Chapter – 1

INTRODUCTION

Sport is an institutionalized competitive activity that involves vigorous physical exertion or the use of relatively complex physical skills by individuals whose participation is motivated by combination of intrinsic and extrinsic factors. Sports is, indeed, no isolated phenomenon in our society, rather it is inseparably linked to many aspects of human life. Of late, competition aspect has taken precedence over recreational aspect. To excel in sports participation one has to pass through different stages of development. Each stage encompasses important learning experiences that contribute to the participant’s overall development. So, to be successful in sports, one has to train both body and mind.

Basketball is the most beautiful game in the world. At the base of every basketball organization there must be people with a great passion and enthusiasm for work that they do. These people not only help to build a successful basketball team, but they also create a solid foundation upon which the future of upcoming basketball players, coaches, referees, managers and other official will also be built.1

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The game of basketball was invented way back in 1891 by Dr. James Naismith. The international Association, named “Fédération Internationale De Basketball”, was formed in 1932. The Basketball was first included in the Olympic games in 1936 in men’s section and in 1976 in women’s section held in Berlin and Montreal respectively. Basketball defined as a game, is played between two teams of five players each. The objective of each team is to throw the ball into the opponent’s basket and prevent the other side from securing the ball or scoring. The ball may be passed, thrown, tapped, rolled or dribbled in any direction, subject to the restrictions laid down in the rules.

One of the most refined ways to participate in sports is to be a sport official. When an individual participates in sports as an official, sports no longer remains a play, it becomes work. In work, the activity is carried out not necessarily because it gives the individual enjoyment but rather the individual wants the end result. However, work may be voluntary, in the sense that the individual elect to carry it out in the hopes of being rewarded for the effort by the end result. Although we may differentiate between work and play, being official by no means can be classified exclusively as either.

In recent years, the total number of participants in sports has increased dramatically. The organizational attributes we associate with
modern sport become clearly established during this time. The games people play feature a combination of secularism, a growing commitment to open participation among competitors from all backgrounds, increased specialization, rationalization, bureaucratization, quantification and a quest for records. As a result of intense participation in sports, officiating, coaching and management have emerged as a specialized technical profession. The control of the teams involved in sports has shifted from the players to coaches, managers, referees, umpires and other officials related to the game.

Being an official such as a coach, a manager or a referee, is demanding and full of unremitting pressures. The referees are succumbing to the pressure of their profession, so is the case with coaches and managers of the teams. In our society, especially administrators who employ officials believe that having played the sport is the major qualification for being able to be the referee of that game the same applies for coaches and team managers still is a guiding principle to hire officials. Some people believe that better an athlete has played, the better official he or she will be. The assumption apparently is that the skills and knowledge of outstanding athletes makes them better coaches, tacticians, managers and referees of the game.
These beliefs are without substance. Just because individuals were proficient at playing a sports does not mean that they will be effective officials. The referees, coaches and managers need to know the rules and regulations, techniques and tactics but also how to teach these things to the players. They must possess the psychological skills essential to be a good official- energy management, stress management, attention skills and goal setting- they must also possess leadership and communication skills as well. Referees and coaches sometimes see leadership as being intangible quality that is mysteriously bestowed on people and sometimes feel communication as very essence of their profession. Apart from them, the managers have taken number of steps to improve their sport competitiveness. For instance they have invested in automated equipment and computers, modified work processes to improve flexibility and to respond to changes more rapidly. Apart from this, automated equipments, computerization and changes in work processes are demanding new skills from coaches, managers and referees.

Coaching is one of the most difficult professions in the world. The coach occupies a position of tremendous responsibility and influence. A coach should watch his watch: W-words, A-action, T-time, C-character, and H-health. An effective coach must possess extraordinary skills and knowledge to produce skillful athletes and coaches are expected to do even more- they are expected to produce decent human beings. All this
must be done with unique and diverse human beings, under intense pressure and close public scrutiny. A successful coach must not only be knowledgeable about the skills and strategies of the sport, the successful coach must indeed have the knowledge about psychology, exercise physiology, kinesiology, bio-mechanics, health – education, first-aid etc.  

The manager plays a key role to perform the tasks such as looking after and taking care of the equipment and facilities during the practice and in the competitions. It is impossible for a coach or director of physical education and sports to look after all the details of the team during the season. The managers also perform duties related to the finance, player’s eligibility, records, public relations, and general arrangements for games and trips etc. The manager is directly responsible to the coach and director of physical education and sports and also work as a representative of both coach and director of physical education and sports. The managers always keep in touch with coach and director. The managers also accompany the teams on all the trips and take full charge of looking after the players, coaches and their needs on such occasions.

