weak social communication and learning capacity. Further training on social communication and learning capacity were recommended.
Mohamed (2017)	<i>Settings.</i> This research had different contexts because it studied that gender is immaterial in adolescents' reflections of physical and sports education on physical configuration in Skikda, Algeria.

**Table 1.**  
*Continued*

Author (Year)	Research Gaps
Blanco (2016)	<i>Research Methods.</i> There is a lack of empirical studies to evaluate the impact of sports on the positive attitudes, values and passions of people. Blanco (2016) dwelled on narratives of famous athletes and sports professionals.
DosSantos, Nogueira & Bohme (2016)	<i>Context.</i> This study concluded that the perception of the athletes about the support system at retirement was poor and could force apprehensions on high performing athletes (DosSantos, Nogueira & Bohme, 2016). DosSantos et al. (2016) suggested new research to include intervention programs and case studies.
Li., Niu & Quian (2016)	<i>Contextual.</i> Among Chinese athletes, improvement of insurance and security systems were deemed important to manage risk of injuries and favorable career development and transformation if it happened.
McMillan (2016)	<i>Respondents.</i> Narcissism and high regard of self by retiring athletes influenced attainable healings in the retirement transition process. This research is a qualitative research and lacked number of respondents to validate the propositions.
O'Brien & Eller (2016)	<i>Research Methods.</i> O'Brien and Eller (2016) offered insights about athletes need to be oriented on the realities after retirement to prepare them. This research lacked hypothesis testing.
Beehr & Bennett (2015)	<i>Respondents.</i> The operational definitions of bridge employment and related constructs like retirement and career job were not clear. The limitation was the lack of randomly selected respondents to quantitatively determine significant predictors of bridge employment.
Cosh, Crabb & Tully (2015)	<i>Setting.</i> This study on the locus of transition difficulties and psychological well-being difficulties underwent by the retired athletes were conducted only in Australian cultural context.
Brinkman (2014)	<i>Context.</i> Application of the concepts to athletes was limited.

**Table 1.**  
*Continued*

Author (Year)	Research Gaps
Debois, Ledon & Wylleman (2014)	<i>Research Methods.</i> Qualitative analysis showed a non-linear path to excellence with several normative and non-normative transitions from the start of the athletic career to the post-career stage. There were limitations for its sample, in qualitative methodology, and generalizability. Only nine athletes participated in the study. Cross-sectional research on only 9 individuals was inferior to longitudinal evaluation from the start of career to retirement.
Villanova & Puig (2014)	<i>Respondents.</i> There were only 26 Spanish Olympians from different summer Olympic sports interviewed about their experiences, which weakened the quantitative approach to confirm the need for preparation for career after retirement from sports.
Cosh, Crabb & LeCouteur (2012)	<i>Setting.</i> In the Australian context, privileged or actively chosen decision to retire from sports was more difficult than retirement due to age or injury. There was lack of quantitative research on related topics.
Brand et al. (2010)	<i>Context.</i> While it was true that depression and anxiety could trouble psychological functioning, holistic human development might be investigated as intervention in addition to exercise.
Kadlcik & Flemr (2008)	<i>Respondents.</i> This research was conducted to explore the process of sport career termination in the Czech Republic, but with a limited number of respondents. The athletes had been exposed to changes in their post-retirement lives in the social, psychosocial, health, and economic spheres.
Maiano et al. (2008)	<i>Research Methods.</i> Maiano et al. (2008) worked on the reliability, validity, and appropriateness of physical self-inventory as an instrument for younger French populations but did not test association with factors that are relevant to retired athletes.

The selected research articles are limited in some aspects like the following: specificity of contexts; locations; lack of samples and empirical studies, that involved quantitative research methods; lack of deliberate research themes as qualitative research; and differences in respondents' profiles. These are shown in Table 1.

The nature of the research gaps in the reviewed journal articles are primarily contextual and sampling size limitations as seen in Table 1.

