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Full Length Research Paper

The main components that impact the sluggishness of city soccer referees

Ayberk Ujarak

Middle East Technical University.

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Being a referee in a sports competition requires not only certain physical abilities, and knowledge of the rules of the game, but also a psychological efficiency, an ability to put on a successful performance during the game. This study was conducted with 272 football city referees working under the rubric of the Turkish Football Federation, who were selected by means of random sampling in order to evaluate the factors that influence their burn-out levels according to some demographical variables. According to the results of the study, marital status, referee age and crowd jeers, age, educational status, the importance of income, being happy to be a referee and the importance level of the match were found to be determiners of burn-out levels of referees, and some statistically significant differences were acquired. In this sense, the sharing of knowledge by experienced colleagues with novice referees and the provision of necessary support may be beneficial in terms of determining possible and appropriate ways of dealing with long-term problems and thanks to the presence of psychology experts within the organization.

Keywords: Football city referees, burn-out, decision-making, sport management, personal achievement

INTRODUCTION

Football has become a social phenomenon which brings people together attracting the attention of millions all over the world. Apart from being simply watched as a game, football is currently a vast commercial concern, global competition is intense and the production and marketing sectors work in close conjunction on the sport.

Developments in these huge markets determine the achievements or failures of the clubs and, at this point, the performances of referees, who control the matches, are subject to much critical discussion. The vast financial dimension of football makes the effective conduct of the matches an important issue that moves way beyond being a simple event influencing only the football players, the managers and the crowd.

The responsibility of the football referee on the ground, in a sport that is sometimes watched by millions, even hundreds of millions, is huge. Additionally, the facts that proportion of people's income going on sports increases, and sports' share in the economy rises, and the incomes of referees have risen proportionately resulting in the perception that being a referee is as an occupation in which people can earn a professional salary (Balyan and Gençer, 2004)

Refereeing is one of the occupations that require the ability to make many decisions in a short period of time. Quick decisions must be made at frequent intervals. Therefore, attention and concentration are vital and must be at a maximum level. The decisions made rapidly and in quick succession, are made under great pressure (Eroğlu, 2000). Accordingly, the effects physiological and psychological states of referees, who have a great influence at every point in the game, must be taken into consideration at the present time. Referees should be capable of making the right decisions by keeping under control psychological elements such as anxiety, fear and stress (Cengiz and Pulur, 2004).

In addition, personal expectations and needs of individuals influence their occupational performances and daily lives. Burnout syndrome, which appears as the indicator of emotional, mental and physical weariness in individuals, has continued to be an important topic since it was revealed in the 1970's (Laes and Laes, 2001; Pines and Nunes, 2003). The expression of burnout was firstly used by a psychiatrist, Freudenberger. In the following years, it was also used by Maslach (Maslach et al., 2001). He defined burn-out as the failure, and exhaustion of the person as a result of over-demand on energy, power and resources (Freudenberger, 1974).

Maslach considers exhaustion as a structure with three sub-components (Maslach et al., 2001). These are referred to as emotional exhaustion, desensitization and lack of personal accomplishment (Maslach and Jackson, 1981; Maslach and Jackson, 1984).

The case of burnout syndrome is widespread. Working people may encounter burnout syndrome at any period of their working lives. However, such a case does not develop all of a sudden; it evolves stealthily and deteriorates the mental balance of the person after emerging by feeding on some of its elements (Piko, 2005). Besides this, it is suggested that burn-out is not a phenomenon restricted to certain types of jobs and burn-out levels can be determined for all groups of jobs (Pines and Aronson, 1988; Pines et al., 1981).

Refereeing is a physical action with psychological and mental aspects (Cel, 1994). It is very important that referees conduct the matches objectively by making healthy decisions in accordance with the rules of the game. Although, the number of studies in the field of sports has increased in the last two decades, there are limited studies relating sports refereeing (Hoar et al., 2006). In this sense, the present study aims to contribute to the achievement of both organizational and individual efficiency and to determine to achieving both organizational and individual efficiency and determining the appropriate approach styles to the problems referees may encounter, through examining the variables that reveal the elements which influence the burn-out levels of football referees.

MATERIALS AND METHODS

Participants

The universe of the study consists of city referees under the rubric of the Turkish Football Federation. The sample of the study was 272 city football referees randomly selected from that universe. Referees working under the Turkish Football Federation were divided into categories of FIFA, upper classification, classification, city referees and candidate referees. City referees were the ones responsible for conducting amateur football matches that are held in cities. They direct training for 2 or 3 days in a week and referee 1 or 2 matches at the weekends.

Procedure

It was observed that amateur football matches held in cities resulted in objections to referees' decisions and arguments and fights more frequently when compared with matches in professional leagues, which are brought to most of the audience via media. Accordingly, we found it appropriate to evaluate the situation of city referees, who work under pressure and are surrounded by these arguments themselves within a homogeneous structure.

