

HAIGAZIAN UNIVERSITY

The Factors Affecting Job Satisfaction with Dancing as a Career for Lebanese Dancers

By

Mher Kandoyan

A Thesis

**Submitted in Partial Fulfillment of the Requirement for the Degree of
Masters of Business Administration**

**To the Faculty of Business Administration and Economics at
Haigazian University**

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Dedication

I would like to dedicate this research to all the dancers that are struggling to decide whether a career in dancing might suit them and provide a sustainable living.

For every dancer that might need guidance when choosing to engage in such a dynamic career, I dedicate this study.

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Abstract

Many dancers opt out of their dancing careers due to some instabilities that come with such a career. In this study, I wanted to shed light on this topic, and provide the necessary guidance for a dancer to be satisfied and successful in his or her career.

In order for a dancer to succeed in a dancing career, the career must be recognized for being a protean career, where versatility and flexibility through switching different jobs and assuming different roles is essential. This study aims at figuring out the characteristics and motivations of a dancer and their relationship with the dancer's job satisfaction.

After many unofficial interviews and discussions with professionals and colleagues in the dancing field, I decided to do a scientific study about the topic. This study followed a quantitative approach by sending a questionnaire to Lebanese dancers who pursue a dancing career. The sample obtained consisted of 120 respondents occupying different roles in dancing. The analysis of the data was conducted on SPSS.

The study concluded that intrinsic motivations impact job satisfaction in a dancing career, while extrinsic motivations do not. It also showed that having a harmonious passion, the readiness of the dancer to assess and adapt to different situations, and persistence through maintaining support mechanisms and committing to decisions have a positive impact on the overall job satisfaction of a dancer.

CHAPTER 1

INTRODUCTION

1.1 Background and Statement of the Problem

Compared to previous generations, young adults face an ever increasing pressure with respect to building a career through attaining higher education in its conventional form. This model promises that through higher education and specialization in certain attractive majors and foci, a person can have a prosperous career that ensures financial security.

However, there are countless examples of people who were able to divert from this model and excel in their chosen career paths. This is especially true nowadays with the advancement of technologies that have enabled people to connect more effectively, building communication channels that could promote and provide exposure to goods and services (Yams, 2018).

Of the fields that have gained a lot of exposure during the beginning of the 21st century, arts, especially entertainment, attained some momentum, where it was more common to see dancing emerge as a career path for young enthusiastic adults passionate about such fields. Such career paths require unconventional skillsets which incorporate the artistic skills with communication and business skills necessary to advance such career types explains (Dorso, 2016).

In order to understand the recent surge to such career options, and the factors that might hinder some aspiring artists to pursue such careers, this research will present an overview of relevant research previously conducted. I will focus on understanding the factors that might discourage people from continuing their career in dancing, as well as on revealing the traits that distinguish these careers from conventional career paths.

This research aims to provide aspiring dancers with a needed guidance that could help them prepare for a successful career.

1.2 Purpose and Significance of the Study

The purpose of the study is therefore to define the different aspects of dancing as a career path. This would provide dancers with an overall understanding of the different factors to consider when choosing a career path.

Being a professional dancer myself, I have witnessed firsthand the dynamics of such a career, starting from the tiring path of self-development and skill-development, going through the disappointments associated with focusing on performance, followed by obtaining gratification for winning national competitions, reaching to the realization of the different career possibilities and building up the skills required to successfully implementing them.

Being an insider to the industry, I can personally recall countless unfortunate stories of talented individuals who have opted out of dancing due to the financial instability and constant stress of such a career. What most dancers lack is the guidance and orientation regarding the different options that become available when one tackles dancing with a business approach. This has been a recurrent theme with many aspiring dancers, and could be safely generalized to other art forms.

This research will help bridge the gap between the expectations and the realities of the career, providing different approaches from around the world, as well as referring to theories that explain the development of the individual from late adolescence to the moment when he or she decides whether to pursue dancing as a career path or considering it as a mere hobby. This study will present the research context of such a career path, including hypotheses that would be tested analytically in order to validate or reject assumptions.

So, dancers have a choice to make, and the choice should be based on educated opinions rather than unrealistic expectations that often lead to disappointment and despair. This will lead dancers to dismiss other options, either due to lack of knowledge about them, or the false assumptions that the career is not sustainable.

Having learned about such issues and having experienced different challenges, I can help aspiring dancers get a better idea, instead of watching them get discouraged and possibly leave dancing and its huge potential. The misconception is that dancers only succeed through landing performance jobs; this cannot be any further from the truth. For instance, dancers can become teachers, choreographers, entrepreneurs, event planners, and much more. Having the business and communication skills that support such choices is as important as and even arguably more important than having the technical dancing skills.

While I was able to influence many dancers in my professional circles, this research will have a wider reach, and could be accessed by anyone having a vague idea about his future in dancing. The main takeaway that should be reinforced in dancers is that the options are limitless, if the dancer is open to develop his entrepreneurship skills.

Thus, having realistic expectations regarding how to tackle their careers and understanding the obstacles will help dancers place higher focus on skills that would yield the best expected outcome and therefore provide the best job satisfaction.

In order to understand better all the relevant issues, I carried out both qualitative and quantitative data gathering activities.

I had informal open ended interviews with a group of dance professionals that I have been able to know and/or work with in my career. Sharing ideas, concerns, common recurring themes and visions with professionals who have a wealth of experience was very beneficial for me in the formulation of my study topic, in my reasoning, and in my analysis and interpretation about findings.

I also explored relevant literature to justify ideas and clarify specific issues related to the topic. The next chapter is a review of this literature.

CHAPTER 2

LITERATURE REVIEW

There is a great disconnection between what prospective dancers think a dance career is and what it actually is. This stems from the misguided career orientation, where dancers are made to believe a career in dancing is the same as a career in performing.

2.1 Mainstream Literature

A dancing university program was first offered by the University of Wisconsin, Madison in 1926. Up until the 1970s, these dance programs were still offered as subsets of physical education programs, meaning that they couldn't evolve into programs that were completely independent. With such a long timestamp between the first emergence of such programs and how long it took them to become standalone degrees, such dance programs could be still considered a risky pursuit (Bonbright, 2007).

Adding to this, the field of dancing as a career has been under explored, making it somewhat of a vague idea for dancers, and resulting in the lack of sufficient orientation that would prepare young adults to a full-time career. While university dance programs are relatively new, it is not uncommon for university students to pursue a degree in art-related fields. A study conducted by Nichols (2011), claims that in the US, around 19% of all bachelor graduates major in fields related to performing and visual arts. This further emphasizes the importance of proper orientation for prospective arts students, leading to a higher level of career consciousness upon graduation (Nichols, 2011).

Furthermore, when it comes to dancing, there exists a prevailing misconception that in order for a dance major student to build a successful career, it is crucial to land a job as a performer in an established dance company. However, such companies have shifted their recruitment strategies, reducing their full time employment opportunities and focusing on project based contracts, or short term contracts. This trend has been also reported in smaller companies, making it hard for dancers to land a job that would offer job security. Even if such contracts could be secured, it is estimated that a single dancing contract with a dancing company is rarely financially sufficient for a dancer. The Bureau of Labor Statistics in the United States, through the Occupational Outlook Handbook, estimates that there were fewer than 30,000 dance related jobs available for dancers and choreographers, with only less than 30% of them being performing jobs. With most

of the dance students anticipating a job in performing, failing to land such jobs would leave a dedicated dancer unmotivated and lost (U.S. Bureau of Labor Statistics, 2014). So, it is important to prepare prospective dancers properly through career orientation that might prevent such a problem. This would prepare dancers to enter the workforce and build healthy, financially sound careers.

Thus, with the increased emphasis on performing, dancers propagate the mistaken belief suggesting that a performing career is the only financially viable dancing career. This idea is reinforced in dancing programs where academies and universities place a huge emphasis on performing. A study by Bennett (2009) revealed, through a study of 18 performing arts programs in Australia, that such programs accentuate performance through most of the offered courses. This leads to neglecting important skills necessary for dancers to succeed in other dance-related career paths (Bennett, *Academy and the Real World: Developing realistic notions of career in the performing arts*, 2009).

Since the possibility of landing a financially sustainable performing job is low, researchers discuss the idea that dancers should shift their focus to other areas. Therefore, in order to adapt to the dynamic lifestyle of dancing, the most important skill for dancers is being adaptable. This includes being able to hold different jobs to meet the demand, such as jobs in teaching, choreography, or performing. This essentially indicates that in order to be successful in dancing, one must be able to be creative with job opportunities. So that's why adaptability is a crucial trait for a successful dancer.

A study conducted by Bennett and Bridgstock (2014), indicates that dance students need to shift their idea of succeeding in a dance career from solely succeeding in performing to exploring the other aspects of the field (Bennett & Bridgstock, *The urgent need for career preview: Student expectations and graduate realities in music and dance*, 2014).

Providing better career orientation as well as more accurate university course philosophies could play an important role in shaping a more enlarged and inspiring career vision. Since this is not the case in most university dance programs, a disconnection is present between the perception of a dance student and the professional role to be assumed by that student upon graduation. To address such issues, it has been suggested that university programs add courses that would transfer entrepreneurial skills to students majoring in dance programs. Such courses include pedagogy, business management, teaching skills. It would also be beneficial to incorporate

industry experience and career development guidance in such programs, which would provide students with realistic expectations concerning building a career in dancing (Rotman, 2016).

2.2 Theoretical framework

In order to understand the root of the problem related to the misconception of dancing students towards their professional career path, different theories related to behavioral studies are proposed. These theories will explain the transition of people from childhood to adulthood, passing through critical phases in their lives that would play an important role in choosing a career. For instance, Erikson's Identity Theory and Bandura's Social Cognitive Career Theory (described more in detail below), propose different frameworks that would explain how people decide on a career path. Erikson's Identity Theory stresses the importance of the adolescence stage through which a person develops certain interests that would shape his career aspiration, and his career path later in adulthood. Adding to that, the Social Cognitive Career Theory stresses the importance of self-efficacy especially when it comes to choosing a career path in unconventional fields such as dancing (Crain, 2011).

2.2.1 Erikson's Identity Theory

According to Erikson's Identity Theory, which is an extension of Sigmund Freud's work related to the impact of past experiences of a person on his/her adulthood. The theory splits a person's lives into phases, where each phase could be overcome through experiencing a transitional crisis. The transition between a stage to another according to the theory implies development and growth. When it comes to picking a future career, the identity crisis experienced at the adolescent stage explains how the identity of a person is shaped. In that stage, a person begins shaping his own identity, trying to figure out how his interests could be aligned with the expectations of his society. While Erikson did not specify the exact ages that these stages happen in, the age range between 18 and 24, which is typical for university students, falls in the range. This stage is characterized by development, struggle, and anxiety, as the student tries to understand himself or herself, in order to reflect upon what a career path should be. While the ambiguity of the options when it comes to career in dancing could add up to the identity crisis, the theory reiterates the importance of proper career orientation in order to mitigate the problems that might arise when graduate dancers become demotivated when their chosen career with ambiguity of options does not turn out to be in line with their simplified expectations (Sokol, 2009).

2.2.2 Social Cognitive Career Theory

The Social Cognitive Theory, which is the main theory upon which the Social Cognitive Career Theory was constructed, was presented by Bandura (1977), as a means to explain the importance of self-efficacy of a person, measured by the person's perceived ability to improve (Bandura, 1977). When it comes to picking a career in dancing, self-efficacy could be a great determinant of career success or failure, as it indicates the potential and level of adaptability of a person. Since a dancer will most likely pursue a protean career, jumping straight into the workforce after completing studies in dancing would not be an optimal way of approaching a career in dancing. The technical skills that are mostly stressed in such study programs would not necessarily translate into skills that would ensure the success of the career chosen, because will be lacking a business model approach, such as business management skills or communication skills (Hyan-Jung, Ji-Young, & Hyung-Chul, 2015).

2.3 Dancing career unique position

As already stated, professional academic dance programs mainly focus on technique, and its expansion and refinement. However, there are more skills that need to be developed to yield a successful career, the most important being business skills. Since technique is the top priority of most professional dance programs, dancers graduate lacking the business skills, and move on into their careers having high technical skills, but usually being unable to translate them into meaningful professions outside performance (Van Dyke, 2010). The clear lack in business skills surfaces when dancers realize that the nature of their profession is protean, struggling while trying to carry on their career management independently and proactively. It is worth noting that research stresses the importance of internal motivators when it comes to protean careers, as opposed to external motivators. Satisfaction in such types of careers relies on the person being motivated to adapt to different situations; a lack of business skills might hinder career satisfaction in such careers (Holtschlag, Masuda, Reiche, & Morales, 2020). In this regard, career counseling in dancing majors would clear out much of the misconceptions related to the dancing career, and provide dance students with realistic expectations related to their future careers (Van Dyke, 2010).

As mentioned earlier, most dance students perceive success in their dancing career as synonymous to success in performing. While performing might be a financially viable business career, demand for such jobs is much lower than expected by dance students, and many would not be able to land a performing job. This unrealistic expectation links the idea of a successful

dancing career with financial success. This wrongly associates the shortage of financial profits with a failing dancing career. However, success will necessitate taking different roles, both in and out of performing, and personalization of the career is often needed. Personalizing an art based career through different roles and functions typically requires the identification of key strengths and interests of the dancer. While career counseling can help in this regard, it is suggested that dancers engage in self-reflection, self-knowledge and option exploration. Such options might include encouraging students to contact and network with professionals on the dancing scene, whether in performance or other types of dancing options, such as teaching, events planning, choreography, or other possible options. This exposure to dancing professionals would provide students with the benefits of understanding the requirements of having a successful and fulfilling career (Bennett, Academy and the Real World: Developing realistic notions of career in the performing arts, 2009).

2.4 Case Study

In an attempt to figure out the different expectations and realities of the future career of prospective dance students, a study was conducted by Bennett and Bridgstock tracking different dance students before and after graduation. The mixed-method study reveals how the perception of students change as they enter their professional life. The mixed-method approach included a quantitative study conducted on university dance students, and a qualitative study four(4) years after the initial survey in order to follow up with the participants and track their impressions regarding dancing careers. The initial study prepared a questionnaire to be filled by dance students, with fifty eight (58) respondents providing answers regarding their career aspirations and expectations. Out of the fifty eight (58) respondents, forty seven (47) thought they would be pursuing a career in performing. The remaining 11 could not properly predict what their career would turn out to be, and were unsure about their options after graduating. They even explored options outside of dancing as they were not certain as to whether their field could provide a financially viable career. The study was resumed after four (4) years, where the initial participants were approached in order to conduct a follow up study, using a qualitative approach. Out of the initial participants, fifteen (15) agreed to an interview. The artists admitted to struggling with the entrepreneurial demands associated with their jobs, where they have to learn business concepts in order to sustain a career. They even admitted that they haven't fully conceptualized a certain career path that would offer stability. The study also revealed that these graduates had to experiment with different business concepts unprepared, while keeping up with

the technical training to maintain their dancing skills. According to the study, while an undergraduate program cannot address all the different issues related to a career in dancing, it could nonetheless prepare the students by providing a real overview about their future careers in dancing, except on focusing solely on developing technical skills skewed towards performance (Bennett & Bridgstock, The urgent need for career preview: Student expectations and graduate realities in music and dance, 2014). This would reduce the harshness associated with graduating and building a career unprepared.

Consistent with this study, other researchers concluded that proper orientation when it comes to arts programs in general, and dance programs in particular, is essential in reducing the unfounded preconception of students when it comes to transitioning from studying into working. Proper counseling, as well as exposure to other professionals and experts would enable them to approach work objectively.

CHAPTER 3

METHODOLOGY

In this section, I will discuss my approach to my study. This approach is based on the questions raised throughout the pages described here so far, and which revolve around the questions related to factors necessary for the dancers to manage in order to have a satisfying career in dancing.

Therefore, I will clarify here first what job satisfaction entails for the dancers, and then identify the factors that will help produce this job satisfaction.