### **Conceptual Framework**

Retirement from sports could exert influenced on physical self-inventory and on human suffering as Koonce (2013) revealed years of retirement had impact on favorable and unfavorable experienced of retired athletes. Furthermore, retirement from sports could be related to human suffering. Brinkman (2014) highlighted languages that expressed human sufferings so that people can understand different human conditions and act upon these. Bolton (2010) made a distinction between three kinds of human distress of which the kind that results from mental disorder is only one. In addition to *pathological* distress, another kind of distress is connected to normal *life transitions* (e.g., in work, education, or family contexts), and distress connected to various forms of *social deprivation or exclusion*. From the analyses of languages of suffering above, it is quite obvious that different languages are suitable for articulating different kinds of distress. A political language obviously connected to the third category mentioned by Bolton is intent; it relates to thematizing processes of power and social injustice. Whereas a moral language is often relevant to life transitions like a divorce which have been the result of one party's deceitful behavior. Existential language can also be considered relevant to social deprivation as in experiences of loss. The religious language can be, like the diagnostic one, a colonizing language that seeks to dominate the understanding of suffering, which happens when all the problems that befall humans (from physical illness to poverty) are interpreted as an almighty deity's reactions to the sinful actions of human beings. But, on a less "imperialist" reading, the religious language like existential and moral languages, can be said to concern itself with making suffering meaningful by placing it within a cosmic framework. (Brinkman, 2014, p. 643)

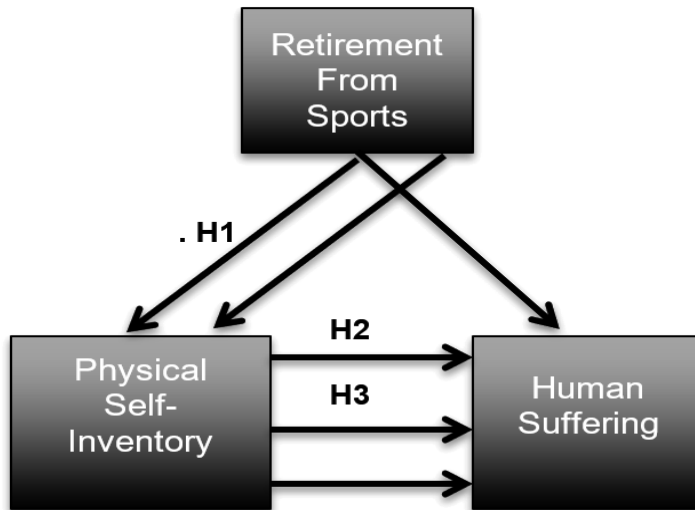


Figure 1. Factors Influential to Post-Retirement Human Suffering

This research further assumed that PSI is related to the intensity of physical activities that are currently related to sports activities of athletes. PSI and the language of human sufferings (Brinkman, 2014) described the conditions of the retired athletes. The subdomain level is then occupied by four specific dimensions of physical self-perceptions: sport competence (SC: athletic ability, ability to learn sports, etc.), physical condition (PC: stamina, fitness, etc.), physical attractiveness (PA: physical attractiveness, ability to maintain an attractive body over time, etc.), and physical strength (PS: perceived strength, muscle development, etc.) (Maiano et al., 2008, p. 831).

### Hypothesis

Based on the related literature, three hypotheses were formulated. Hatamleh (2013) showed that causes of athletes retirement were struggles with coaches and problems with the sports federation. Athletes experienced difficulties during retirement, missing the social aspect of sports, and experiencing a lack of self-esteem, which were feelings they kept to themselves. Speaking with a friend who listened, was used as a coping strategy by the athletes. Athletes experienced stress during and following retirement. Finally, the quality of the sports career termination process depended on the freewill of the athletes'. The journal articles reviewed highlighted the importance of the period before retirement than after retirement. DosSantos et al. (2016) showed that 43.2% reported that



the concentration on being high-performing was negatively affected by concerns about the future. 74.7% claimed that post-sport career assistance was deficient; and 78.3% emphasized that career prospects after retirement were serious problem. Preparations prior to retirement had influence on the confidence and well-being of athletes. Pre-retirement planning was essential to favorable post-retirement experience (Kadlcik & Flemr, 2008). Koonce (2013) argued that athletes who considered spending a shorter period of time being active in sports to prepare for future plans and retirement, and that expectations defined the fulfillment of each person. Park and Lavalley (2015) indicated that athletes generally have low degree of readiness for retirement and a considerably small social support networks. Ireland and Korea managed the concern through support programs that influenced athletes' career transition experiences. Emile et al. (2013) found that openness to experience and implicit theories of ability were related to endorsement of aging stereotypes (shared beliefs about personal characteristics) and suggested that endorsement was a vital factor of engagement in physical activity in older adults.

