CHAPTER – V

SUMMARY

The factors affecting the referees are several and different. Several studies have been conducted worldwide to know the factors that are affecting the referees in continuing with their profession. But there are scarce studies that have been conducted in Football. There is lack of research concerning the referees in particular football in India. This study would bridge the gap that exist in Indian refereeing profession. The investigator wants to know the various factors that are compelling the referees to discontinue in the profession.

The purpose of the research was to find the Stress, Burnout, Commitment and Perceived Organizational Support among Class I and National Football Referees of South India. To achieve the purpose of the study the investigator selected 116 referees from Karnataka, Kerala, Tamil Nadu and Andhra Pradesh and were administered the questionnaires to measure Stress (29 item - Ontario Soccer Officials Stress Survey), Burnout (22 item – Maslack Burnout Inventory), Commitment (17 item - Sports Commitment Model) and Perceived Organizational Support (16 item - Perceived Organizational Scale). The collected data was analyzed with the Mean scores, Standard Deviation and Pearson’s Correlation Analysis tabulated using Statistical Package for Social Science (SPSS) to know the difference and correlation between various factors of Stress, Burnout, Commitment and Perceived Organizational Support. The research scholar went through the scientific literature pertaining to Stress, Burnout, Commitment and Perceived Organizational Support and also through discussions with experts in this field.
CONCLUSIONS

On the basis of the findings of the study following conclusions were drawn.

From the analysis of data we can conclude that:

The National Football referees are better than the Class I Football Referees when the question arises about dealing with situations, officiating with referees from different states, region and cultural background, overcoming differences among co-referees. They are better equipped to face crises that might arise in game situations, dealing with people and society. They find refereeing to be more than fun and feel that they are more committed to their refereeing which overcomes the effects of burnout. They appreciate the role of organization which standby them during the period of crises and appreciate the role played by the refereeing body in the future accomplishment of their targets.

RECOMMENDATIONS

- The results of the present investigations reveals that personal accomplishment play’s a vital role in the referees burnout. The referees set goals to be achieved in a short span. The referees fell that the target to achieve higher acclaims leads them to Burnout. This factor can be overcome by having goals that are realistic in nature. The referee’s body should look into these aspects and create a structure that does not burden the referees. The referees body could conduct intervention techniques for referees before the start of the regular season to overcome these situations.

- Role of Culture conflict and Peer Conflict leads to stress. One of the main sources of stress that referees feel is refereeing with referees who come from different states, regions and cultural background. There is difference in the way the referees officiates, as the playing styles varies from region to region. The referees body could be overcome this factor by implementing the system followed by FIFA, which nominates referees to officiate from the same country.
• Emotional exhaustion plays a role in the referee leading to burnout. The referees feel that they would be physically harmed, when their decisions are not correct. Also the misunderstanding that they have with their co-referees adds to the effects of burnout. The referees body through conduct of psychological counseling could overcome these factors.

• Emotional exhaustion plays a role in referee pursuing career that could be them alternative to refereeing. The referees feel that various factors affecting them could be overcome by them getting involved in activities other than refereeing. They want pursue alternative career. The referee body could conduct intervention techniques to overcome these aspects of burnout.

• The commitment of the referee keeps him in officiating irrespective of the factors of burnout that he faces during the course of his career. The referee does not get bowed down by the factors of burnout which has a lasting effect on the referee. The referee feels more positive and committed than before which neutralizes the effect of burnout.

• Perceived organizational support has a positive impact on the referee to continue officiating. The referees expects the organization to stand behind them and support them during stressful situations. The organization reciprocates by providing all the necessary support that is essential for the referee to complete the match without any incidents, according to the provisions of the laws of the game and supports the referee in his period of crises as well as in his career advancement.

• Commitment that a referee has towards officiating helps the referee to keep going despite all the negative aspects that affects the referee during the game situations. Since the referee has to run more than a player, he has have ideal fitness so that he can give decisions correctly for which he requires lot of commitment by maintaining optimal level of fitness. The referee by considering officiating has fun, recreation nullifies the effects of stress and burnout on the referee.

• Fitness concerns leads to stress in a referee. The referees feel when they are not physically fit they think that they need to rethink about their officiating career. They feel that they do not want to continue refereeing as it is putting a
lot of stress on them. They want to think about alternative things which he would prefer to do. The referees body should conduct fitness improvement programs extensively by evaluating the referees periodically.

- Fear of Failure, Fear of Physical harm, interpersonal conflict, Role of Culture Conflict, Peer Conflict plays a role in the referee getting stressed. The referee perceives that if he fails in his pursuit to complete an incident free match then he would be under pressure from his co-referees, chances of getting physical harm, etc. The referees body should help the referee to overcome factors of fear by introducing relaxation techniques to the referees throughout the season.

- Referees commitment and the anticipated perceived organizational support helps the referee to continue officiating. The referees agree that it is their passion, commitment within the referee that has helped them to be in officiating. Simultaneously the referees body and the Association has helped the referee by supporting him throughout his career by providing them suitable positions in the management like Referee Assessor, Match Commissioner, etc

The suggestion made by the doctoral committee in Pre - thesis submission colloquium was incorporated.

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