3.1 Job Satisfaction Defined

My lifetime professional experiences as a dancer, together with great-many discussions with colleagues and my readings guided me to see that the dancers will find their job satisfying when they are simply able to make the following statements:

“I am satisfied with my job”

“My career is a rewarding one”

“I provide good service in my profession”

“I am proud of my work”

Similarly, my discussions with colleagues and my readings of research studies helped me identify those factors that drive the dancers to make the statements identified above.

In order to better discuss my approach, I would reiterate here the protean nature of the dancing career.

3.2 Factors Affecting Job Satisfaction in the protean career of dancing

As most of the performing arts professions, dancing requires the ability to cope with different career options other than performing. Successful dancers need to learn to rely on themselves in order to have a sustainable income, often assuming many roles such as performers, managers, teachers, and entrepreneurs (Farrer & Aujla, 2020). Since a career in dancing is rarely limited to full-time employments, and necessitate the dancer to work in various different settings, it can be considered a protean career. In such careers, and especially in the fields of performing arts, the dancer’s portfolio plays a very important role in promoting the performer and opening up different opportunities. In protean careers, the ability to get employed or the employability of the

performer are more valuable than steady employment, and different endeavors are required to improve the employability. For instance, the performer should be able to adjust his/her skillsets and gain business knowledge in order to keep up with market trends (Segers, Inceoglu, Vloeberghs, Bartram, & Henderickx, 2008).

If we emphasize the main characteristics a protean dance career include, we can say that they are: aptitude for high mobility, the ability to obtain different streams of income, persistent ability for networking, managing the challenge of low job security, adaptability for different career roles, determination for self-development and accountability.

It is important here to address the motivations and principle psychosocial resources that would help a dancer achieve job satisfaction in such working conditions.

To do this, we will borrow the Psychosocial Model to sustain careers in the performing arts by Thompson and Jaques (2017).

Psychosocial Model to Sustain Careers in the Performing Arts		
Motivation	Competency and Expertise	Regulation
Intrinsic (i.e., flow)	Self-efficacy (learning, problem solving)	Recognize and manage positive and negative emotions
Extrinsic (i.e., rewards, jobs)	Clear goal setting	Ability to derive meaning from work
Harmonious passion	Ability to assess situation and redirect	Present-moment attention as a way to manage career unpredictability
Persistence	Building and maintaining social support	Physical caregiving (diet, exercise, sleep)

Figure 1: Motivations for Job Satisfaction in Dance Career (*Thomson & Jaque, 2017*)

As the table above shows, there are two main types of motivations and two characteristics that lead to a sustainable job in performing arts leading to better job satisfaction.

Intrinsic motivation relates to the traits of the dancers who manage their own emotions. Since job satisfaction has been shown to be influenced by the attitude towards the job, dancers should be able to choose the job opportunities that best suit their skillset and accept jobs that provide job satisfaction, and reject jobs that induce negative emotions. This will internally be rewarding for them. It will be fun, enjoyable and satisfying even if it requires learning and/or problem solving. Therefore, this will help them be self efficacious because their goals come from within, and the outcomes satisfy their psychological needs for autonomy, competency and relatedness, creating an ideal and controlled circumstances for the dancers.

Extrinsic motivation implies that dancers do the activity in order to get an external reward in return. This leads dancers to search for contracts with companies or agencies that address their goal. When these expectations are satisfied, dancers accept the work and feel comfortable following the requirements of the job even if their basic psychological needs are not met.

As for the **harmonious passion**, it is an important characteristic for a dance career due to the different roles dancers have to assume. This includes the concept of serendipity when it comes to a career as a dancer, since dancers should engage in self-development to be able to delve into a job or spontaneous job opportunities that might rise in the future. As such opportunities might make or break a dancer's career, a performer should always be prepared. However, such moments may have different consequences on a dancer, positive or negative. For instance, a dancer that is recognized in a performance and offered a job as a dancing teacher could discover a great passion for teaching that would shape his future projects, while a dancer that gets suddenly injured might lose the ability to perform and would have to seek different sources of income. The readiness of a dancer to assess and adapt to different situations plays an important role in a dance career, and in the overall job satisfaction.

As to **persistence**, whether for building social support or maintaining a healthy lifestyle over extended periods of time, this can be essential for a dance career. In terms of performing jobs, dancers who are part of dance groups that train together towards a joint goal, tend to have higher satisfaction in their job, since being part of a collective dancing group provides a way in building long term social support for a dancer. However, dancers whom may shift from collective groups to solo dancer careers can also generate sustainable income and improved quality of work

provided they have a healthy support mechanism such as family and friends to stay motivated, and are self-determined enough to use their resources and skills in forwarding their careers. The persistence a dancer displays through maintaining support mechanisms and committing to certain lifestyle decisions empower the dancer and provides job satisfaction.

This discussion helped us identify the factors that promote job satisfaction for the dancer. These factors are: Intrinsic motivation, extrinsic motivation, harmonious passion and persistence.

3.3 Barriers preventing dancers to have job satisfaction

We should add here that in related studies, we read about other barriers that might prevent prospective dancers from pursuing dancing and having job satisfaction through dancing as a career. These studies tackle the generalized arts industry. For example, a study by Fancourt and Mak (2020), explored the impact of different factors in preventing people from choosing to engage in arts as a career. The study concluded that three types of barriers had the most significant effect: Demographic barriers, Capability barriers and Social barriers. While the effect of these barriers varied with respect to preventing prospective artists in pursuing a career in arts, each of these barriers presented significant results (Fancourt & Mak, 2020). Since dancing is a subset of arts, the same variables could be considered in order to figure out their impact preventing dancers from achieving job satisfaction through a career in dancing.

The demographic barrier explores the possibility of different factors affecting the success of a dancer. Among the factors, age, gender, nationality, and the financial capabilities of the dancers will be considered. While these factors might not have a significant effect on conventional careers, they might discourage a dancer from pursuing a career in dancing.

Adding to that, the nature of dance that makes it dependent on the physical capabilities of an individual as opposed to other professions presents a new set of barriers. This factor will be considered through the general health, years of experience, expertise, and weight of the dancer.

Finally, social barriers might prevent a dancer from fully embracing his or her profession as a dancer, preventing job satisfaction. These factor include the fear of not perfecting the profession, the social fear related to social status or the stigma that might be attached to the profession.

In addition to studying the impact of the factors identified here, I will examine the relationship of these barriers with job satisfaction for the dancers. This will be added to my main analysis as an additional descriptive section where the possible impact of these barriers will be addressed.

3.4 Theoretical Framework of the study

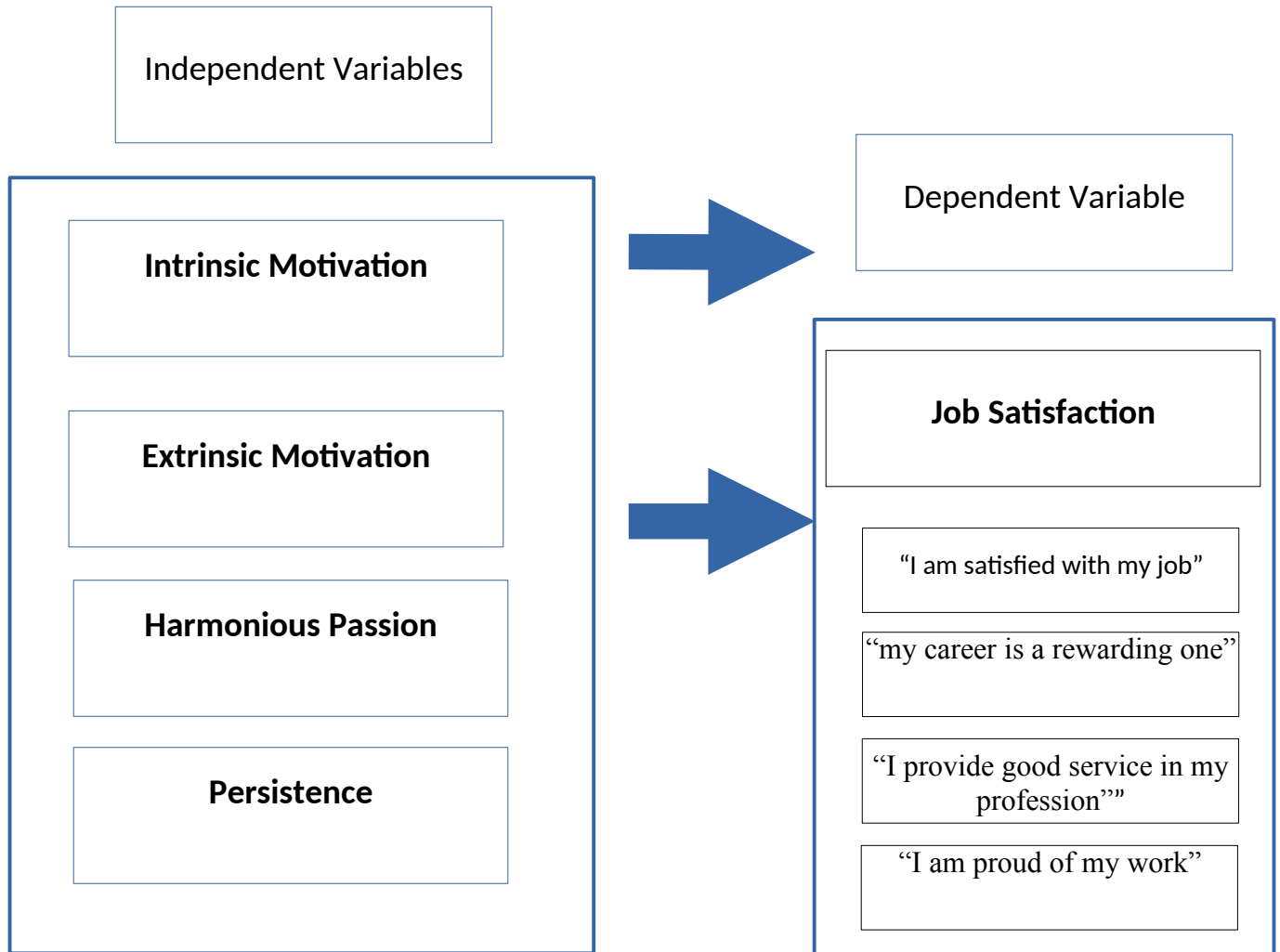


Figure 2: Conceptual Framework

3.5 Hypotheses defined for the study

Based on the main questions raised in this study and which relate to the factors that have an impact on job satisfaction, the hypotheses proposed are the following:

H1: Job satisfaction in a dancing career relates to intrinsic motivation.

H1.1 Feeling content in a dancing job relates to intrinsic motivation.

H1.2 Career rewarding in a dancing career relates to intrinsic motivation.

H1.3 Feeling providing good service in a dancing job relates to intrinsic motivation.

H1.4 Feeling proud of a dancing job relates to intrinsic motivation.

H2: Job satisfaction in dancing relates to extrinsic motivation.

H2.1 Feeling content in a dancing job relates to extrinsic motivation.

H2.2 Career rewarding in a dancing career relates to extrinsic motivation.

H2.3 Feeling providing good service in a dancing job relates to extrinsic motivation.

H2.4 Feeling proud of a dancing job relates to extrinsic motivation.

H3: Job satisfaction in dancing relates to having a harmonious passion.

H3.1 Feeling content in a dancing job relates to having a harmonious passion.

H3.2 Career rewarding in a dancing career relates to having a harmonious passion..

H3.3 Feeling providing good service in a dancing job relates to having a harmonious passion.

H3.4 Feeling proud of a dancing job relates to having a harmonious passion.

H4: Job satisfaction in dancing relates to having persistence.

H4.1 Feeling content in a dancing job relates to persistence.

H4.2 Career rewarding in a dancing career relates to persistence.

H4.3 Feeling providing good service in a dancing job relates to persistence.

H4.4 Feeling proud of a dancing job positively to persistence.

3.6 Methodology

This section will explain the different instrument, the sample size, the sample selection criteria, the research philosophy, and the ethical considerations of the study.

3.6.1 Instrument

The survey questionnaire, attached as an appendix, was used as the main data-collection instrument for gathering the data used in the statistical analysis. The questionnaire is composed of 34 questions which aim to gather data about the dancers' motivations and characteristics, as well as their job satisfaction.

Based on the literature review, the questionnaire was based on four sections: General information, Questions related to the motivations of the dancers based on the Psychosocial model to sustain careers in performing arts by Thomson & Jaques, questions related to their characteristics, questions related to their job satisfaction and questions related to barriers for succeeding in such a field. The four sections were refined separately and integrated into one questionnaire.

The questionnaire was structured using a seven-point Likert scale where respondents were asked to determine the level of the agreement to the statements provided according to the following scale:

Table 1: 7-Point Likert Scale Used in the Study

Strongly Disagree	Disagree	Slightly Disagree	Neither	Slightly Agree	Agree	Strongly Agree
1	2	3	4	5	6	7

In order to test the clarity of the questions, a pilot study was conducted with 10 professional dancers who provided feedback about the formulation of the questions, their wording, and on the length of the questionnaire. After lengthy and extensive testing of all the questions, the questionnaire was revised based on the recommendations and suggestions of these dancers by changing the sentence structure of some questions, and eliminating questions that were not clear.

The questionnaire did not contain any questions on demographics since they do not add to the research in a significant way.

3.6.2 Sample size

Since multiple regression analysis was to be used for testing my hypotheses, the number of observations to each independent variable should not fall below five to avoid the risk of over fitting, ie making the results specific to the sample, thus lacking generalizability (Barlett, Kotrlik, and Higgins, 2001)

Moreover, since factor analysis was to be used to detect the structure of variables, a researcher cannot factor analyze a sample of fewer than 50 observations and preferably the sample size should be 100 or larger to provide an adequate basis for the calculation of the correlations between variables. As Hair, Black, Babin, Anderson, and Tatham (2006) recommend, we should have at least five times as many observations as the number of independent variables.

In this study, 13 items were used for motivation and 9 items concerning the barriers producing a total of 22 items. Hence, the corresponding number of observations on the basis of 5:1 ratio is 110 (22×5)

Therefore 110 was defined to be the appropriate sample size for carrying out both multiple regression and factor analysis. However, 10 % was added to count for non-responses making the sample size 121. For simplicity of calculation, the sample size was rounded to 120.

3.6.3 Sample selection

The questionnaire will be sent to the Lebanese Dance Sport Federation, and also to all dance schools. Since we are trying to find the correlation between the factors that affect job satisfaction in Lebanese dancers and their job satisfaction level, the sample will only include dancers who have worked in the field of dancing in Lebanon, regardless of their age, gender, sex, etc...

3.6.4 Research philosophy

The research philosophy could be either positivistic or phenomenological. The positivistic research philosophy is based on already existing theories that rely on facts while the phenomenological philosophy is a somewhat more subjective approach that is based on the subjective opinion of the experts. For this study, I used mainly the positivistic research philosophy in order to have an objective that yields reliable results that would explain the

different aspects of choosing dancing as career. However I also used the phenomenological approach which gave me the valuable perspective of professional expert dancers.

3.7 Ethical considerations

During the administration of the survey, certain ethical issues were taken into consideration. Among these were the respondents' right to anonymity and the right to confidentiality of shared information. As addressed in the face sheet of the questionnaire, the respondents were not required to disclose any personal information, to identify themselves or their organizations. Moreover, the data collected from the survey was promised to remain strictly confidential and to be reported in the thesis anonymously. Finally, the right to informed and voluntary consent were addressed clarifying the purpose of the survey questionnaire which was explained as exploring the factors Affecting Job Satisfaction with Dancing as a Career for Lebanese Dancers.

CHAPTER 4

Statistical Analysis

This section of the study will introduce the results of the analysis and provide a discussion. The results will be presented under subsections:

- Descriptive statistics
- Inferential analysis

4.1 Descriptive Statistics

As mentioned earlier, the sample size used in this study was 120. The first part of the questionnaire included questions that asked about the demographic information of the respondents such as their gender, age, and work experience. A description of the data obtained will be presented in the following tables and figures, making up the descriptive statistics of this study. It will provide an overview about the demographics of the sample as well as an insight into their dancing experience and career.

Table 2: Gender of Respondents

		Gender			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	78	65.0	65.0	65.0
	Male	42	35.0	35.0	100.0
	Total	120	100.0	100.0	

65% of the sample are female, while 35% are male.