Based on the results indicating the importance of pre-retirement conditions, the post-retirement years were deemed insignificant to thoughts about physical attributes. Thus, the following hypothesis was formulated.

***H<sub>01</sub>: There is no significant relationship between years of retirement as athlete and physical self-inventory.***

Maffulli (2010) emphasized that promotion of a physically active lifestyle was reinforced globally because of the many health benefits, and its impact on the physical and emotional well-being of a person. Cosh et al. (2012) noted that the implications of such limited identity positions and choices were explored in relation to the psychological distress and clinical concerns that had emerged among many athletes in the transition out of elite sport. Cosh et al. (2012.p.8) stated: "Yet to retire with individual agency is also repeatedly constructed as preferable. Thus, to retire according to the privileged version is, in practice, highly problematic". Kadlcik & Flemr (2008) identified several factors contributing to the positive adaptation to athletic retirement and the antecedents constraining the transitional processes. Indeed, athletes experienced significant changes in their lives after retirement specifically in the social, psychosocial, health and economic spheres. Several causes of career retirement were age, deselection injury, and free choice while factors related to adaptation to transitions during retirement were developmental experiences, and self-identity perceptions of control

(Kadlcik & Flemr, 2008). Cosh et al. (2015) viewed that a broader socio-cultural context in which athletes retired and experienced post-retirement distress affected their psychological well-being at the individual level. The mental, spiritual, physical, moral, intellectual and emotional condition of athletes prior to retirement had great influence on the retired athlete's status (Maiano et al., 2008). There were specific instances that happened to athletes prior to retirement that must be given attention. Li et al. (2016) noted that injuries negatively influenced Chinese athletes' career development and transformation. McMillan (2016) also studied that high regard for oneself or central narcissisms in elite athletes had impact on retirement experience and attainable healing throughout the transition process. Mohamed (2017) observed significant statistical differences in self-physical composition between practitioners and non-practitioners of physical activity and sports in secondary education. The sports practitioners enjoyed the benefits of physical force, fitness, sports competence, exterior body, and the value of the physical self. O'Brien & Eller (2016) emphasized that by better understanding athletes and by delivery of perceived security, lawyers who represented current and former athletes could better understand and relate to these clients because of improved attorney-client relationship, increased trust, and overall improvement in the athlete's legal situation. Daigle (2016) found that there was no difference in the depressive and stress symptoms between those who had 1 or more previous concussions and those with no history of physician-diagnosed concussions or physical injury. Thus, there was value in combining academic/vocational career during the active years in sports because it gave a sense of financial and non-financial security (Villanova & Puig, 2014). The training of retired athletes in social communication, working ability, learning knowledge and other skills were also advantageous for the athletes before and after retirement (Li, 2017). McKnight et al. (2009) found that counselors were effective in helping athletes to engage in life after sport by helping them realize the advantages of the skills they had learned in sports to be successful in different aspects of their lives. These research results did not establish the effect of physical inventory on suffering. Based on this, the following hypotheses were formulated.

***H<sub>02</sub>: There is no significant relationship between physical self-inventory and the experiencing of human suffering.***

***H<sub>03</sub>: Physical self-inventory has no mediation effect on the influence of years of retirement and experiencing of human suffering.***

Debois et al. (2014) stated that the time to develop elements most frequently evoked to describe the course of life during athletic career referred mainly to the athletic domain, but also in a concurrent way to family life, psychosocial relationships as well as educative/vocational domains. These various elements were experienced in turn as factors facilitating as well as constraining the course of life of athletes depending on the stage of the career. Tshube & Feltz (2015) reasoned out that the commitment to reach and stay at the top required elite athletes and those around them to invest on multiple levels in the physical, social, and financial aspects during a long period of time.

## **Research Methodology**

### **Research Design**

This study was a mixed method descriptive research. This research combined rank correlations and qualitative perceptions of athletes obtained from the survey and interview to describe the finding. Since the research focused on understanding retired amateur or professional athletes, it made use of descriptive narratives, quotations and participant observations to explain the findings.

### **Research Approach**

Data were gathered through survey questionnaires interviews of selected respondents, and participant observations. The Likert scale and a set of open-ended questions were the research instruments.