After coaches and managers, referees are the third dimension of athletic contest; yet they perform one of sport’s most difficult and thankless tasks. The primary job of referees is to ensure that a contest

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progresses according to the rules while interfering as little as possible. More specifically, referees must be committed to fulfill four major responsibilities:

1. See that the event proceeds within the context of the rules of the game.

2. Interfere as little as possible, never seeking to become the focus of attention.

3. Set and maintain an atmosphere for the enjoyment of the contest.

4. Show concern for the athletes.³

Being an official can be challenging, exciting and rewarding, on the other hand, officials can also feel frustrated, abused and unappreciated. Whether an official experiences the positive or the negative rests on his mental approach. The mental approach can be thought of as three selves. The ideal self refers to the person you would like to be. It represents your values, your sense of right and wrong. It is what you expect and demand of yourself and is typically based on moral principles acquired from your family and from other important people in your life.⁴


The public self is the image you believe others have of you, you want others to believe certain things about you so that they respect you, love you, help you to meet your goals. If others believe the wrong things about you, they may ignore you, reject you or punish you.\textsuperscript{5}

The real self is the sum of those subjective thoughts, feelings and needs that you see as being the authentic you. The real self is continually changing, and the healthy person strives to honestly know him or herself and to relate this inner self to the realities of the outside world. Through interactions with others, through the communication process, you come to understand, accept and experience the real self.\textsuperscript{6}

Sometimes there is a conflict between the real and other selves, resulting in anxiety, guilt and perhaps even self-hatred. When a feeling, thought or experience conflict your belief about yourself you may feel threatened and distort, deny or ignore the experience. In this way you protect your self, but when you are overly protective, you deny yourself an opportunity to grow from these experiences. To maintain good mental health, you should strive to keep your mental health, you should strive to keep your public and ideal selves compatible with your real self. Seeing yourself accurately requires insight or the ability to view yourself

\textsuperscript{5} Ibid: p.6.

\textsuperscript{6} Ibid: p. 6.
jectively. None of us are able to do so with complete objectivity but some are able to see themselves more accurately than others.\textsuperscript{7}

Keep the knowledge of rules and proper game mechanics aside, what makes an official a success? What qualities set that person above those who stay for a short while and then are never seen again? In fact, veteran officials claim that managing psychological skills account for 50-70\% of an official’s success. A strong relationship exists between the psychological skills and the physical performance of the officials. Therefore, an official’s success or failure depends on his or her physical abilities (e.g. visual skills, conditioning for the demands of a particular sport) and mental abilities (e.g. confidence, emotional control). A prominent misconception is that psychological skills are innate: Either you have them or you don’t. But, just as physical skills can be honed, so too can psychological skills. And because these qualities are indeed skills they will dissipate just as physical skills do if not nurtured. To become superior official certain combination of physical and mental skills is necessary.\textsuperscript{8}

Confidence is one of the key characteristics of a good official. Research in sport psychology indicates that confidence is the one factor

\begin{itemize}
\item \textsuperscript{7} Ibid: p. 6.
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that discriminates highly successful from less successful performers. Top
sport performers, whether athletes or officials, consistently display a
strong belief in themselves and their abilities\(^9\).

Anxiety plays a critical role in an official’s performance during a
competition. In fact, a recent survey assessing stress levels of basketball
official’s revealed that more than 45% of them felt that their job was either
stressful or very stressful. Furthermore, the officials reporting the most
stress also reported more physical symptoms such as headaches, muscle
tension and hypertension\(^10\).

The above discussion and literature shows that for better upcoming
of athletes, for good conduct and supervision of the play and for the fullest
entertainment and enjoyment of the game by the participants and by the
viewers, it is sine-quo-non-that the officials of the game maintain and
develop their physical fitness and psychological skills. In other words, they
should have full confidence in themselves, must be free from anxieties,
tension, fear, bias and prejudices. An official must be able to deal with
pressure, maintain concentration, be mentally prepared for assignments,
feel confident and in control, effectively communicate with players and
other officials and stay motivated to work effectively. In addition to coping

\(^9\) Ibid: p. 47.

\(^10\) Ibid: p. 76 - 77.
mentally and physically, officials must juggle family, legal and life style concerns.