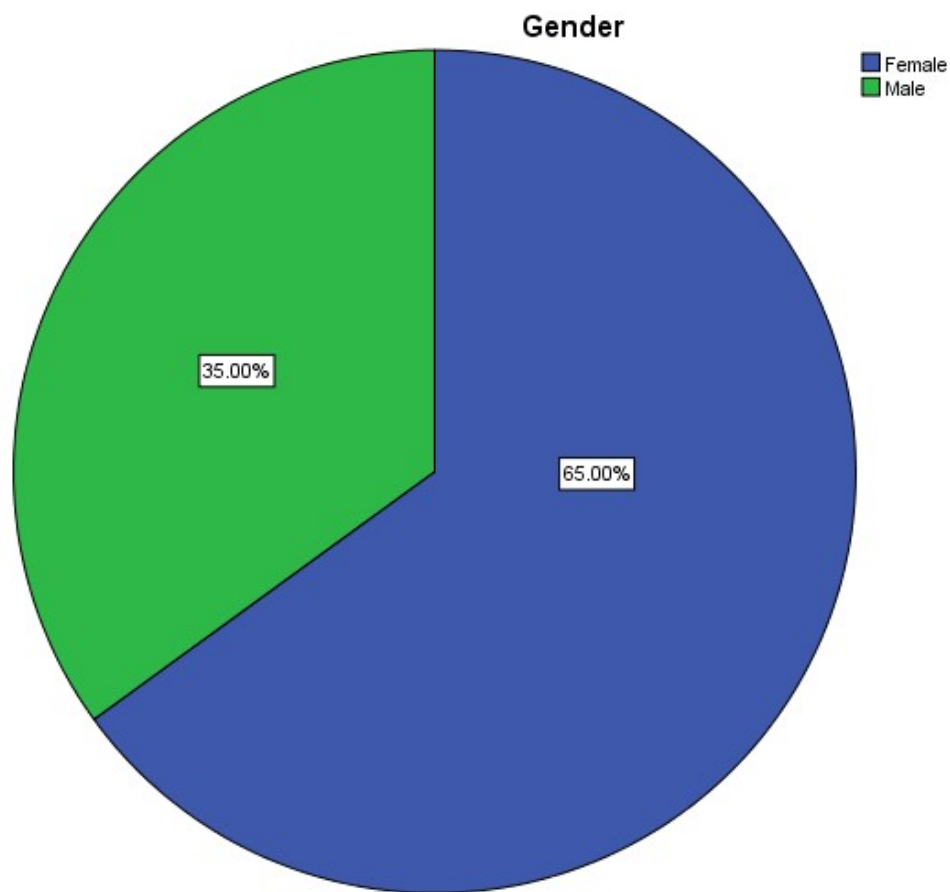


Figure 3: Gender of Respondents

Table 3: Age of Respondents

		Age			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 18	1	.8	.8	.8
	18-25 years	49	40.8	40.8	41.7
	26-45 years	68	56.7	56.7	98.3
	Above 45 years	2	1.7	1.7	100.0
	Total	120	100.0	100.0	

56.7% of people aged between 26-45 years old, 40.8 % between 18-25 years old, 1.7 % above 45 and 0.8 % are less than 18 years old.

Table 4: Occupational Status of Respondents

		Occupation status			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		1	.8	.8	.8
	Freelancer	29	24.2	24.2	25.0
	Full-time employment	40	33.3	33.3	58.3
	Full-time employment; Freelancer	4	3.3	3.3	61.7
	I have a dance academy	1	.8	.8	62.5
	No job	1	.8	.8	63.3
	Owner	3	2.5	2.5	65.8
	Part-time employment	10	8.3	8.3	74.2
	Part-time employment; Freelancer	6	5.0	5.0	79.2
	Part-time employment; Full-time employment	1	.8	.8	80.0
	Student	15	12.5	12.5	92.5
	Student and full time employee	1	.8	.8	93.3
	Student;Freelancer	2	1.7	1.7	95.0
	Student;Part-time employment	6	5.0	5.0	100.0
	Total	120	100.0	100.0	

33.3 % of people work as full-time employment, 24.2 % as freelancer, and 12.5 % as student, while 8.3 % as part-time employment.

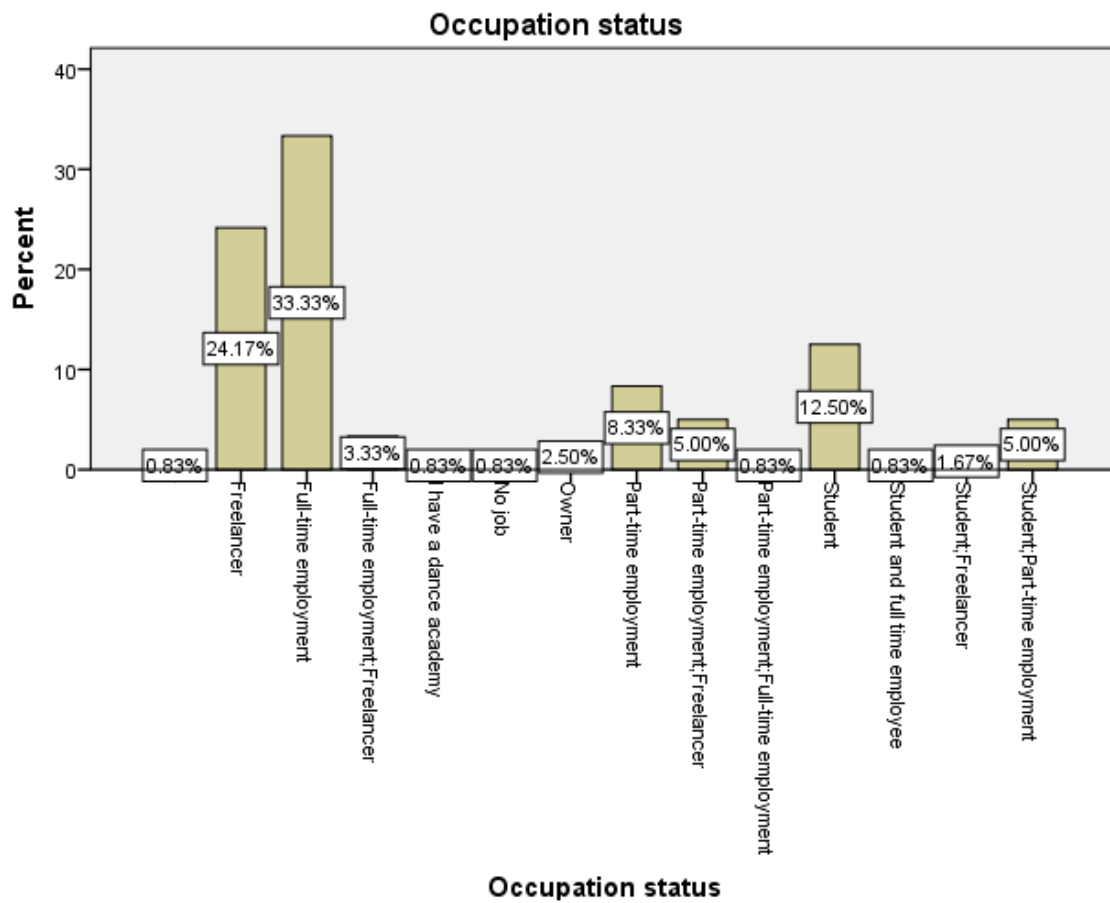


Figure 4: Occupational Status of Respondents

Table 5: Work Experience in Dancing

For how long have you worked in dancing					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 2 years	17	14.2	14.2	14.2
	2 to 5 years	24	20.0	20.0	34.2
	5 to 8 years	24	20.0	20.0	54.2
	more than 8 years	55	45.8	45.8	100.0
	Total	120	100.0	100.0	

45.8% of people have worked in dancing more than 8 years, 20 % between 2 to 5 years, same between 5 to 8 years while 14.2 % less than 2 years.

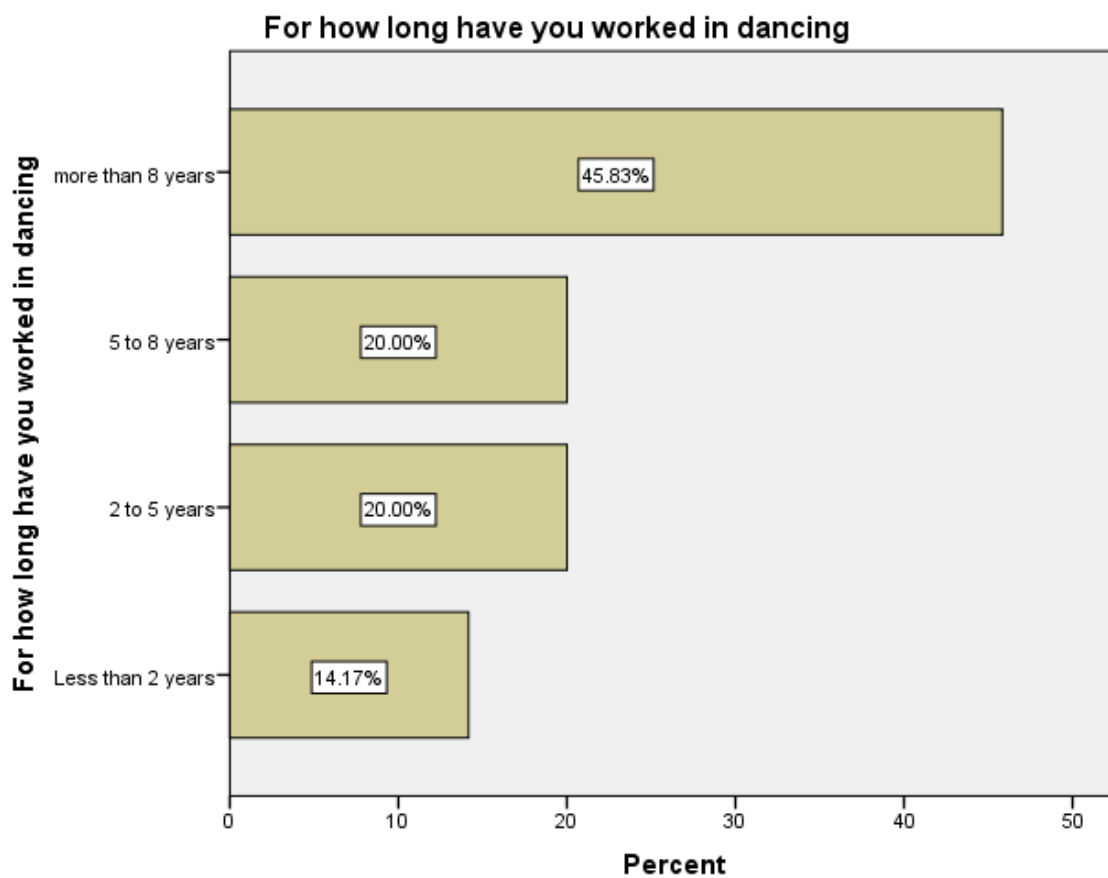


Figure 5: Work Experience in Dancing

Table 6: Areas of Work of Respondents**In what area(s) in dancing have you worked in? (Pick all that apply)**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2.5	2.5	2.5
Choreography;Teaching	2	1.7	1.7	4.2
Choreography;Teaching; Owning/managing a dance studio;Event planning	1	.8	.8	5.0
Event planning	2	1.7	1.7	6.7
Owning/managing a dance studio	2	1.7	1.7	8.3
Performing	23	19.2	19.2	27.5
Performing and choreography	1	.8	.8	28.3
Performing; Choreography	2	1.7	1.7	30.0
Performing; Choreography;Teaching	22	18.3	18.3	48.3
Performing; Choreography;Teaching; Competing and judging	1	.8	.8	49.2
Performing; Choreography;Teaching; Event planning	5	4.2	4.2	53.3
Performing; Choreography;Teaching; Owning/managing a dance studio	6	5.0	5.0	58.3
Performing; Choreography;Teaching; Owning/managing a dance studio;Event planning	16	13.3	13.3	71.7
Performing;Event planning	2	1.7	1.7	73.3
Performing; Owning/managing a dance studio	1	.8	.8	74.2
Performing;Teaching	22	18.3	18.3	92.5
Performing;Teaching; Event planning	3	2.5	2.5	95.0
Teaching	5	4.2	4.2	99.2
Teaching; Owning/managing a dance studio;Event planning	1	.8	.8	100.0
Total	120	100.0	100.0	

46.7% of respondents work in choreography, 70% work in teaching, 22.5% owns or manage a dance studio, 25% work in event planning, and 86.7% work in performing.

Table 7: Annual Income of Respondents

		Annual_income			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 15,000,000	60	50.0	51.7	51.7
	15,000,000 to 35,000,000	34	28.3	29.3	81.0
	35,000,000 to 75,000,000	16	13.3	13.8	94.8
	above 75,000,000	6	5.0	5.2	100.0
	Total	116	96.7	100.0	
Missing	System	4	3.3		
Total		120	100.0		

50% of response have annual income less than 15,000,000 LBP, 28.3 % between 15,000,000 to 35,000,000 LBP, 13.3 % between 35,000,000 to 75,000,000 LBP.

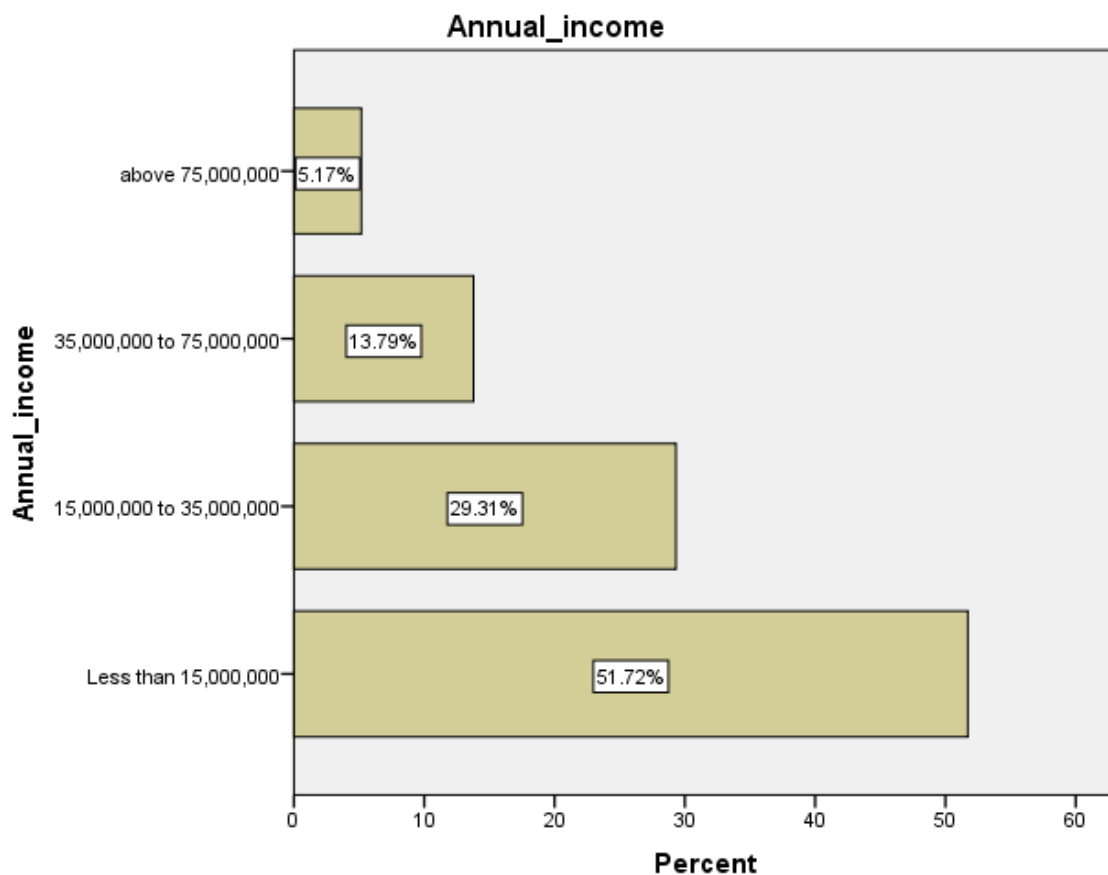


Figure 6: Annual Income of Respondents

Table 8: Experience taking Dance Lessons

For how long have you taken dance lessons					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 2 years	5	4.2	4.2	4.2
	2 to 5 years	20	16.7	16.7	20.8
	5 to 8 years	31	25.8	25.8	46.7
	more than 8 years	64	53.3	53.3	100.0
	Total	120	100.0	100.0	

53.3 % of responses have taken dance lessons for more than 8 years, 25.8 % between 5 to 8 years, and 16.7 % between 2 to 5 years.