### **Research Participants/Respondents**

This research gathered data from a purposive sample of 34 retired athletes based in Metro Manila, Philippines. Considered in the selection of the athlete participants was recognition gained for contribution to success gained in the NCAA, UAAP, and other national sports competitions.

### **Measurement and Instrumentation**

The Likert Scale on physical self-inventory described confidence on the following factors: sport competence (SC: athletic ability, ability to learn sports, etc.), physical condition (PC: stamina, fitness, etc.), physical attractiveness (PA: physical attractiveness, ability to maintain an attractive body over time, etc.), and physical strength (PS: perceived strength, muscle development, etc.) (Maiano et al., 2008).

The research instruments were pre-tested for reliability prior to data gathering and analysis. The measurements were reliable. Measurement items of Physical Self-Inventory (PSI) had rigorous internal consistency

with Cronbach's alpha which is within .75 to .95 (Wessa, 2017). Cronbach's alpha of measurement items for PSI (physical self-inventory) is .87. Similarly, the measurement items of Human Suffering (HS) had .85 which is .75 to .95 this indicated internal consistency (Wessa, 2017).

### Data Analysis/Analytical Tools

Considering that purposive sampling was made, Spearman rank correlation and partial correlation analysis was applied for quantitative analyses (Wessa, 2017; Miller, 2014; Anderson et al., 2015). Narratives, tabular presentation, and descriptions were utilized to communicate the qualitative analysis of the study (De Bosscher et al., 2010).

### Results and Discussions

Thirty-four (34) retired athletes from UAAP, NCAA, and national teams participated in this research. Majority of these respondents have retired for 6 or more years now.

**Table 2.** *Descriptive statistics of variables: RFS, PSI and HS*

Variables	Unit	Number of Respondents	Mean	Std. Dev.	Confidence Interval at 95%	Mode
RFS-Retirement from Sports (years)	7-Point Likert Scale (corresponds to 6.01 year or more years of retirement)	34	4.44 (3.01 to 4.00 years)	2.29	+- .80	7 (6.01 years or more years of retirement)
PSI-Physical Self-Inventory	7-Point Likert Scale (7 corresponds to strongly agree regarding best condition)	34	5.45 (somewhat agree)	.85	+- .30	5.32 (somewhat agree)
HS-Human Suffering	7-Points Likert Scale (7 corresponds to strongly agree regarding satisfaction on accomplishments)	34	5.62 (agree)	.85	+- .30	6.33 (agree)

Majority somewhat agreed to favorable current physical self-inventory conditions. However, majority of the respondents agreed that they were satisfied with the current status and accomplishments that signified the benefits of being formerly active athletes, as shown in Table 2.

### **What are the influences of the years of retirement on physical self-inventory and experienced human suffering?**

**Table 3.**

*The Influence of Retirement from Sports on Physical Self-Inventory*

<b>Factor (Independent Variable)</b>	<b>Effect (Dependent Variable)</b>	<b>Spearman Rho</b>	<b>p-value of t-test</b>	<b>Interpretation</b>
Retirement from Sports (years after)	Physical Self-Inventory (PSI)	0.157	0.3763	There is very weak positive influence but is not significant, at 0.5 significance level.
Retirements from Sports (years after)	Human Suffering (HS)	0.243	0.1667	There is weak positive influence but is not significant at 0.5 significance level.

Years of retirement from sports had no significant influenced on physical self-inventory and experienced human suffering as confirmed in the statistical tests this is shown in Table 3.

Since the Spearman rho of .157 denotes very weak rank correlation, and the p-value is at  $>0.05$  significance level, the 1<sup>st</sup> null hypothesis was not rejected. Therefore, there is no significant relationship between years of retirement as athletes and physical self-inventory. Physical self-inventory was built over time and was preferred to be developed before retirement. The presence of social/emotional support, financial support, pre-retirement planning, openness to experience and implicit theories of ability were more observable than the association of the years of retirement as a factor, as also highlighted by Park & Lavalley (2015), Emile et al. (2013) and Koonce (2013). Years of retirement of athletes have negligible influence on PSI and HS because it could be too late to respond to changes in activities and lifestyle. As a matter of fact, the 44% selected retired athletes had no recall of memorable experiences after retirement.

DosSantos et al. (2016), Koonce (2013) and Kadlcik & Flemr (2008) were right in emphasizing the importance of the period prior to retirement.

