Chapter V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Summary

The purpose of this study was to study the job-satisfaction, state anxiety, trait anxiety and self-confidence of basketball officials of different levels. In this study, psychological profiles of basketball coaches, referees and managers of state and national levels on selected variables i.e. job satisfaction, state anxiety, trait anxiety and self-confidence were prepared. Further, the sub-purpose of the study was to compare psychological profiles of basketball coaches, referees and managers of state and national levels and the inter-relationship among selected variables i.e. job satisfaction, state anxiety, trait anxiety and self-confidence of basketball coaches, referees and managers was also investigated.

For the purpose of this study One hundred and eighty male and female basketball Coaches, referees and managers from different states who have served as officials in various state and national basketball championships were selected as subjects. The subjects were ranging from 22-62 years of age. Depending upon the level of participation each group consisted of 30 subjects. The tournaments selected were Haryana State Basketball Championship (senior - men/women, October, 2003), Jind,

The following questionnaires were used to ascertain the selected characteristics of the subjects:

1. Job-Satisfaction Scale (JSS) of Singh and Sharma was used to measure job-satisfaction. It is a standardized scale. The reliability of scale is 0.97 and validity is 0.74.

2. State-Trait Anxiety test (STAT) was used to measure state anxiety and trait anxiety of subjects. The STAT is a standardized test and reliability of the test is 0.88.

3. Self-Confidence Inventory (SCI) Developed by Agnihotry was used to measure self-confidence. This is a standardized inventory and reliability and validity are 0.91 and 0.82 respectively.
For the purpose of preparing the psychological profiles of basketball coaches, referees and managers of state and national levels descriptive statistics (mean, standard deviation, range, minimum and maximum score, skewness, kurtosis and co-efficient of variation) was used. To compare the psychological profiles of basketball officials of different levels Two-way analysis of variance was used. To find out interrelationship among selected variables i.e. job-satisfaction, state anxiety, trait anxiety and self-confidence of basketball officials the Pearson’s product moment method of correlation was applied. The level of significance was chosen at 0.05 level.

Conclusions

On the basis of findings the following conclusions were drawn:

1. The state level coaches were very satisfied with their job.
2. The national level coaches were extremely satisfied with their job.
3. The state level referees were very satisfied with their job.
4. The national level referees were extremely satisfied with their job.
5. The state level managers were very satisfied with their job.
6. The national level managers were very satisfied with their job
7. The state level coaches have high level of state anxiety.
8. The national level coaches have average level of state anxiety.
9. The state level referees have average level of state anxiety.
10. The national level referees have average level of state anxiety.
11. The state level managers have average level of state anxiety.
12. The national level managers have average level of state anxiety.
13. The state level coaches have average level of trait anxiety.
14. The national level coaches have high level of trait anxiety.
15. The state level referees have average level of trait anxiety.
16. The national level referees have high level of trait anxiety.
17. The state level managers have average level of trait anxiety.
18. The national level managers have average level of trait anxiety.
19. The state level coaches have average level of self-confidence.
20. The national level coaches have high level of self-confidence.
21. The state level referees have average level of self-confidence.
22. The national level referees have high level of self-confidence.
23. The state level managers have high level of self-confidence.
24. The national level managers have high level of self-confidence.
25. In relation to job-satisfaction significant difference was found between state and national levels basketball officials.
26. In relation to state anxiety significant difference was found between state and national levels basketball officials.
27. In relation to trait anxiety significant difference was found between state and national levels basketball officials.

28. In relation to self-confidence significant difference was found between state and national levels basketball officials.

29. In state and national levels coaches, no significant interrelationship was found among job-satisfaction, state anxiety, trait anxiety and self-confidence.

30. In state and national levels referees, no significant interrelationship was found among job-satisfaction, state anxiety, trait anxiety and self-confidence.

31. A positive significant relationship was found between job-satisfaction and self-confidence in state level managers and no other variables were found correlated.

32. A positive significant relationship was found between state anxiety and trait anxiety in national level managers and no other variables were found correlated.

**Recommendations**

Based on the results and findings of this study two types of recommendations can be made, one, to improve job satisfaction and optimize self confidence, state anxiety and trait anxiety of the subjects studied, and two, for carrying out further research related with the subjects.
1. Since, all the four variables i.e. job-satisfaction, state anxiety, trait anxiety and self-confidence shows significant difference at state and national levels. The focus may be to provide better job facilities, infrastructure facilities, perks and better opportunities to state level officials. The aim should be to create an atmosphere of healthy competition, motivation to excel and mutual support and cooperation between the state and national levels officials so that the interaction leads to a transfer of knowledge from one to another.

2. Sufficient care and measure should be adapted to provide ideal job-conditions to basketball coaches, referees and managers.

3. Measure should be adapted to train or deal with stress or threat associated with basketball for coaches, referees and managers.

4. Self-confidence on the part of basketball coaches, managers and referees should be given prime consideration while assigning team training, tournament officiating etc.

5. A similar study may be under taken in other sports.

6. A study may be repeated with the subjects of higher level of competitions than those selected in this study.

7. A similar study may be conducted on male as well as female subjects separately.

8. A similar study may be conducted on variables other than those selected in this study.
9. A similar study may be repeated by employing a larger sample of officials.

10. A similar study may be conducted on different specific age groups.