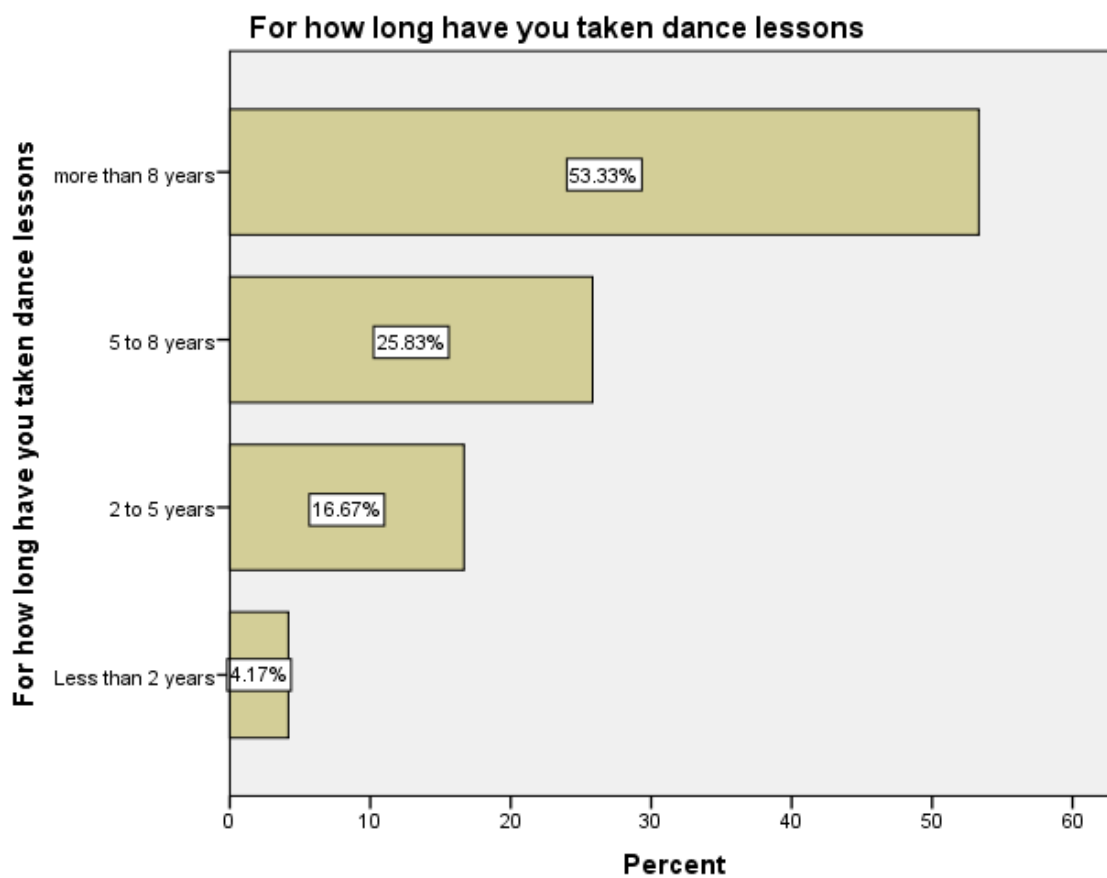


Figure 7: Experience taking Dance Lessons

4.2 Inferential Analysis

As for the statistical part of the study, the association between the hypotheses will be tested. The study takes into account the motivations that drive a protean career such as a career in dancing, and tests the relationship between these motivations and job satisfaction, figuring out the main factors that motivate dancers and render their careers more fulfilling. The reliability of the model is first tested through the Cronbach's alpha test. This tests provides an idea regarding the internal consistency of the model.

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	112	93.3
	Excluded ^a	8	6.7
	Total	120	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.784	18

The Cronbach's alpha of the model is $0.784 > 0.7$ showing that the model is suitable for analysis. Since the job satisfaction with the dancing career is measured through 4 different measures, each measure will first be tested against the individual measures of job satisfaction, then, the these will be tested against the aggregate job satisfaction score. This will provide a better idea regarding the specific job satisfaction components that are affected by each protean career motivation or characteristic.

The association between the individual measures of job satisfaction and the protean career motivations and characteristics will be presented followed by the association between the aggregate job satisfaction score and the motivations and characteristics.

Stepwise Regression

The analysis regarding the impact of the motivation or characteristics scales with respect to the job satisfaction measures will be conducted using the Stepwise Regression method. As this step follows an automatic method to predict the impact of the individual factors over the job satisfaction measures, it will yield results indicating the statements that most impact each job satisfaction measure. The Stepwise Regression test will be conducted on all four measures of the job satisfaction.

Job satisfaction measure: I am proud of the quality of my work in my dance career:

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	I have strong work values: I feel responsible to give my best in my work.		Stepwise (Criteria: Probability-of-F-to-enter $\leq .050$, Probability-of-F-to-remove $\geq .100$).
2	I choose dance related jobs that best suit my skillset.		Stepwise (Criteria: Probability-of-F-to-enter $\leq .050$, Probability-of-F-to-remove $\geq .100$).
3	I build strong social/professional connections.		Stepwise (Criteria: Probability-of-F-to-enter $\leq .050$, Probability-of-F-to-remove $\geq .100$).

a. Dependent Variable: I am proud of the quality of my work in my dance career.

Model Summary^d

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.471 ^a	.222	.215	.988
2	.570 ^b	.325	.313	.924
3	.599 ^c	.358	.341	.905

a. Predictors: (Constant), I have strong work values: I feel responsible to give my best in my work.

b. Predictors: (Constant), I have strong work values: I feel responsible to give my best in my work, I choose dance related jobs that best suit my skillset.

c. Predictors: (Constant), I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that best suit my skillset., I build strong social/professional connections.

d. Dependent Variable: I am proud of the quality of my work in my dance career.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	30.845	1	30.845	31.628	.000 ^b
	Residual	108.252	111	.975		
	Total	139.097	112			
2	Regression	45.230	2	22.615	26.502	.000 ^c
	Residual	93.868	110	.853		
	Total	139.097	112			
3	Regression	49.859	3	16.620	20.300	.000 ^d
	Residual	89.238	109	.819		
	Total	139.097	112			

a. Dependent Variable: I am proud of the quality of my work in my dance career.

b. Predictors: (Constant), I have strong work values: I feel responsible to give my best in my work.

c. Predictors: (Constant), I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that best suit my skillset.

d. Predictors: (Constant), I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that best suit my skillset., I build strong social/professional connections.

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	.859	.952		.903	.369
	I have strong work values: I feel responsible to give my best in my work.	.797	.142	.471	5.624	.000
2	(Constant)	.061	.911		.066	.947
	I have strong work values: I feel responsible to give my best in my work.	.637	.138	.376	4.609	.000
	I choose dance related jobs that best suit my skillset.	.323	.079	.335	4.106	.000
3	(Constant)	-.544	.928		-.586	.559
	I have strong work values: I feel responsible to give my best in my work.	.621	.136	.367	4.577	.000
	I choose dance related jobs that best suit my skillset.	.302	.078	.313	3.893	.000
	I build strong social/professional connections.	.145	.061	.184	2.378	.019

a. Dependent Variable: I am proud of the quality of my work in my dance career.

Excluded Variables^a

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics Tolerance
1	I choose dance related jobs that best suit my skillset.	.335 ^b	4.106	.000	.365	.920
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.003 ^b	-.030	.976	-.003	.989
	I choose dance related jobs where I have the freedom to direct myself.	.206 ^b	2.490	.014	.231	.982
	I choose dance related jobs that provide me with a reward.	.124 ^b	1.487	.140	.140	.995
	I choose dance related jobs that help me avoid negative experiences.	-.042 ^b	-.496	.621	-.047	1.000
	I assess situations and choose different jobs easily.	-.002 ^b	-.022	.982	-.002	.983
	I change jobs easily based on the changing needs of the job market.	-.017 ^b	-.200	.841	-.019	.993
	I can obtain income from multiple sources.	.122 ^b	1.461	.147	.138	1.000
	I am prepared for spontaneous job offers in dancing.	.136 ^b	1.584	.116	.149	.937
	I build strong social/professional connections.	.219 ^b	2.673	.009	.247	.993

	I maintain a healthy lifestyle.	.120 ^b	1.368	.174	.129	.908
	I have an effective social support system.	.081 ^b	.939	.350	.089	.948
	I have good discipline.	.139 ^b	1.351	.179	.128	.655
2	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.112 ^c	-1.356	.178	-.129	.897
	I choose dance related jobs where I have the freedom to direct myself.	.086 ^c	.987	.326	.094	.813
	I choose dance related jobs that provide me with a reward.	.078 ^c	.978	.330	.093	.972
	I choose dance related jobs that help me avoid negative experiences.	-.085 ^c	-1.080	.283	-.103	.983
	I assess situations and choose different jobs easily.	.014 ^c	.178	.859	.017	.980
	I change jobs easily based on the changing needs of the job market.	-.041 ^c	-.519	.605	-.050	.987
	I can obtain income from multiple sources.	.111 ^c	1.421	.158	.135	.999
	I am prepared for spontaneous job offers in dancing.	.104 ^c	1.284	.202	.122	.928
	I build strong social/professional connections.	.184 ^c	2.378	.019	.222	.980
	I maintain a healthy lifestyle.	.107 ^c	1.308	.194	.124	.907

	I have an effective social support system.	.129 ^c	1.601	.112	.152	.930
	I have good discipline.	.092 ^c	.948	.345	.090	.645
3	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.126 ^d	-1.557	.122	-.148	.893
	I choose dance related jobs where I have the freedom to direct myself.	.040 ^d	.457	.649	.044	.767
	I choose dance related jobs that provide me with a reward.	.049 ^d	.619	.537	.059	.947
	I choose dance related jobs that help me avoid negative experiences.	-.068 ^d	-.878	.382	-.084	.974
	I assess situations and choose different jobs easily.	.004 ^d	.048	.962	.005	.977
	I change jobs easily based on the changing needs of the job market.	-.073 ^d	-.933	.353	-.089	.961
	I can obtain income from multiple sources.	.095 ^d	1.239	.218	.118	.991
	I am prepared for spontaneous job offers in dancing.	.059 ^d	.712	.478	.068	.865
	I maintain a healthy lifestyle.	.051 ^d	.597	.552	.057	.813
	I have an effective social support system.	.089 ^d	1.088	.279	.104	.877
	I have good discipline.	.100 ^d	1.049	.296	.100	.644

- a. Dependent Variable: I am proud of the quality of my work in my dance career.
- b. Predictors in the Model: (Constant), I have strong work values: I feel responsible to give my best in my work.
- c. Predictors in the Model: (Constant), I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that best suit my skillset.
- d. Predictors in the Model: (Constant), I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that best suit my skillset., I build strong social/professional connections.

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	4.03	6.93	6.20	.674	117
Residual	-3.350	2.206	.009	.881	117
Std. Predicted Value	-3.233	1.115	.015	1.010	117
Std. Residual	-3.703	2.438	.010	.974	117

- a. Dependent Variable: I am proud of the quality of my work in my dance career.

Regarding the first factor being “I am proud of the quality of my work in my dance career”, the analysis showed that these three response statements impact it the most:

- I have strong work values: I feel responsible to give my best in my work.
- I choose dance related jobs that best suit my skillset.
- I build strong social/professional connections.

Job satisfaction measure: I am satisfied with my dance job:

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	I choose dance related jobs where I have the freedom to direct myself.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).
2	I have an effective social support system.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).
3	I choose dance related jobs that best suit my skillset.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).

a. Dependent Variable: I am satisfied with my dancing job.

Model Summary^d

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
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1	.415 ^a	.172	.165	1.500
2	.487 ^b	.237	.223	1.446
3	.529 ^c	.280	.260	1.412

a. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself.

b. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have an effective social support system.

c. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have an effective social support system., I choose dance related jobs that best suit my skillset.

d. Dependent Variable: I am satisfied with my dancing job.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	51.459	1	51.459	22.880	.000 ^b
	Residual	247.398	110	2.249		
	Total	298.857	111			
2	Regression	70.894	2	35.447	16.949	.000 ^c
	Residual	227.963	109	2.091		
	Total	298.857	111			
3	Regression	83.562	3	27.854	13.973	.000 ^d
	Residual	215.295	108	1.993		
	Total	298.857	111			

a. Dependent Variable: I am satisfied with my dancing job.

b. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself.

c. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have an effective social support system.

d. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have an effective social support system., I choose dance related jobs that best suit my skillset.

		Coefficients^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.713	.556		4.877	.000
	I choose dance related jobs where I have the freedom to direct myself.	.447	.094	.415	4.783	.000
2	(Constant)	1.083	.757		1.429	.156
	I choose dance related jobs where I have the freedom to direct myself.	.443	.090	.411	4.909	.000
	I have an effective social support system.	.295	.097	.255	3.048	.003
3	(Constant)	-.280	.916		-.306	.760
	I choose dance related jobs where I have the freedom to direct myself.	.336	.098	.311	3.433	.001
	I have an effective social support system.	.315	.095	.272	3.314	.001
	I choose dance related jobs that best suit my skillset.	.324	.129	.229	2.521	.013

a. Dependent Variable: I am satisfied with my dancing job.

		Excluded Variables ^a				
Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics Tolerance
1	I choose dance related jobs that best suit my skillset.	.205 ^b	2.166	.032	.203	.813
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	.124 ^b	1.295	.198	.123	.813
	I choose dance related jobs that provide me with a reward.	-.016 ^b	-.169	.866	-.016	.897
	I choose dance related jobs that help me avoid negative experiences.	-.190 ^b	-2.115	.037	-.199	.903
	I assess situations and choose different jobs easily.	-.049 ^b	-.559	.577	-.053	.993
	I change jobs easily based on the changing needs of the job market.	.044 ^b	.495	.621	.047	.956
	I can obtain income from multiple sources.	.154 ^b	1.714	.089	.162	.917
	I am prepared for spontaneous job offers in dancing.	.128 ^b	1.446	.151	.137	.953

	I build strong social/professional connections.	.221 ^b	2.510	.014	.234	.928
	I maintain a healthy lifestyle.	.074 ^b	.845	.400	.081	.991
	I have an effective social support system.	.255 ^b	3.048	.003	.280	1.000
	I have good discipline.	.164 ^b	1.904	.060	.179	.988
	I have strong work values: I feel responsible to give my best in my work.	.197 ^b	2.294	.024	.215	.981
2	I choose dance related jobs that best suit my skillset.	.229 ^c	2.521	.013	.236	.808
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	.101 ^c	1.089	.279	.104	.807
	I choose dance related jobs that provide me with a reward.	-.026 ^c	-.290	.772	-.028	.895
	I choose dance related jobs that help me avoid negative experiences.	-.163 ^c	-1.867	.065	-.177	.893
	I assess situations and choose different jobs easily.	-.122 ^c	-1.407	.162	-.134	.929
	I change jobs easily based on the changing needs of the job market.	-.012 ^c	-.136	.892	-.013	.913
	I can obtain income from multiple sources.	.082 ^c	.898	.371	.086	.836

	I am prepared for spontaneous job offers in dancing.	.072 ^c	.817	.416	.078	.904
	I build strong social/professional connections.	.167 ^c	1.895	.061	.179	.875
	I maintain a healthy lifestyle.	.036 ^c	.425	.671	.041	.969
	I have good discipline.	.119 ^c	1.399	.165	.133	.952
	I have strong work values: I feel responsible to give my best in my work.	.147 ^c	1.707	.091	.162	.932
3	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	.064 ^d	.688	.493	.066	.783
	I choose dance related jobs that provide me with a reward.	-.033 ^d	-.385	.701	-.037	.894
	I choose dance related jobs that help me avoid negative experiences.	-.160 ^d	-1.875	.063	-.178	.893
	I assess situations and choose different jobs easily.	-.098 ^d	-1.146	.254	-.110	.916
	I change jobs easily based on the changing needs of the job market.	-.005 ^d	-.061	.951	-.006	.912
	I can obtain income from multiple sources.	.102 ^d	1.135	.259	.109	.830
	I am prepared for spontaneous job offers in dancing.	.051 ^d	.587	.558	.057	.895

I build strong social/professional connections.	.159 ^d	1.840	.068	.175	.874
I maintain a healthy lifestyle.	.015 ^d	.178	.859	.017	.959
I have good discipline.	.069 ^d	.792	.430	.076	.886
I have strong work values: I feel responsible to give my best in my work.	.095 ^d	1.073	.286	.103	.859

- a. Dependent Variable: I am satisfied with my dancing job.
- b. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself.
- c. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have an effective social support system.
- d. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have an effective social support system., I choose dance related jobs that best suit my skillset.