Hence, the relevance of various psychological aspects of sports officials’ personality to their efficient functioning is beyond any doubt. It is very well understood in addition to skill proficiency and task knowledge psychological aspects like job related stress, anxiety, satisfaction, self-confidence etc, definitely affects performance and efficiency of officials.

Also, the nature of job, the situations under which officials like coaches, referees and managers dispose their responsibility is very unique. The expectation from them is very high. The coach and the manager are always expected to produce winning results and referees have to always function under competition pressure where his actions are always interpreted by teams and fans as contradictory whenever it is not in favour. These are only few examples.

Research scholar hence genuinely felt the need for investigation of psychological parameters namely job satisfaction, state anxiety, trait anxiety and self-confidence of basketball officials. The scholar took up this study to sincerely investigate in depth to find out the role of job satisfaction, state anxiety, trait anxiety and self-confidence in basketball officials of different levels.
Statement of the Problem

The purpose of the study was to study the job-satisfaction, state anxiety, trait anxiety and self-confidence of Basketball officials of different levels.

Sub – Purposes

Sub-purposes of the study were:

1. To prepare the psychological profiles of Basketball officials of different levels on selected variables i.e. job-satisfaction, state anxiety, trait anxiety and self-confidence.

2. To compare the psychological profiles of Basketball officials of different levels.

3. To study the inter-relationship among selected variables i.e. job-satisfaction, state anxiety, trait anxiety and self-confidence of Basketball officials.

Delimitations

The present study was confined to the following aspects:

1. The study was confined to the Basketball coaches, managers, referees, umpires and table officials of state and national levels.
2. The study was further delimited to the following psychological variables:

   a. Job-satisfaction
   b. State Anxiety
   c. Trait Anxiety
   d. Self-confidence

**Limitation**

Any bias that might existed due to insincere responses from subjects at the time of responding to the statements in the questionnaire were considered as a limitation of the study.

**Hypotheses**

On the basis of the available literature, research findings and scholar’s own understanding of the problem it was hypothesized that:

1. There may be significant difference in job satisfaction, state anxiety, trait anxiety and self-confidence among Basketball officials of different levels.

2. There may be significant inter-relationship among job satisfaction, state anxiety, trait anxiety and self-confidence of Basketball officials.
Definition and Explanation of Terms

Job Satisfaction

Psychologists consider job satisfaction to consist of two dimensions i.e. intrinsic and extrinsic job-satisfaction:

Intrinsic job satisfaction refers to attitudes towards features of work content: amount of responsibility granted to the person, freedom to choose his or her own method of working, recognition for good work, opportunity to use abilities etc.

Extrinsic job satisfaction refers to attitudes towards features of the work context: physical work conditions, colleagues, pay, boss, hours of work etc.¹¹

State Anxiety

State anxiety is the actual feeling or state of apprehension and tension at any given moment.¹²


Trait Anxiety

Trait anxiety is the tendency or predisposition’s to become anxious in stressful situation.\textsuperscript{13}

Self-Confidence

Self-confidence is defined, as the strength of one’s conviction that he or she can successfully execute behavior required producing a certain outcome.

Significance of the Study

Numerous research studies have been done on the athletes/players but very less research work has been undertaken on sport officials. Understanding the psychological or behavioral parts of the sport officials namely coaches, managers and referees will provide useful information and guidelines and effectiveness of particular behaviour, which may be helpful to throw light on the psychological preparation essential for Ideal sport officials. Thus the present study will be a definite leap forward in the study of psychological aspects of basketball officials. Further, the results of the present study will be of significance in the following ways:

\textsuperscript{13} Ibid: p.75.
1. This study may help to find out the degree of job-satisfaction, state anxiety, trait anxiety and self-confidence of basketball officials of different levels.

2. This study may immensely benefit the administrators so as to provide adequate working conditions and programmes to ensure optimum level of job satisfaction, state anxiety, trait anxiety and self-confidence to the basketball officials.

3. It may help to understand causes that are responsible for job-dissatisfaction, anxiety and lack of self-confidence among basketball officials so that appropriate measures may be taken by the authorities and by officials themselves to minimize such causes.

4. The findings of the study may add to the knowledge of the role of psychological endowment in basketball officials of different levels.

5. The findings of the study may be helpful to evolve criteria for selecting officials for different competitions on the basis of appropriate psychological profiles.

6. The results of the study may be used as a screening tool in assessing and classifying sports officials.
7. This study may motivate other research scholars to undertake similar studies with some more psychological variables in different sports.