### **What are the influences of physical self-inventory on experienced human suffering?**

**Table 4.**

*The influence of physical self-inventory on human suffering of retired athletes*

<b>Factor (Independent Variable)</b>	<b>Effect (Dependent Variable)</b>	<b>Spearman Rho</b>	<b>p-value of t-test</b>	<b>Interpretation</b>
Physical Self- Inventory	Human Suffering	0.849	0.0000	There is very strong influence at 5% significance level.

Physical self-inventory had significant influence on experienced human suffering but did not mediate the lack of significant influence of years of retirement on human suffering.

*H<sub>0</sub>2: There is no significant relationship between physical self-inventory and experiencing of human suffering.*

Since Spearman rho of .849 denoted very strong rank correlation, and p-value is at <0.05 significance level, the 1<sup>st</sup> null hypothesis was rejected. Therefore, there is significant relationship between physical self-inventory and experiencing human suffering, as shown in Table 4.

Cosh et al. (2012) was right in claiming that lowering the psychological distress and clinical concerns that emerged among many athletes in the transition out of elite sport offered favorable post-retirement experience. Given that majority of the respondents had favorable post-retirement experiences, the antecedents mentioned by Kadlcik & Flemr (2008) on positive adaptation to athletic retirement and the antecedents constraining the transitional processes such as age, deselection injury, free choice, the importance of developmental experiences, and self-identity perceptions of control in status transition held true. While Cosh, Crabb & Tully (2015) viewed that broader socio-cultural contexts in which athletes retired and experienced post-retirement distress affected their psychological well-being at the individual level, the results indicated that the mental, spiritual, physical, moral, intellectual and

emotional condition of athletes prior to retirement had great influence on the retired athlete's status (Maiano et al., 2008), along with confidence and a sense of security, as also viewed by O'Brien & Eller (2016). Based on the interviews, academic and career achievements influenced favorable conditions, experiences and satisfaction among retired athletes because of felt financial and non-financial security, as also mentioned by Villanova & Puig (2014).

***H<sub>o3</sub>: Physical self-inventory has no mediation effect on the influence of years of retirement and experiencing of human suffering.***

**Table 5.**

*The mediation effect of physical self-inventory on years of retirement and human suffering*

<b>Factor (Independent Variable)</b>	<b>Effect (Dependent Variable)</b>	<b>Mediator/ Controlled Variable</b>	<b>Partial Correlation</b>	<b>p-value of F-test</b>	<b>Interpretation</b>
Retirement from Sports (years after)	Human Suffering	Physical Self-Inventory	0.105	0.5616	There is no significant mediation effect

Since partial correlation coefficient indicated no mediation effect because the value is not equal or close to 0, and the p-value of the F-test is at  $>0.05$  significance level, the 3<sup>rd</sup> null hypothesis was not rejected. Therefore, physical self-inventory had no indication of mediation effect on the influence of years of retirement and experiencing of human suffering, as shown in Table 5. Work, career and activities influenced perceived post-retirement status among the retired athletes and not the length of period of retirement as also viewed by Beehr & Bennett (2015). Financial status and recognitions were extrinsic motivators that could demotivate retired athletes. Whereas, development of most of the intrinsic motivators related to physical and social aspects were foundations to satisfy retired athletes, as also noted by Tshube & Feltz (2015).

Again, to overcome human suffering by lowering expectations set for individual benefits, stewardship behavior involved selfless desire, not to live with achievements, "in serving and connecting followers' sense of identity and self to the collective identity of the organization through transformational leadership behavior among other things" (Effelsberg et al., 2014, p.139).

## What are the fulfillment and the glory enjoyed by the retired athletes?

**Table 6.**

*Fulfillment and the glory enjoyed by the retired athletes*

<b>Experience</b>	<b>Percentage</b>
Not happy with educational status	15%
Explored career other than sports	70%
No career after retirement	1%
Not in good health condition	9%
Voluntary retirement	56%
Not happy with their sports achievements	12%
Satisfied with what they achieved	65%
In control of their current lives	85%
Had pre-retirement plans	68%
Satisfied after-retirement	65%

The experiences of fulfillment and of glory and the lack of these are shown in Table 6.

## What are the detailed conditions and their influences relation to human suffering at the post-retirement stage of the said athletes?