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.66	6.54	5.31	.871	117
Residual	-5.540	3.111	-.027	1.374	117
Std. Predicted Value	-3.024	1.445	.027	1.004	117
Std. Residual	-3.924	2.203	-.019	.973	117

- a. Dependent Variable: I am satisfied with my dancing job.

Regarding the second factor being “I am satisfied with my dance job”, the analysis showed that these three response statements impact it the most.

- I choose dance related jobs where I have the freedom to direct myself.
- I have an effective social support system.
- I choose dance related jobs that best suit my skillset.

Job satisfaction measure: I provide good service in my dance profession:

Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	I am prepared for spontaneous job offers in dancing.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).
2	I can obtain income from multiple sources.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).
3	I have strong work values: I feel responsible to give my best in my work.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).

4	I choose dance related jobs that are fun and enjoyable and provide positive emotions.		Stepwise (Criteria: Probability-of-F-to-enter $\leq .050$, Probability-of-F-to-remove $\geq .100$).
5	I choose dance related jobs that best suit my skillset.		Stepwise (Criteria: Probability-of-F-to-enter $\leq .050$, Probability-of-F-to-remove $\geq .100$).
6	I choose dance related jobs that provide me with a reward.		Stepwise (Criteria: Probability-of-F-to-enter $\leq .050$, Probability-of-F-to-remove $\geq .100$).
7	I choose dance related jobs that help me avoid negative experiences.		Stepwise (Criteria: Probability-of-F-to-enter $\leq .050$, Probability-of-F-to-remove $\geq .100$).

a. Dependent Variable: I provide a good service in my dance profession.

Model Summary^h

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
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1	.486 ^a	.236	.229	.895
2	.614 ^b	.377	.365	.812
3	.670 ^c	.449	.434	.767
4	.689 ^d	.475	.455	.752
5	.712 ^e	.507	.484	.733
6	.726 ^f	.526	.500	.721
7	.742 ^g	.550	.520	.706

a. Predictors: (Constant), I am prepared for spontaneous job offers in dancing.

b. Predictors: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources.

c. Predictors: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work.

d. Predictors: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that are fun and enjoyable and provide positive emotions.

e. Predictors: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that are fun and enjoyable and provide positive emotions., I choose dance related jobs that best suit my skillset.

f. Predictors: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that are fun and enjoyable and provide positive emotions., I choose dance related jobs that best suit my skillset., I choose dance related jobs that provide me with a reward.

g. Predictors: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that are fun and enjoyable and provide positive emotions., I choose dance related jobs that best suit my skillset., I choose dance related jobs that provide me with a reward., I choose dance related jobs that help me avoid negative experiences.

h. Dependent Variable: I provide a good service in my dance profession.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	27.449	1	27.449	34.237	.000 ^b
	Residual	88.993	111	.802		
	Total	116.442	112			
2	Regression	43.869	2	21.935	33.246	.000 ^c
	Residual	72.573	110	.660		
	Total	116.442	112			
3	Regression	52.301	3	17.434	29.626	.000 ^d
	Residual	64.141	109	.588		
	Total	116.442	112			
4	Regression	55.303	4	13.826	24.423	.000 ^e
	Residual	61.139	108	.566		
	Total	116.442	112			
5	Regression	59.020	5	11.804	21.996	.000 ^f
	Residual	57.422	107	.537		
	Total	116.442	112			
6	Regression	61.300	6	10.217	19.640	.000 ^g
	Residual	55.142	106	.520		

	Total	116.442	112			
7	Regression	64.055	7	9.151	18.341	.000 ^h
	Residual	52.387	105	.499		
	Total	116.442	112			

- a. Dependent Variable: I provide a good service in my dance profession.
- b. Predictors: (Constant), I am prepared for spontaneous job offers in dancing.
- c. Predictors: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources.
- d. Predictors: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work.
- e. Predictors: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that are fun and enjoyable and provide positive emotions.
- f. Predictors: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that are fun and enjoyable and provide positive emotions., I choose dance related jobs that best suit my skillset.
- g. Predictors: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that are fun and enjoyable and provide positive emotions., I choose dance related jobs that best suit my skillset., I choose dance related jobs that provide me with a reward.
- h. Predictors: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that are fun and enjoyable and provide positive emotions., I choose dance related jobs that best suit my skillset., I choose dance related jobs that provide me with a reward., I choose dance related jobs that help me avoid negative experiences.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.243	.337		12.600	.000
	I am prepared for spontaneous job offers in dancing.	.333	.057	.486	5.851	.000
2	(Constant)	3.307	.358		9.227	.000
	I am prepared for spontaneous job offers in dancing.	.271	.053	.395	5.106	.000
	I can obtain income from multiple sources.	.234	.047	.386	4.989	.000
3	(Constant)	.670	.775		.865	.389
	I am prepared for spontaneous job offers in dancing.	.221	.052	.323	4.268	.000
	I can obtain income from multiple sources.	.241	.044	.399	5.454	.000
	I have strong work values: I feel responsible to give my best in my work.	.431	.114	.278	3.785	.000
4	(Constant)	1.425	.828		1.722	.088
	I am prepared for spontaneous job offers in dancing.	.248	.052	.362	4.758	.000
	I can obtain income from multiple sources.	.231	.044	.382	5.301	.000

	I have strong work values: I feel responsible to give my best in my work.	.443	.112	.286	3.960	.000
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.152	.066	-.166	-2.303	.023
5	(Constant)	1.290	.807		1.597	.113
	I am prepared for spontaneous job offers in dancing.	.244	.051	.357	4.814	.000
	I can obtain income from multiple sources.	.227	.043	.375	5.328	.000
	I have strong work values: I feel responsible to give my best in my work.	.368	.112	.238	3.276	.001
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.205	.067	-.223	-3.037	.003
	I choose dance related jobs that best suit my skillset.	.173	.066	.196	2.632	.010
6	(Constant)	1.024	.805		1.272	.206
	I am prepared for spontaneous job offers in dancing.	.250	.050	.364	4.988	.000
	I can obtain income from multiple sources.	.212	.042	.351	5.007	.000
	I have strong work values: I feel responsible to give my best in my work.	.360	.111	.232	3.246	.002

	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.210	.066	-.228	-3.159	.002
	I choose dance related jobs that best suit my skillset.	.155	.065	.175	2.372	.020
	I choose dance related jobs that provide me with a reward.	.094	.045	.144	2.094	.039
7	(Constant)	1.165	.791		1.474	.143
	I am prepared for spontaneous job offers in dancing.	.245	.049	.357	4.988	.000
	I can obtain income from multiple sources.	.238	.043	.394	5.544	.000
	I have strong work values: I feel responsible to give my best in my work.	.350	.109	.226	3.226	.002
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.173	.067	-.189	-2.590	.011
	I choose dance related jobs that best suit my skillset.	.158	.064	.179	2.467	.015
	I choose dance related jobs that provide me with a reward.	.122	.046	.187	2.678	.009
	I choose dance related jobs that help me avoid negative experiences.	-.105	.045	-.172	-2.350	.021

a. Dependent Variable: I provide a good service in my dance profession.

Excluded Variables^a

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics Tolerance
1	I choose dance related jobs that best suit my skillset.	.189 ^b	2.295	.024	.214	.973
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.191 ^b	-2.283	.024	-.213	.949
	I choose dance related jobs where I have the freedom to direct myself.	.134 ^b	1.584	.116	.149	.953
	I choose dance related jobs that provide me with a reward.	.225 ^b	2.790	.006	.257	.999
	I choose dance related jobs that help me avoid negative experiences.	-.038 ^b	-.455	.650	-.043	.995
	I assess situations and choose different jobs easily.	.075 ^b	.893	.374	.085	.973
	I change jobs easily based on the changing needs of the job market.	.054 ^b	.616	.539	.059	.906
	I can obtain income from multiple sources.	.386 ^b	4.989	.000	.430	.945
	I build strong social/professional connections.	.132 ^b	1.535	.128	.145	.921

	I maintain a healthy lifestyle.	.129 ^b	1.565	.121	.148	.994
	I have an effective social support system.	.164 ^b	1.952	.053	.183	.949
	I have good discipline.	.091 ^b	1.092	.277	.104	.981
	I have strong work values: I feel responsible to give my best in my work.	.259 ^b	3.147	.002	.287	.937
2	I choose dance related jobs that best suit my skillset.	.190 ^c	2.550	.012	.237	.973
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.153 ^c	-1.996	.048	-.188	.939
	I choose dance related jobs where I have the freedom to direct myself.	.040 ^c	.497	.621	.048	.893
	I choose dance related jobs that provide me with a reward.	.171 ^c	2.293	.024	.214	.976
	I choose dance related jobs that help me avoid negative experiences.	-.145 ^c	-1.883	.062	-.177	.928
	I assess situations and choose different jobs easily.	-.133 ^c	-1.552	.123	-.147	.757
	I change jobs easily based on the changing needs of the job market.	-.133 ^c	-1.537	.127	-.146	.750
	I build strong social/professional connections.	.120 ^c	1.542	.126	.146	.920

	I maintain a healthy lifestyle.	.160 ^c	2.147	.034	.201	.988
	I have an effective social support system.	.073 ^c	.919	.360	.088	.891
	I have good discipline.	.111 ^c	1.469	.145	.139	.978
	I have strong work values: I feel responsible to give my best in my work.	.278 ^c	3.785	.000	.341	.935
3	I choose dance related jobs that best suit my skillset.	.129 ^d	1.751	.083	.166	.911
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.166 ^d	-2.303	.023	-.216	.937
	I choose dance related jobs where I have the freedom to direct myself.	.011 ^d	.146	.884	.014	.884
	I choose dance related jobs that provide me with a reward.	.151 ^d	2.133	.035	.201	.970
	I choose dance related jobs that help me avoid negative experiences.	-.145 ^d	-1.998	.048	-.189	.928
	I assess situations and choose different jobs easily.	-.080 ^d	-.965	.337	-.092	.733
	I change jobs easily based on the changing needs of the job market.	-.082 ^d	-.984	.327	-.094	.728
	I build strong social/professional connections.	.115 ^d	1.562	.121	.149	.920

	I maintain a healthy lifestyle.	.089 ^d	1.189	.237	.114	.904
	I have an effective social support system.	.017 ^d	.223	.824	.021	.856
	I have good discipline.	-.068 ^d	-.771	.442	-.074	.654
4	I choose dance related jobs that best suit my skillset.	.196 ^e	2.632	.010	.247	.832
	I choose dance related jobs where I have the freedom to direct myself.	.108 ^e	1.311	.193	.126	.710
	I choose dance related jobs that provide me with a reward.	.165 ^e	2.379	.019	.224	.964
	I choose dance related jobs that help me avoid negative experiences.	-.110 ^e	-1.471	.144	-.141	.866
	I assess situations and choose different jobs easily.	-.091 ^e	-1.114	.268	-.107	.730
	I change jobs easily based on the changing needs of the job market.	-.084 ^e	-1.026	.307	-.099	.728
	I build strong social/professional connections.	.124 ^e	1.716	.089	.164	.918
	I maintain a healthy lifestyle.	.097 ^e	1.321	.189	.127	.902
	I have an effective social support system.	.027 ^e	.351	.727	.034	.853
	I have good discipline.	-.023 ^e	-.257	.797	-.025	.619

5	I choose dance related jobs where I have the freedom to direct myself.	.042 ^f	.491	.625	.048	.631
	I choose dance related jobs that provide me with a reward.	.144 ^f	2.094	.039	.199	.947
	I choose dance related jobs that help me avoid negative experiences.	-.120 ^f	-1.660	.100	-.159	.863
	I assess situations and choose different jobs easily.	-.076 ^f	-.950	.344	-.092	.726
	I change jobs easily based on the changing needs of the job market.	-.094 ^f	-1.182	.240	-.114	.726
	I build strong social/professional connections.	.110 ^f	1.553	.123	.149	.912
	I maintain a healthy lifestyle.	.092 ^f	1.288	.200	.124	.901
	I have an effective social support system.	.066 ^f	.886	.377	.086	.821
	I have good discipline.	-.036 ^f	-.419	.676	-.041	.616
6	I choose dance related jobs where I have the freedom to direct myself.	-.004 ^g	-.041	.968	-.004	.589
	I choose dance related jobs that help me avoid negative experiences.	-.172 ^g	-2.350	.021	-.224	.804
	I assess situations and choose different jobs easily.	-.080 ^g	-1.018	.311	-.099	.726

	I change jobs easily based on the changing needs of the job market.	-.084 ^g	-1.069	.288	-.104	.724
	I build strong social/professional connections.	.088 ^g	1.239	.218	.120	.887
	I maintain a healthy lifestyle.	.063 ^g	.877	.382	.085	.860
	I have an effective social support system.	.065 ^g	.884	.379	.086	.821
	I have good discipline.	-.003 ^g	-.035	.972	-.003	.595
7	I choose dance related jobs where I have the freedom to direct myself.	.015 ^h	.170	.865	.017	.584
	I assess situations and choose different jobs easily.	-.059 ^h	-.766	.445	-.075	.716
	I change jobs easily based on the changing needs of the job market.	-.077 ^h	-1.005	.317	-.098	.723
	I build strong social/professional connections.	.059 ^h	.831	.408	.081	.855
	I maintain a healthy lifestyle.	.069 ^h	.981	.329	.096	.859
	I have an effective social support system.	.030 ^h	.406	.686	.040	.783
	I have good discipline.	.008 ^h	.093	.926	.009	.593

a. Dependent Variable: I provide a good service in my dance profession.

b. Predictors in the Model: (Constant), I am prepared for spontaneous job offers in dancing.

c. Predictors in the Model: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources.

d. Predictors in the Model: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work.

e. Predictors in the Model: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that are fun and enjoyable and provide positive emotions.

f. Predictors in the Model: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that are fun and enjoyable and provide positive emotions., I choose dance related jobs that best suit my skillset.

g. Predictors in the Model: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that are fun and enjoyable and provide positive emotions., I choose dance related jobs that best suit my skillset., I choose dance related jobs that provide me with a reward.

h. Predictors in the Model: (Constant), I am prepared for spontaneous job offers in dancing., I can obtain income from multiple sources., I have strong work values: I feel responsible to give my best in my work., I choose dance related jobs that are fun and enjoyable and provide positive emotions., I choose dance related jobs that best suit my skillset., I choose dance related jobs that provide me with a reward., I choose dance related jobs that help me avoid negative experiences.

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	4.11	7.64	6.16	.759	117
Residual	-2.069	1.659	.003	.674	117
Std. Predicted Value	-2.694	1.972	.011	1.004	117
Std. Residual	-2.930	2.349	.005	.954	117

a. Dependent Variable: I provide a good service in my dance profession.

Regarding the third factor being “I provide good service in my dance profession”, the analysis showed that these six response statements impact it the most:

- I am prepared for spontaneous job offers in dancing.
- I can obtain income from multiple sources.
- I have strong work values: I feel responsible to give my best in my work
- I choose dance related jobs that are fun and enjoyable and provide positive emotions.
- I choose dance related jobs that best suit my skillset.
- I choose dance related jobs that provide me with a reward.
- I choose dance related jobs that help me avoid negative experiences.

Job satisfaction measure: My dance career is rewarding financially:

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	I choose dance related jobs where I have the freedom to direct myself.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).
2	I choose dance related jobs that help me avoid negative experiences.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).

3	I choose dance related jobs that provide me with a reward.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).
4	I have an effective social support system.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).
5	I choose dance related jobs that best suit my skillset.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).

a. Dependent Variable: My dancing career is rewarding financially.

Model Summary^f

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.447 ^a	.199	.192	1.580
2	.527 ^b	.278	.265	1.508
3	.565 ^c	.319	.300	1.471
4	.591 ^d	.349	.325	1.444
5	.619 ^e	.383	.354	1.414

- a. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself.
- b. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I choose dance related jobs that help me avoid negative experiences.
- c. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I choose dance related jobs that help me avoid negative experiences., I choose dance related jobs that provide me with a reward.
- d. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I choose dance related jobs that help me avoid negative experiences., I choose dance related jobs that provide me with a reward., I have an effective social support system.
- e. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I choose dance related jobs that help me avoid negative experiences., I choose dance related jobs that provide me with a reward., I have an effective social support system., I choose dance related jobs that best suit my skillset.
- f. Dependent Variable: My dancing career is rewarding financially.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	69.051	1	69.051	27.647	.000 ^b
	Residual	277.233	111	2.498		
	Total	346.283	112			
2	Regression	96.274	2	48.137	21.180	.000 ^c
	Residual	250.009	110	2.273		
	Total	346.283	112			
3	Regression	110.538	3	36.846	17.036	.000 ^d
	Residual	235.745	109	2.163		

	Total	346.283	112			
4	Regression	120.988	4	30.247	14.500	.000 ^e
	Residual	225.295	108	2.086		
	Total	346.283	112			
5	Regression	132.498	5	26.500	13.263	.000 ^f
	Residual	213.785	107	1.998		
	Total	346.283	112			

- a. Dependent Variable: My dancing career is rewarding financially.
- b. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself.
- c. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I choose dance related jobs that help me avoid negative experiences.
- d. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I choose dance related jobs that help me avoid negative experiences., I choose dance related jobs that provide me with a reward.
- e. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I choose dance related jobs that help me avoid negative experiences., I choose dance related jobs that provide me with a reward., I have an effective social support system.
- f. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I choose dance related jobs that help me avoid negative experiences., I choose dance related jobs that provide me with a reward., I have an effective social support system., I choose dance related jobs that best suit my skillset.

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	1.098	.586		1.874
					Sig.
					.064

	I choose dance related jobs where I have the freedom to direct myself.	.518	.099	.447	5.258	.000
2	(Constant)	2.229	.648		3.442	.001
	I choose dance related jobs where I have the freedom to direct myself.	.624	.099	.538	6.311	.000
	I choose dance related jobs that help me avoid negative experiences.	-.312	.090	-.295	-3.461	.001
3	(Constant)	1.547	.685		2.257	.026
	I choose dance related jobs where I have the freedom to direct myself.	.560	.100	.483	5.630	.000
	I choose dance related jobs that help me avoid negative experiences.	-.365	.090	-.345	-4.040	.000
	I choose dance related jobs that provide me with a reward.	.249	.097	.220	2.568	.012
4	(Constant)	.311	.870		.358	.721
	I choose dance related jobs where I have the freedom to direct myself.	.554	.098	.477	5.665	.000
	I choose dance related jobs that help me avoid negative experiences.	-.342	.089	-.323	-3.831	.000
	I choose dance related jobs that provide me with a reward.	.234	.095	.207	2.460	.015

	I have an effective social support system.	.218	.097	.175	2.238	.027
5	(Constant)	-.983	1.008		-.975	.332
	I choose dance related jobs where I have the freedom to direct myself.	.453	.105	.390	4.331	.000
	I choose dance related jobs that help me avoid negative experiences.	-.337	.087	-.318	-3.855	.000
	I choose dance related jobs that provide me with a reward.	.226	.093	.200	2.419	.017
	I have an effective social support system.	.237	.096	.191	2.480	.015
	I choose dance related jobs that best suit my skillset.	.309	.129	.203	2.400	.018

a. Dependent Variable: My dancing career is rewarding financially.

Excluded Variables^a

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics Tolerance
1	I choose dance related jobs that best suit my skillset.	.195 ^b	2.100	.038	.196	.813
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.047 ^b	-.496	.621	-.047	.813

	I choose dance related jobs that provide me with a reward.	.141 ^b	1.584	.116	.149	.898
	I choose dance related jobs that help me avoid negative experiences.	-.295 ^b	-3.461	.001	-.313	.905
	I assess situations and choose different jobs easily.	-.032 ^b	-.371	.711	-.035	.993
	I change jobs easily based on the changing needs of the job market.	.041 ^b	.476	.635	.045	.957
	I can obtain income from multiple sources.	.077 ^b	.869	.387	.083	.917
	I am prepared for spontaneous job offers in dancing.	.000 ^b	.004	.996	.000	.953
	I build strong social/professional connections.	.202 ^b	2.339	.021	.218	.928
	I maintain a healthy lifestyle.	.113 ^b	1.330	.186	.126	.991
	I have an effective social support system.	.214 ^b	2.589	.011	.240	1.000
	I have good discipline.	.025 ^b	.294	.769	.028	.989
	I have strong work values: I feel responsible to give my best in my work.	.142 ^b	1.668	.098	.157	.982
2	I choose dance related jobs that best suit my skillset.	.193 ^c	2.180	.031	.204	.813

	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.011 ^c	-.125	.901	-.012	.803
	I choose dance related jobs that provide me with a reward.	.220 ^c	2.568	.012	.239	.852
	I assess situations and choose different jobs easily.	.024 ^c	.292	.771	.028	.955
	I change jobs easily based on the changing needs of the job market.	.065 ^c	.779	.438	.074	.951
	I can obtain income from multiple sources.	.140 ^c	1.635	.105	.155	.881
	I am prepared for spontaneous job offers in dancing.	.001 ^c	.015	.988	.001	.953
	I build strong social/professional connections.	.156 ^c	1.843	.068	.174	.899
	I maintain a healthy lifestyle.	.127 ^c	1.575	.118	.149	.989
	I have an effective social support system.	.188 ^c	2.354	.020	.220	.989
	I have good discipline.	.030 ^c	.364	.716	.035	.988
	I have strong work values: I feel responsible to give my best in my work.	.131 ^c	1.616	.109	.153	.980
3	I choose dance related jobs that best suit my skillset.	.185 ^d	2.149	.034	.203	.812

	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	.014 ^d	.153	.878	.015	.793
	I assess situations and choose different jobs easily.	.024 ^d	.291	.772	.028	.955
	I change jobs easily based on the changing needs of the job market.	.082 ^d	1.013	.313	.097	.945
	I can obtain income from multiple sources.	.135 ^d	1.609	.110	.153	.881
	I am prepared for spontaneous job offers in dancing.	.011 ^d	.137	.892	.013	.951
	I build strong social/professional connections.	.126 ^d	1.506	.135	.143	.878
	I maintain a healthy lifestyle.	.092 ^d	1.137	.258	.109	.953
	I have an effective social support system.	.175 ^d	2.238	.027	.211	.985
	I have good discipline.	.058 ^d	.718	.474	.069	.971
	I have strong work values: I feel responsible to give my best in my work.	.123 ^d	1.549	.124	.147	.979
4	I choose dance related jobs that best suit my skillset.	.203 ^e	2.400	.018	.226	.806
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.007 ^e	-.079	.937	-.008	.784

	I assess situations and choose different jobs easily.	-.028 ^e	-.341	.734	-.033	.880
	I change jobs easily based on the changing needs of the job market.	.043 ^e	.524	.602	.051	.894
	I can obtain income from multiple sources.	.084 ^e	.957	.341	.092	.789
	I am prepared for spontaneous job offers in dancing.	-.032 ^e	-.391	.697	-.038	.900
	I build strong social/professional connections.	.090 ^e	1.066	.289	.103	.837
	I maintain a healthy lifestyle.	.067 ^e	.834	.406	.080	.932
	I have good discipline.	.022 ^e	.271	.787	.026	.929
	I have strong work values: I feel responsible to give my best in my work.	.088 ^e	1.097	.275	.105	.930
5	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.046 ^f	-.524	.601	-.051	.758
	I assess situations and choose different jobs easily.	-.006 ^f	-.069	.945	-.007	.868
	I change jobs easily based on the changing needs of the job market.	.048 ^f	.599	.550	.058	.893
	I can obtain income from multiple sources.	.101 ^f	1.179	.241	.114	.784

I am prepared for spontaneous job offers in dancing.	-.053 ^f	-.650	.517	-.063	.890
I build strong social/professional connections.	.084 ^f	1.011	.314	.098	.836
I maintain a healthy lifestyle.	.049 ^f	.618	.538	.060	.923
I have good discipline.	-.031 ^f	-.382	.703	-.037	.861
I have strong work values: I feel responsible to give my best in my work.	.039 ^f	.475	.636	.046	.859

a. Dependent Variable: My dancing career is rewarding financially.

b. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself.

c. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself., I choose dance related jobs that help me avoid negative experiences.

d. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself., I choose dance related jobs that help me avoid negative experiences., I choose dance related jobs that provide me with a reward.

e. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself., I choose dance related jobs that help me avoid negative experiences., I choose dance related jobs that provide me with a reward., I have an effective social support system.

f. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself., I choose dance related jobs that help me avoid negative experiences., I choose dance related jobs that provide me with a reward., I have an effective social support system., I choose dance related jobs that best suit my skillset.

Residuals Statistics^a

Minimum	Maximum	Mean	Std. Deviation	N
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Predicted Value	1.15	7.26	4.12	1.094	118
Residual	-3.784	3.513	-.030	1.384	118
Std. Predicted Value	-2.691	2.921	.040	1.006	118
Std. Residual	-2.677	2.485	-.022	.979	118

a. Dependent Variable: My dancing career is rewarding financially.

Regarding the fourth factor being “My dance career is rewarding financially”, the analysis showed that these five response statements impact it the most:

- I choose dance related jobs where I have the freedom to direct myself.
- I choose dance related jobs that help me avoid negative experiences
- I choose dance related jobs that provide me with a reward.
- I have an effective social support system.
- I choose dance related jobs that best suit my skillset.

After the testing of each measure of job satisfaction, the overall job satisfaction will be analyzed using the Stepwise Regression test.

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	I choose dance related jobs where I have the freedom to direct myself.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).
2	I have strong work values: I feel responsible to give my best in my work.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).
3	I build strong social/professional connections.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).
4	I can obtain income from multiple sources.		Stepwise (Criteria: Probability-of-F-to-enter \leq .050, Probability-of-F-to-remove \geq .100).

5	I choose dance related jobs that best suit my skillset.		Stepwise (Criteria: Probability-of-F- to-enter $\leq .050$, Probability-of-F- to-remove $\geq .100$).
6	I choose dance related jobs that help me avoid negative experiences.		Stepwise (Criteria: Probability-of-F- to-enter $\leq .050$, Probability-of-F- to-remove $\geq .100$).

a. Dependent Variable: Job satisfaction

Model Summary^a

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.448 ^a	.200	.193	3.990
2	.554 ^b	.307	.294	3.732
3	.601 ^c	.361	.343	3.600
4	.632 ^d	.400	.377	3.505
5	.667 ^e	.444	.418	3.387
6	.700 ^f	.491	.462	3.258

a. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself.

b. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work.

- c. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work., I build strong social/professional connections.
- d. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work., I build strong social/professional connections., I can obtain income from multiple sources.
- e. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work., I build strong social/professional connections., I can obtain income from multiple sources., I choose dance related jobs that best suit my skillset.
- f. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work., I build strong social/professional connections., I can obtain income from multiple sources., I choose dance related jobs that best suit my skillset., I choose dance related jobs that help me avoid negative experiences.
- g. Dependent Variable: Job satisfaction

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	442.678	1	442.678	27.811	.000 ^b
	Residual	1766.861	111	15.918		
	Total	2209.540	112			
2	Regression	677.550	2	338.775	24.325	.000 ^c
	Residual	1531.990	110	13.927		
	Total	2209.540	112			
3	Regression	796.808	3	265.603	20.493	.000 ^d
	Residual	1412.731	109	12.961		
	Total	2209.540	112			

4	Regression	882.784	4	220.696	17.965	.000 ^e
	Residual	1326.756	108	12.285		
	Total	2209.540	112			
5	Regression	982.048	5	196.410	17.121	.000 ^f
	Residual	1227.492	107	11.472		
	Total	2209.540	112			
6	Regression	1084.145	6	180.691	17.019	.000 ^g
	Residual	1125.395	106	10.617		
	Total	2209.540	112			

a. Dependent Variable: Job satisfaction

b. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself.

c. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work.

d. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work., I build strong social/professional connections.

e. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work., I build strong social/professional connections., I can obtain income from multiple sources.

f. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work., I build strong social/professional connections., I can obtain income from multiple sources., I choose dance related jobs that best suit my skillset.

g. Predictors: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work., I build strong social/professional connections., I can obtain income from multiple sources., I choose dance related jobs that best suit my skillset., I choose dance related jobs that help me avoid negative experiences.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.106	1.480		9.533	.000
	I choose dance related jobs where I have the freedom to direct myself.	1.312	.249	.448	5.274	.000
2	(Constant)	.021	3.699		.006	.995
	I choose dance related jobs where I have the freedom to direct myself.	1.182	.235	.403	5.032	.000
	I have strong work values: I feel responsible to give my best in my work.	2.220	.541	.329	4.107	.000
3	(Constant)	-2.725	3.681		-.740	.461
	I choose dance related jobs where I have the freedom to direct myself.	.996	.235	.340	4.244	.000
	I have strong work values: I feel responsible to give my best in my work.	2.137	.522	.317	4.092	.000
	I build strong social/professional connections.	.756	.249	.242	3.033	.003
4	(Constant)	-4.898	3.677		-1.332	.186
	I choose dance related jobs where I have the freedom to direct myself.	.823	.238	.281	3.459	.001

	I have strong work values: I feel responsible to give my best in my work.	2.173	.509	.322	4.273	.000
	I build strong social/professional connections.	.744	.243	.238	3.066	.003
	I can obtain income from multiple sources.	.543	.205	.206	2.645	.009
5	(Constant)	-6.374	3.588		-1.776	.079
	I choose dance related jobs where I have the freedom to direct myself.	.518	.252	.177	2.053	.042
	I have strong work values: I feel responsible to give my best in my work.	1.802	.507	.267	3.551	.001
	I build strong social/professional connections.	.739	.235	.236	3.148	.002
	I can obtain income from multiple sources.	.601	.199	.228	3.015	.003
	I choose dance related jobs that best suit my skillset.	.938	.319	.244	2.942	.004
6	(Constant)	-3.799	3.550		-1.070	.287
	I choose dance related jobs where I have the freedom to direct myself.	.718	.251	.245	2.861	.005
	I have strong work values: I feel responsible to give my best in my work.	1.757	.488	.260	3.598	.000

I build strong social/professional connections.	.609	.229	.195	2.655	.009
I can obtain income from multiple sources.	.725	.196	.275	3.698	.000
I choose dance related jobs that best suit my skillset.	.961	.307	.250	3.131	.002
I choose dance related jobs that help me avoid negative experiences.	-.627	.202	-.235	-3.101	.002

a. Dependent Variable: Job satisfaction

Excluded Variables^a

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics Tolerance
1	I choose dance related jobs that best suit my skillset.	.298 ^b	3.301	.001	.300	.813
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.040 ^b	-.426	.671	-.041	.813
	I choose dance related jobs that provide me with a reward.	.124 ^b	1.389	.168	.131	.898
	I choose dance related jobs that help me avoid negative experiences.	-.227 ^b	-2.610	.010	-.241	.905