**Table 7.**

*Modal responses and quotations from retired athletes, selected from among the 34 who participated in the research.*

### **Quotations and qualitative responses**

#### **Financial status**

“ I can get by.” “ I can get through.” “ I can get by.” “ Maybe.” “Yes, I am satisfied with my financial status because I have the supportive parents to everything.” “My parents provide me allowance as well as my employer.” “I am thankful for the blessings.” “ I have good salary and allowance.” “ I am stable financially.” “ I have good financial status.”

“ I earn from coaching and marketing.” (55%)

#### **Educational status**

“ I am satisfied.” “I graduated and was a regular student.” “ I studied in a university.” “ I am happy with my school and course.” “ I learned a lot and experience a lot.” “ I’m satisfied with what I achieved in my education.” “My grades were good.” “ I learned a lot about strategies and skills in teaching.” “ I continue to take Doctoral degree.” “ Yes, because studying was my major priority.” (70%)



**Table 7.***Continued*

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**Career other than sports**

“Sports is not a lifetime work or job.” “I perform well at work.” “I’m doing good in my career.” “I teach and coach.” “I entered other sports.” “I have a decent job.” “Career is most important and inspiring.” “There is more money from career.” “I execute and plan well at work.” “I am satisfied with what I am doing right now.” “I did my best.” “I am accomplishing in the other things that I do.” “I am already a teacher, today.” “I am coaching little children.” “I can do what others can do.” “I am coaching in Senior High School (70%)

**Post-retirement**

“Good enough.” “I will continue with what I have now.” “Yes because I felt that God never left my side. I have so many blessings.” “I am currently a national athlete in other sports and I am planning to coach..” “People have known me as champion.” “I love what I am doing.” “Yes, because I was able to share my skills and knowledge to others.” “Because, I am proud of what I’ve done.” “I’m ok to be back to normal life.” “I enjoy activities with family.” “I was recognized as a model to others.” (47%)

**Voluntariness on retirement decision**

“I have no regret.” “I can do seminars and workshops, if kaya pa.” “I can do something for the community.” “Because I did my best..” “I did what I want.” “I’ve done my part for our country as an athlete.” “I made my decisions because of priorities.” “I am happy with my achievements.” “I have new life to improve.” “I have nothing to prove.” “Yes, if I can’t do well anymore in sports.” “Yes, because serving others give fulfillment in a different way.” (56%)

**Health conditions**

“I am in good health.” “I am healthy for now and still kicking.” “Yes, for now, I healthy body.” “I am healthy with no condition. Sometimes, I experience sickness because of lack of rest.” “I am healthy.” “I have no problem with my health condition.” “I am still physically fit..” “I’m in good health.” “I have improved my health with the help of sports.” “Being a former athlete helped me maintain my fitness. Exercises are done everyday.” “Health benefits from the university helped me keep my good health.” “I can do all I want. But I ensure that I am healthy.” “I have no unnecessary and doubtful feelings.” “Because I am trying to be healthy even at this age.” (85%)

**Sports career achievement**

“I have enough recognition.” “For now, some of my achievements are there. But I wish I can do more and more.” “Superb, I’ve done my part as an athlete, and I did my best for my country.” “I did my best.” “I achieve my goals in my career.” “The sports program was excellent.” “Yes, I gave my all in every game and I was proud of what I achieved.” “I feel good with my achievement.” “I brought my team to division level.” “I became productive athlete.” (65%)

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**Table 7.**  
*Continued*

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**Control of life**

“Things are well.” “I became strongly independent person. At the age of 16 years, I went to Manila to study and play sports.” “ Nobody dictates me and my family gave me freedom to decide.” “I’m happy.” “I had improvements in my life.” “I have plans for better life.” “As athletes, we have discipline.” “I do what I want and what I am able to do.” “I am in control of my decision.” “I learned a lot of lessons in life through sports.” “I learned a lot of principles in sports and applied it in my life.” “I can do all my activities with my salary.” “I can control myself.” “I do the life control.” “I am in control with my family’s situation.” “I am receiving good pension.” “Planning is the key.” (85%)

**Changes in lifestyle and routines**

“I accept change.” “There are changes in decisions, working and time management.” “I’m happy.” “I focused on my studies and then on my job.” “I can wake up late.” “I don’t have training and exercises anymore.” “I gave full attention to my family.” “I became contented.” “I’m open for chances.” “My routines were lessened.” “I can rest more.” “I’m not an athlete anymore. I can do what I want with my body.” “Yes, because I will change my lifestyle.” “I can go to different places, now.” “I am satisfied now because I am a professional teach and coach as well.” Yes, challenges are always there and we can always act right to it. Positivity is a key.” (59%)