	I assess situations and choose different jobs easily.	-.023 ^b	-.273	.786	-.026	.993
	I change jobs easily based on the changing needs of the job market.	.052 ^b	.599	.550	.057	.957
	I can obtain income from multiple sources.	.202 ^b	2.318	.022	.216	.917
	I am prepared for spontaneous job offers in dancing.	.200 ^b	2.345	.021	.218	.953
	I build strong social/professional connections.	.259 ^b	3.042	.003	.279	.928
	I maintain a healthy lifestyle.	.170 ^b	2.019	.046	.189	.991
	I have an effective social support system.	.288 ^b	3.573	.001	.322	1.000
	I have good discipline.	.199 ^b	2.385	.019	.222	.989
	I have strong work values: I feel responsible to give my best in my work.	.329 ^b	4.107	.000	.365	.982
2	I choose dance related jobs that best suit my skillset.	.221 ^c	2.486	.014	.232	.762
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.059 ^c	-.662	.509	-.063	.811
	I choose dance related jobs that provide me with a reward.	.113 ^c	1.355	.178	.129	.897

	I choose dance related jobs that help me avoid negative experiences.	-.214 ^c	-2.634	.010	-.245	.903
	I assess situations and choose different jobs easily.	.025 ^c	.304	.761	.029	.972
	I change jobs easily based on the changing needs of the job market.	.092 ^c	1.128	.262	.107	.944
	I can obtain income from multiple sources.	.211 ^c	2.604	.010	.242	.916
	I am prepared for spontaneous job offers in dancing.	.130 ^c	1.572	.119	.149	.904
	I build strong social/professional connections.	.242 ^c	3.033	.003	.279	.925
	I maintain a healthy lifestyle.	.080 ^c	.962	.338	.092	.905
	I have an effective social support system.	.226 ^c	2.860	.005	.264	.948
	I have good discipline.	.013 ^c	.132	.895	.013	.654
3	I choose dance related jobs that best suit my skillset.	.219 ^d	2.562	.012	.239	.762
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.055 ^d	-.650	.517	-.062	.811
	I choose dance related jobs that provide me with a reward.	.089 ^d	1.091	.278	.104	.888
	I choose dance related jobs that help me avoid negative experiences.	-.177 ^d	-2.201	.030	-.207	.876

	I assess situations and choose different jobs easily.	.019 ^d	.242	.809	.023	.971
	I change jobs easily based on the changing needs of the job market.	.064 ^d	.809	.420	.078	.931
	I can obtain income from multiple sources.	.206 ^d	2.645	.009	.247	.916
	I am prepared for spontaneous job offers in dancing.	.078 ^d	.943	.348	.090	.855
	I maintain a healthy lifestyle.	.002 ^d	.027	.978	.003	.812
	I have an effective social support system.	.180 ^d	2.274	.025	.214	.898
	I have good discipline.	.021 ^d	.225	.822	.022	.653
4	I choose dance related jobs that best suit my skillset.	.244 ^e	2.942	.004	.274	.754
	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.013 ^e	-.157	.876	-.015	.780
	I choose dance related jobs that provide me with a reward.	.075 ^e	.940	.349	.090	.884
	I choose dance related jobs that help me avoid negative experiences.	-.229 ^e	-2.909	.004	-.271	.840
	I assess situations and choose different jobs easily.	-.104 ^e	-1.200	.233	-.115	.739
	I change jobs easily based on the changing needs of the job market.	-.027 ^e	-.317	.752	-.031	.764

	I am prepared for spontaneous job offers in dancing.	.038 ^e	.459	.647	.044	.823
	I maintain a healthy lifestyle.	.024 ^e	.282	.778	.027	.805
	I have an effective social support system.	.128 ^e	1.551	.124	.148	.809
	I have good discipline.	.032 ^e	.345	.731	.033	.652
5	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.048 ^f	-.582	.562	-.056	.765
	I choose dance related jobs that provide me with a reward.	.068 ^f	.886	.378	.086	.883
	I choose dance related jobs that help me avoid negative experiences.	-.235 ^f	-3.101	.002	-.288	.840
	I assess situations and choose different jobs easily.	-.089 ^f	-1.059	.292	-.102	.736
	I change jobs easily based on the changing needs of the job market.	-.033 ^f	-.396	.693	-.038	.763
	I am prepared for spontaneous job offers in dancing.	.028 ^f	.351	.726	.034	.821
	I maintain a healthy lifestyle.	.022 ^f	.276	.783	.027	.805
	I have an effective social support system.	.160 ^f	2.013	.047	.192	.796
	I have good discipline.	.002 ^f	.021	.983	.002	.644

6	I choose dance related jobs that are fun and enjoyable and provide positive emotions.	-.009 ^g	-.111	.912	-.011	.745
	I choose dance related jobs that provide me with a reward.	.132 ^g	1.748	.083	.168	.830
	I assess situations and choose different jobs easily.	-.060 ^g	-.731	.466	-.071	.726
	I change jobs easily based on the changing needs of the job market.	-.029 ^g	-.366	.715	-.036	.763
	I am prepared for spontaneous job offers in dancing.	.032 ^g	.410	.682	.040	.821
	I maintain a healthy lifestyle.	.060 ^g	.767	.445	.075	.786
	I have an effective social support system.	.132 ^g	1.695	.093	.163	.783
	I have good discipline.	.015 ^g	.177	.860	.017	.642

a. Dependent Variable: Job satisfaction

b. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself.

c. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work.

d. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work., I build strong social/professional connections.

e. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work., I build strong social/professional connections., I can obtain income from multiple sources.

f. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work., I build strong social/professional connections., I can obtain income from multiple sources., I choose dance related jobs that best suit my skillset.

g. Predictors in the Model: (Constant), I choose dance related jobs where I have the freedom to direct myself., I have strong work values: I feel responsible to give my best in my work., I build strong social/professional connections., I can obtain income from multiple sources., I choose dance related jobs that best suit my skillset., I choose dance related jobs that help me avoid negative experiences.

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	13.66	28.97	21.73	3.115	117
Residual	-10.769	8.487	.024	3.131	117
Std. Predicted Value	-2.569	2.350	.024	1.001	117
Std. Residual	-3.305	2.605	.007	.961	117

a. Dependent Variable: Job satisfaction

Regarding the overall job satisfaction, the analysis showed that these six response statements impact it the most.

- I choose dance related jobs where I have the freedom to direct myself.
- I have strong work values: I feel responsible to give my best in my work.
- I build strong social/professional connections.
- I can obtain income from multiple sources.
- I choose dance related jobs that best suit my skillset.
- I choose dance related jobs that help me avoid negative experiences.

As for the associations between the average job satisfaction and the protean career motivations and characteristics, they will be presented below.

H0: Job satisfaction in a dancing career does not relate to intrinsic motivation.

H1: Job satisfaction in a dancing career relates to intrinsic motivation.

A simple linear regression was conducted to test the relationship between job satisfaction and intrinsic motivation. We will use this test to see if we reject or not the null hypothesis.

Descriptive Statistics

	Mean	Std. Deviation	N
Job satisfaction	21.72	4.421	120
Intrinsic motivation	17.74	2.921	120

The mean score of job satisfaction was 21.72 with a standard deviation of 4.421, while the mean score of intrinsic motivation was 17.74 with a standard deviation of 2.921.

Correlations

		Job satisfaction	Intrinsic motivation
Pearson Correlation	Job satisfaction	1.000	.481
	Intrinsic motivation	.481	1.000
Sig. (1-tailed)	Job satisfaction	.	.000
	Intrinsic motivation	.000	.
N	Job satisfaction	120	120
	Intrinsic motivation	120	120

The correlation matrix shows the relation between the two variables, we can see that there is a positive medium significant correlation between job satisfaction and intrinsic motivation, $r=0.481$, $\text{Sig}<0.05$

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.481 ^a	.231	.225	3.893

a. Predictors: (Constant), Intrinsic motivation

23.1 % (R-Square =0.231) of the variance in job satisfaction are accounted by intrinsic motivation.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	538.370	1	538.370	35.530	.000 ^b
	Residual	1787.996	118	15.153		
	Total	2326.367	119			

a. Dependent Variable: Job satisfaction

b. Predictors: (Constant), Intrinsic motivation

The ANOVA table shows that the model is significant and the relation exists between the two variables, $F=35.530$, $\text{Sig}<0.05$.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	8.795	2.197		4.004	.000
	Intrinsic motivation	.728	.122	.481	5.961	.000

a. Dependent Variable: Job satisfaction

The coefficients table test the coefficient of the variable if it is significant, here, the coefficient B of intrinsic motivation is 0.728, $\text{Sig}<0.05$ so it is significant,

$Y=8.795+ 0.728* \text{intrinsic motivation}$

We conclude that when intrinsic motivation score increases by one unit, job satisfaction increases by 0.728, we reject the null hypothesis and Job satisfaction in a dancing career positively relates to intrinsic motivation.

H0: Job satisfaction in a dancing career does not relate to extrinsic motivation

H2: Job satisfaction in a dancing career relates to extrinsic motivation

Descriptive Statistics

	Mean	Std. Deviation	N
Job satisfaction	21.72	4.421	120
Extrinsic motivation	11.03	2.586	120

The mean score of job satisfaction was 21.72 with a standard deviation of 4.421, while the mean score of extrinsic motivation was 11.03 with a standard deviation of 2.586.

Correlations

		Job satisfaction	Extrinsic motivation
Pearson Correlation	Job satisfaction	1.000	.138
	Extrinsic motivation	.138	1.000
Sig. (1-tailed)	Job satisfaction	.	.066
	Extrinsic motivation	.066	.
N	Job satisfaction	120	120
	Extrinsic motivation	120	120

The correlation matrix shows the relation between the two variables, we can see that there is no correlation between job satisfaction and extrinsic motivation, $r=0.138$, $\text{Sig}=0.066>0.05$

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	44.472	1	44.472	2.300	.132 ^b
	Residual	2281.894	118	19.338		
	Total	2326.367	119			

a. Dependent Variable: Job satisfaction

b. Predictors: (Constant), Extrinsic motivation

The ANOVA table shows that the model is not significant and the relation does not exist between the two variables, $F=2.300$, $\text{Sig}=0.132>0.05$ and we fail to reject the null hypothesis.

H0: Job satisfaction in a dancing career does not relate to harmonious passion

H3: Job satisfaction in a dancing career relates to harmonious passion

Descriptive Statistics

	Mean	Std. Deviation	N
Job satisfaction	21.72	4.421	120
Harmonious passion	19.88	4.931	120

The mean score of job satisfaction was 21.72 with a standard deviation of 4.421, while the mean score of harmonious passion was 19.88 with a standard deviation of 4.931.

Correlations

		Job satisfaction	Harmonious passion
Pearson Correlation	Job satisfaction	1.000	.233
	Harmonious passion	.233	1.000
Sig. (1-tailed)	Job satisfaction	.	.005
	Harmonious passion	.005	.
N	Job satisfaction	120	120
	Harmonious passion	120	120

The correlation matrix shows the relation between the two variables, we can see that there is a positive weak significant correlation between job satisfaction and harmonious passion, $r=0.233$, $\text{Sig}=0.005<0.05$

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.233 ^a	.055	.047	4.317

a. Predictors: (Constant), Harmonious passion

5.5 % (R-Square =0.055) of the variance in job satisfaction are accounted by harmonious passion.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	126.829	1	126.829	6.804	.010 ^b
	Residual	2199.537	118	18.640		
	Total	2326.367	119			

a. Dependent Variable: Job satisfaction

b. Predictors: (Constant), Harmonious passion

The ANOVA table shows that the model is significant and the relation exists between the two variables, $F=6.804$, $Sig=0.010<0.05$.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.555	1.643		10.683	.000
	Harmonious passion	.209	.080	.233	2.608	.010

a. Dependent Variable: Job satisfaction

The coefficients table tests the coefficient of the variable if it is significant, here, the coefficient B of harmonious passion is 0.209, $Sig=0.01<0.05$ so it is significant,

$Y=17.555+ 0.209* \text{harmonious passion}$

We conclude that when harmonious passion score increases by one unit, job satisfaction increases by 0.209, we reject the null hypothesis and Job satisfaction in a dancing career positively relates to harmonious passion.

H0: Job satisfaction in a dancing career does not relate to persistence.

H4: Job satisfaction in a dancing career relates to persistence.

Descriptive Statistics

	Mean	Std. Deviation	N
Job satisfaction	21.72	4.421	120
Persistence	23.43	3.400	120

The mean score of job satisfaction was 21.72 with a standard deviation of 4.421, while the mean score of persistence was 23.43 with a standard deviation of 3.4.

Correlations

		Job satisfaction	Persistence
Pearson Correlation	Job satisfaction	1.000	.430
	Persistence	.430	1.000
Sig. (1-tailed)	Job satisfaction	.	.000
	Persistence	.000	.
N	Job satisfaction	120	120
	Persistence	120	120

The correlation matrix shows the relation between the two variables, we can see that there is a positive medium significant correlation between job satisfaction and persistence, $r=0.430$, $\text{Sig}<0.05$

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.430 ^a	.185	.178	4.010

a. Predictors: (Constant), Persistence

18.5 % (R-Square =0.185) of the variance in job satisfaction are accounted by persistence.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	429.364	1	429.364	26.708	.000 ^b
	Residual	1897.002	118	16.076		
	Total	2326.367	119			

a. Dependent Variable: Job satisfaction

b. Predictors: (Constant), Persistence

The ANOVA table shows that the model is significant and the relation exists between the two variables, $F=26.708$, $\text{Sig}<0.05$.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.628	2.559		3.372	.001
	Persistence	.559	.108	.430	5.168	.000

a. Dependent Variable: Job satisfaction

The coefficients table tests the coefficient of the variable if it is significant, here, the coefficient B of persistence is 0.559, Sig<0.05 so it is significant,

$$Y = 8.628 + 0.559 * \text{persistence}$$

We conclude that when persistence score increases by one unit, job satisfaction increases by 0.559, we reject the null hypothesis and job satisfaction in a dancing career positively relates to persistence.

CHAPTER 5

Summary of Findings & Discussion

5.1 Summary of Findings

Since the aim of this research is to understand the factors that impact job satisfaction in a dancing career, the different motivations that drive a protean career, as well as harmonious passion and persistence characteristics of the dancers were presented and tested against the factors of job satisfaction.

We are going to summarize here the results of our descriptive statistics and share our findings from the linear regression analysis.

5.2 Findings from Descriptive Statistics

The sample we obtained at the end of the data collection phase was from 120 survey respondents.

The survey questionnaires were filled by dancers who pursue a dancing career which include performing, choreography, teaching, event planning, and owning a dance studio.

The results from the descriptive statistics were presented below their respective tables and figures in Chapter 4 of this study, and are summarized by the following: The majority of the population (65%) are females; 97.5% of our population is between 18 and 45 years old; More than half of the population are working either as fully employed or as freelancers; More than 66% of our respondents have worked in the dancing field for more than 5 years; The majority of our respondents have taken dance lessons for more than 8 years. As far as their annual income is concerned, unfortunately we cannot have a clear interpretation of the figures because of the financially complicated situation in the country.

As we can see, our respondents represent the workforce of the dancing field, and they are young, knowledgeable and experienced dancers.

5.3 Findings from Linear Regression Analysis

The linear regression using was then used in order to test the relationship between the average job satisfaction measure and each of the motivations. This study aims at considering the job satisfaction as the dependent variable that changes depending on the different motivations and characteristics of the dancer. The statistics showed that some of the motivations and characteristics have a positive impact on the job satisfaction of the dancer with a dancing career, namely the intrinsic motivation, the harmonious passion, and the persistence of the dancer; In contrast, the extrinsic motivation does not have an impact on the job satisfaction of the dancer with the dancing career. Since the extrinsic motivations are mainly related to the rewards that the jobs provide, dancers could not translate pursuing high rewards into feeling more satisfied with their dancing career.

To be clearer about these outcomes, we list here all the findings in order to better interpret their significance.

The Findings

Finding 1

There is a statistically significant association between having intrinsic motivations and job satisfaction, where the analysis shows that when the intrinsic motivation score increases by 1 unit, job satisfaction score increases by 0.728.

Finding 2

There is no statistically significant association between having extrinsic motivations and job satisfaction.

Finding 3

There is a statistically significant association between having harmonious passion and job satisfaction, where the analysis shows that when the harmonious passion score increases by 1 unit, the job satisfaction score increases by 0.209.

Finding 4

There is a statistically significant association between having persistence and job satisfaction, where the analysis shows that when persistence score increases by 1 unit, the job satisfaction score increases by 0.559.

Finding 5

Regarding the first factor being “I am proud of the quality of my work in my dance career”, the analysis showed that these three response statements impact it the most:

- I have strong work values: I feel responsible to give my best in my work.
- I choose dance related jobs that best suit my skillset.
- I build strong social/professional connections.

Finding 6

Regarding the second factor being “I am satisfied with my dance job”, the analysis showed that these three response statements impact it the most.

- I choose dance related jobs where I have the freedom to direct myself.
- I have an effective social support system.
- I choose dance related jobs that best suit my skillset.

Finding 7

Regarding the third factor being “I provide good service in my dance profession”, the analysis showed that these six response statements impact it the most:

- I am prepared for spontaneous job offers in dancing.
- I can obtain income from multiple sources.
- I have strong work values: I feel responsible to give my best in my work
- I choose dance related jobs that are fun and enjoyable and provide positive emotions.
- I choose dance related jobs that best suit my skillset.
- I choose dance related jobs that provide me with a reward.

- I choose dance related jobs that help me avoid negative experiences.

Finding 8

Regarding the fourth factor being “My dance career is rewarding financially”, the analysis showed that these five response statements impact it the most:

- I choose dance related jobs where I have the freedom to direct myself.
- I choose dance related jobs that help me avoid negative experiences
- I choose dance related jobs that provide me with a reward.
- I have an effective social support system.
- I choose dance related jobs that best suit my skillset.

Finding 9

Regarding the overall job satisfaction, the analysis showed that these six response statements impact it the most.

- I choose dance related jobs where I have the freedom to direct myself.
- I have strong work values: I feel responsible to give my best in my work.
- I build strong social/professional connections.
- I can obtain income from multiple sources.
- I choose dance related jobs that best suit my skillset.
- I choose dance related jobs that help me avoid negative experiences.

5.4 Discussion

The study yielded many significant results that relate to the realities of a career in dancing, and reveal the specific relationship between the motivations and characteristics of dancers with their job satisfaction.

To begin with, the descriptive statistics indicate that such a career is inherently unstable. This observation is deducted from the data obtained, where only 33.3% of the respondents working in a dancing career were working in a full time job. In addition, only 26.8% of the

respondents picked a single choice when asked about the areas of dancing they work in. This is consistent with the literature and indicate that indeed, the dancing career can be considered a protean career. For example, Pollitt and Bennett, 2009, conducted a qualitative study interviewing dancers with 10 to 16 years of experience of working in dancing, and concluded that the majority of the interviewees thought of dancing as a high risk career that requires the juggling of multiple roles in order to be fruitful, which is a characteristic of protean careers (Bennett & Pollitt, *Choosing the unstable: Dancing through the mid-career*, 2009). So, the results of our study converges with what was presented in the literature, further validating the use of the motivations that drive a protean career in the context of a dancing career. Since the majority of the respondents indicated that they juggle different roles, the study describes the dancing career in most of its diversity, rather than focusing on a single aspect of the career which is performing.

Regarding the results obtained through testing the hypotheses, this study presents four major results related to the relationship between the motivations driving a protean career and the job satisfaction of professional dancers pursuing a dance career. The first hypothesis indicates that as the dancers' intrinsic motivations increase, job satisfaction in dancing also increases. Since intrinsic motivations are derived from the person's own interest in the activity he or she is doing, it was expected that this measure positively influences job satisfaction. The intrinsic motivations represent the person's own acceptance and enjoyment of a task, and having a high level of acceptance and enjoyment translates to being more satisfied with the job. The study conducted by Chin and Rasdi, 2014, aimed to understand the development of protean careers such as careers in dancing. The feeling of self-fulfillment that was present in people that had high intrinsic motivations was translated into a higher job satisfaction. In our study, intrinsic motivation was found to have an impact on all the measures of job satisfaction, and had the highest impact on the overall job satisfaction, which is expected since such motivations were necessary for being satisfied in any job (Chin & Rasdi, 2014).

As for the second hypothesis, the extrinsic motivations were found to have no effect on the job satisfaction of professional dancers. Also, such a result was expected since the extrinsic motivations are related to the external rewards that can be obtained from the job. In the questionnaire, there were several remarks by the surveyed professionals regarding the low levels of financial returns associated with a dancing career. While these remarks were not shared by all the dancers, it can be linked to the extrinsic motivations since dancing is generally considered a job with instability, making it more challenging for the dancer to have a financially sustainable

career. So, our study shows that if a dancer has a high motivation to obtain high rewards through the dancing career, the job satisfaction with the career will not increase, since there is no guarantee that these motivations are translated into actual returns. In addition, the results might be affected by the economic crisis that is currently happening in Lebanon. The uncertainty in the country due to the crisis has endangered many jobs, especially jobs with low stability such as careers in performing arts and dancing.

Regarding the third hypothesis, the harmonious passion of the dancer was indeed found to affect the job satisfaction of the dancer with the dancing career. This factor incorporates the ability of the dancer to diversify his or her streams of income, often motivating the dancer to change jobs to suit the market, switching between different roles and jumping in on rising opportunities. The results show that as a dancer has a higher level of harmonious passion towards dancing, the dancer experiences higher levels of job satisfaction in a dancing career. Upon further exploring the results, harmonious passion was found to be effective in certain areas of job satisfaction, namely the content in the career and the content in the quality of service provided. However, the harmonious passion did not affect the increase of satisfaction of the dancer with the rewards obtained from the career or the content in general feeling of being proud in the dancing career. So, having the ability to be flexible in the job would make the dancer more satisfied in the job but would not improve the satisfaction with the financial rewards of the job neither improve the pride in the career (Thomson & Jaque, 2017). While having a high flexibility in such a career can offer some benefits, it would not compensate for the lack of rewards often associated with a dancing career; however, it would improve the general job satisfaction in the career.

Finally, the fourth hypothesis of the study was supported proving that dancers with higher persistence are generally more satisfied in a dancing career. This was also consistent with what was found in the literature, where persistent artists had a higher level of satisfaction in their jobs (Thomson & Jaque, 2017). Also, persistence was found to impact all the measures of job satisfaction, since a dancer that has high persistence can maintain strong work values that would be translated into having a healthy lifestyle and seeking better opportunities, which increase the satisfaction in the job. Persistence, being an important factor in a protean career, would enable the dancer to continuously improve his or her career, which would also improve the job satisfaction in the dancing career.

CHAPTER 6

Conclusion

6.1 Contributions

This study contributes to the current state of knowledge of the dancing field by investigating the different components such as motivations and characteristics of dancers that can affect the job satisfaction in a dancing career. It also highlights the nature of the career as being protean. While the literature already characterizes the dancing career as being a protean career, and explores the job satisfaction in similar professions such as the performing arts, we could not find any study that explored and linked the two themes, motivations and characteristics that would affect the job satisfaction in a dancing career. The model used in this study provides a way of estimating the job satisfaction in a dancing career based on the characteristics and motivations of the dancer. Also, this study could contribute to the profession by providing dancers and dance academies with the knowledge regarding what to focus on in order to have a fulfilling career. Prospective dancers could thus have a better idea about what it takes to advance their careers. The literature shows that most of the dancers who aim at pursuing a dancing career believe that the only way to succeed is through landing a highly paid performing job. While this option is not discarded, the dancer can understand the protean nature of a career in dancing that requires the person to be flexible and open to different experiences and roles. This study provides dancers with an overview regarding what to expect in their career, and shows them that building intrinsic motivation, harmonious passion, and persistence would play an important role in achieving higher job satisfaction in a dancing career.

6.2 Limitations

As with any academic study, there are certain limitations that should be noted. In this study, 120 dancers were included in the study. While this sample size is statically suitable for a study, a larger sample size could provide a better idea regarding the motivations that would enhance the job satisfaction of dancers. Another limitation is that the study was conducted in Lebanon, where the national culture of the country plays an important role in choosing a career path. While the landscape is slowly changing and people are becoming more open to untraditional career options, there is still a certain stigma surrounding careers in performing arts, which puts a lot of pressure on dancers who wish to pursue such careers. Adding to this, the

current economic crisis in Lebanon as well as the Covid-19 pandemic have placed a lot of stress on professional dancers, which might have affected the results obtained. Since most of the roles of professional dancers include interaction or performance, the pandemic largely restricts the job options of professional dancers which affects their financial stability. This, along with the depreciation of the Lebanese currency due to the economic crisis, could affect the job satisfaction of the dancers.

6.3 Recommendations

6.3.1 Recommendations derived from this study

Despite the limitations mentioned above and based on our findings as well as qualitative comments made by survey respondents, we can formulate a few recommendations in order to improve the dancing career in Lebanon.

Forming an appropriate curriculum by a university, a dance school or a reputable dance institution that specialize in graduating dancers is essential. This curriculum will help dancers with their entrepreneurial skills required in order to manage (make decisions, market, manage) their careers, as well as communication skills required to have good public relations in the field.

These schools will guide parents and students in understanding the pros and cons of dancing as a career. Dancers will know what to expect, and they will be ready to face the challenges while choosing this career. Particularly, understanding the necessity to be able to adapt and juggle between different roles, and be ready to adapt to a variety of opportunities. This will help dancers have higher job satisfaction, since being adaptable and having a harmonious passion positively relates to job satisfaction. Also, they should be able to obtain income from multiple sources.

In addition, the dancers should train harder and achieve higher levels in order to compete with the cheaper workforce market. The persistence for training harder and achieving higher levels will give the dancers more opportunities, thus increasing more job satisfaction, since they are positively related.

Finally, since a strong relationship was found between intrinsic motivation and job satisfaction, dancers should focus on working in jobs that best suit their skillset. They should also work in jobs that they have the freedom to direct themselves, and jobs that help them avoid negative experiences.

6.3.2 Additional recommendations inspired by this study

Since we rarely see government institutions concerning arts in general, and specially dancing, the Ministry of Sports or The Lebanese DanceSport Federation can guide the young dancers, explain the challenges of such a career, and help them find options for dancers who wish to continue specializing in this field abroad.

Also since during the period between 2012 and 2014, when Dancing with The Stars Middle East was being broadcasted, we have seen a spike in the number of students in all dance studios. This was essential for bringing talents to dance studios, and helping with the general stigmas and our cultural thoughts concerning dancing in Lebanon. Similarly, we had the same results with the TV show “So you think you can dance”. So continuing TV shows that have such positive influence on the youth is important, and will help us as a country to find and discover our hidden talents.

6.4 Recommendation for Future Studies

Since this research was done during times of uncertainty, pandemic and an economic crisis in Lebanon, another research of this kind could be beneficial in finding better or more accurate results, especially in the areas of extrinsic motivation and financial satisfaction of the dancers.

The research could also be done on a bigger scale, through the Lebanese Dancesport Federation directly, which is the highest authority of dancing in Lebanon.

Personal reflections inspired and articulated by this study

As a dancer myself, and as someone who has been working in this field for long, I can say that I have been satisfied from my career.

My intrinsic motivations have had their bad days, but establishing my dance studio has kept my job satisfaction levels high.

I have been very adaptable in my field; managing my dance studio; working as a teacher in my studio, in universities in Lebanon and in festivals around the world; choreographing; managing events related to dancing; Deejaying in others and performing.

I travelled a lot to perform and teach workshops in many countries, and I consider this as the blessing of my career, because I don't think I would be traveling this much if I had a normal and a stable career.

I worked and will continue to work as an event planner organizing many social dancing gatherings, where dancers can meet to dance together outside of their training hours.

Finally, as a dancer myself, I recommend every talented and passionate dancer to pursue a career in dancing while knowing all the challenges and the difficulties. It is a career like no other, and I think that only dancers would understand the depth and the secrets that come with this sentence.

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Appendix II – Questionnaire

Job Satisfaction with Dancing as a Career for Lebanese Dancers

Dear dancer,

I am Mher Kandoyan, an adjudicator in the Lebanese DanceSport Federation and a former Champion of Lebanon in Latin Dance, and I am doing my MBA at Haigazian University.

I am conducting a research for my thesis entitled "The Factors Affecting Job Satisfaction with Dancing as a Career for Lebanese Dancers".

My study aims to gather data from dancers all over Lebanon in order to show prospective dancers whether dancing is a sustainable career.

I am measuring the relationship between a dancer's job satisfaction and the factors/barriers that affect it.

Your identity will be kept confidential.

Your feedback is very important, as it will be crucial in measuring the results.

Please respond as soon as you can.

* Required

Gender

Mark only one oval.

- ☐ Female
- ☐ Male
- ☐ Other:

Age

Mark only one oval.

- ☐ Less than 18
- ☐ 18 - 25
- ☐ 26 - 45
- ☐ Above 45

Occupation status

Check all that apply.

- ☐ Student
- ☐ Part-time employment
- ☐ Full-time employment
- ☐ Freelancer
- ☐ Other:

Have you worked in Dancing? *

Mark only one oval.

- ☐ Yes
- ☐ No

If you answered yes on the last question, please continue the survey.

For how long have your worked in dancing

Mark only one oval.

- ☐ Less than 2 years
- ☐ 2 to 5 years
- ☐ 5 to 8 years
- ☐ more than 8 years

In what area(s) in dancing have you worked in? (Pick all that apply)

Check all that apply.

- ☐ Performing
- ☐ Choreography
- ☐ Teaching
- ☐ Owning/managing a dance studio
- ☐ Event planning
- ☐ Others:

Annual income in LBP (before covid-19, lockdowns and Lebanese economical crisis)

Mark only one oval.

- ☐ Less than 15,000,000
- ☐ 15 ,000,000 to 35,000,000
- ☐ 35,000,000 to 75,000,000
- ☐ Above 75,000,000

For how long have you taken dance lessons

Mark only one oval.

- ☐ Less than 2 years
- ☐ 2 to 5 years
- ☐ 5 to 8 years
- ☐ more than 8 years

In this section, please answer all questions related to your work in DANCING, whether it is teaching, performing, events organizing, etc.

I choose dance related jobs that best suit my skillset.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I choose dance related jobs that are fun and enjoyable and provide positive emotions.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I choose dance related jobs where I have the freedom to direct myself.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I choose dance related jobs that provide me with a reward.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I choose dance related jobs that help me avoid negative experiences.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I assess situations and choose different jobs easily.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I change jobs easily based on the changing needs of the job market.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I can obtain income from multiple sources.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I am prepared for spontaneous job offers in dancing.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I build strong social/professional connections.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I maintain a healthy lifestyle.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I have an effective social support system.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I have discipline and strong work values.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

Job satisfaction

I am satisfied with my job.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

My career is rewarding financially.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I provide a good service in my profession.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

I am proud of the quality of my work.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

Age can be a barrier when it comes to succeeding in a dancing career.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

Gender can be a barrier when it comes to succeeding in a dancing career.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

Nationality can be a barrier when it comes to succeeding in a dancing career.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

Lack of a good general health or having health problems can be a barrier when it comes to succeeding in a dancing career.

Mark only one oval.

1 2 3 4 5 6 7

Strongly Disagree ☐ ☐ ☐ ☐ ☐ ☐ ☐ Strongly Agree

Lack of talent can be a barrier when it comes to succeeding in a dancing career.

Mark only one oval.

1 2 3 4 5 6 7

Strongly Disagree ☐ ☐ ☐ ☐ ☐ ☐ ☐ Strongly Agree

Weight /body physique can be a barrier when it comes to succeeding in a dancing career.

Mark only one oval.

1 2 3 4 5 6 7

Strongly Disagree ☐ ☐ ☐ ☐ ☐ ☐ ☐ Strongly Agree

Lack of financial capability can be a barrier when it comes to succeeding in a dancing career.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

Extreme perfectionism can hinder a dancing career.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

Social status can prevent people from succeeding in a dancing career.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

Stigma related to dancing as a career can be a barrier for success in dancing.

Mark only one oval.

	1	2	3	4	5	6	7	
Strongly Disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Strongly Agree

Would you like to make an additional comment regarding this subject?
If yes, please specify.

Your answers will be part of the research to help young dancers have a better vision and understanding of dancing as a career.

Thank you.