**Pre-retirement planning**

“I have good plans.” “Before my retirement, everything was settled for me and for my next chapter.” “I plan to have business.” “I’m thankful to those who helped.” “I focused to my future job.” “I had goals to chase.” “I got the opportunity to teach.” “I knew that doing other tasks would help me.” “I already fixed my benefits.” “..so that I already knew what to do before I retired.” “I travelled abroad.” “I bought house for my retirement.” “I conducted seminar to them.” “It’s fun at retirement and it is hard to keep being an athlete.” “I pursued SEA Games and won bronze medal after retirement from national competitions as 3-time gold medalist.” (68%)

**Support from colleagues and family**

“I am well supported by my family.” “My family gives big impact to my life by helping me complete my studies, molding me as a person, and teaching me how to become independent. My family is my inspiration as I face the challenges of life.” “I am super satisfied because they supported me all the way.” (88%)

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As shown in Table 7, majority of the retired athletes were happy with their finances but 44% were not satisfied with their financial status. 53% were not fully satisfied with their post-retirement athletic identity. 38% felt doubtful in their decisions to have voluntarily retired.

Debois et al. (2014) findings agree with the current research result that the post-retirement satisfaction of athletes was within individual control, and was related to family life, and psychosocial relationships as well as with educative/vocational domains that were noticeably influential depending on the stage of the career. Tshube & Feltz (2015) explained that the commitment to reach and stay at the top required elite athletes and those around them to invest at different levels in the physical, social, and financial aspects during a long period of time prior to retirement.

## **Conclusion and Recommendation**

### **Conclusions**

Based on the results of the data analyses this research concludes the following:

1. Years of post-retirement as athlete did not influence physical self-inventory, although investment in the period prior to retirement indicated benefits.
2. Physical self-inventory influenced favorable experience against human suffering. The mindset on voluntary retirement, commitment, expectations, achievements, recognitions, identity and financial status were vital to favorable post-retirement conditions and prevented the experience of human sufferings,
3. However, physical self-inventory did not mediate between the influence of years of retirement and experience of human suffering because length of time after retirement was not a significant factor in implementing proactive intervention aimed at managing the sufferings of athletes after retirement.
4. Post-retirement athletic identity, financial status and decisions to voluntary retire reflected the most prevalent human suffering experienced by the retired athletes.
5. However, the retired athletes enjoyed the experiences relating to their educational status, career other than sports, strong health conditions, control of current lives, management of transitions and lifestyle changes, and most of all, the warm support of their families and colleagues.

## **Recommendation for Stakeholders**

As good stewards, the university and sports stakeholders have the responsibility to prepare athletes to life after a highly competitive sports career. Different forms of support such as academic, financial, social, moral, and physical must be identified and implemented under the accountability of the government and other stakeholders. Among these is the National Sports Association (NSA's), a government organization which offers scholastic and professional programs for Fitness and Sports Program Specialist in community sports and wellness; Strength and Conditioning Specialist; Corporate and Commercial Fitness Practitioners; Fitness, Sports and Recreation Entrepreneur/Leader/Consultant; Sports, Fitness and Recreational Manager; Sports Tourism Officer and other trainings and seminars. Moreover, retired athletes need financial support, recognition, and a warm relationship with families and sports communities. These would encourage athlete to remain in sports which is one of the noblest professions a person can achieve. These ensure self-esteem and a feeling of security among current athletes to perform with greater excellence.

## **Recommendations for future Research**

Academic institutions and educational agencies are encouraged to consider the dimensions of physical self-inventory, and the orientation on decision-making to retire as antecedents of either the human suffering or the satisfaction of athletes, in anticipation of their retirement. Physical self-inventory is an effective guide to develop pre-retirement interventions toward favorable conditions for athletes after retirement. Further quantitative analysis with a sufficient number of respondents is encouraged for future research. Comparison of the points of views of 35 year-olds or older to those of younger retired athletes are also worthwhile investigating. This research offers research themes and measurement items for human suffering, such as voluntary retirement, commitment, expectations, achievements, recognition, identity and financial status for further analyses, as listed in the qualitative responses gathered.

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