Survey forms were distributed to referees in order to collect data. These forms were distributed in the meetings organized at certain times fixed by the city referee committee. Necessary permissions were taken from city referee committee representative for the referees who were willing to participate in this study. The answering period lasted for nearly 15 to 18 min. It was not stated that the scale was related to burn-out; instead, it was said that the study concerned "attitudes towards the occupation". In this way, we tried to increase the reliability of the answers given to the survey. A survey method, which is a procedure for gaining information about the characteristics, past or current behaviours of people and depicting them, was employed in the study.

Data collection tools

A survey method was selected as the data collection tool and the following scales were used:

1. Socio-demographic data collection form: In this form, there are 8 different variables (age, marital status, educational status, refereeing age, the importance of income in refereeing, satisfaction with refereeing, being influenced by crowd jeering being influenced by the importance level of matches).
2. Maslach Burnout Inventory (MBI): It is a scale developed by Maslach and Jackson (1981). It consists of 22 items in total and it evaluates burn-out from three aspects which are emotional exhaustion (EE) (9 items), Desensitization (D) (5 items) and Personal Failure (8 items). However, since the personal failure sub-scale consists of positive questions and no reverse scoring is done, it is expressed as Personal Achievement (PA) and it is accepted that as the score increases, burn-out decreases. In reliability and credibility studies which were made during the Turkish adaptation studies of the scale by Ergin (1992), internal consistency coefficients relating three sub-dimensions (Cronbach alpha) are 0.83, 0.65, and 0.72 for emotional exhaustion, desensitization and personal achievement respectively.

Test-retest reliability coefficients relating the sub-dimensions of the scale were 0.83, 0.72 and 0.67 for emotional exhaustion, desensitization and personal achievement respectively. In the study conducted by Girgin (1995) to set the reliability of MBI, the coefficients were found as 0.86, 0.68 and 0.83 for EE, D and PA, respectively.

Data analysis

Data obtained from 272 city referees by means of a survey method were statistically analysed using SPSS (version 15.0) package. The analyses below were made:

1. In the analysis for finding the reliability of the scale relating the survey questions of MBI's sub-scales, (Cronbach alpha) internal consistency coefficients were examined, and the results were found as EE: 0.87, D: 0.81, and PA: 0.81. This means that data obtained from the answers are appropriate for evaluation.
2. Frequency and percentages were calculated in order to reveal the distribution of the sample according to demographic variables.
3. In order to evaluate the differentiation level that depends on independent variables in terms of burn-out sub-scale scores; t-test was applied in order to understand the difference between two independent groups, and single direction variance analysis (ANOVA) was used in order to analyse the group averages of more than two groups, and an LSD test was applied when there is a significance in order to find the source of difference.

In order to determine the relationship levels between sub-scales, Pearson correlation coefficient was used. Statistical significance degree was accepted as $p < 0.05$.

FINDINGS

Frequency and percentage calculations of data obtained

in the study were conducted, and statistical comparisons were made and presented in tables as summarized:

1. 23.9% of the study participants were in the 18 to 22 age range, 21.3% of participants were in the 23 to 27 age range, 27.6% of participants were in the 28 to 32 age range, and 27.2% of the participants were over 33.
2. 45.6% of the study group was married, 51.5% of them is single, and 2.9% were widowed. 31.6% of the group graduated from high school, 65.1% of them graduated from university, and 3.3% of them had graduated with a master's degree.

In the occupational descriptive information of the research group, it was determined that 30.8% of participants have been referees for 0 to 3 years, 47.1% of them have been referees for 4 to 7 years, and 22.1% of participants have been referees for 8 and more years according to refereeing age. 66.5% of the research group considered their income important while 33.5% of them think income is not of importance. It was also revealed that 60.7% of them were happy to be referees while 39.3% of them were occupied with this job in order to earn an income without liking the profession. While 42.6% of the referees in the study group are influenced by crowd jeering, 57.4% of them were not influenced. 45.6% of referees were influenced by the importance in the level of match they were conducting while 54.4% of them were not influenced by it.

In some definitive statistics pertaining to the MBI sub-scales of the research group, the scores they took from EE sub-scale varied between 6 and 23, whose average was found as $\overline{X}$ =15.25 ± 4.70. The score they took from the D sub-scale varied between 4 and 17 whose average is $\overline{X}$ =10.11 ± 3.67 while the score they took from the PA sub-scale varied between 10 and 28, whose average was found as $\overline{X}$ = 21.32 ± 4.53.

According to Table 3, in age variable, while there was a statistically significant difference between referees in emotional exhaustion (EE) ($F_{(3-268)}$ = 12.93; P<0.05) and personal achievement (PA) ($F_{(3-268)}$ = 2 6.12; P<0.05) sub-dimensions, no difference was observed in desensitization (D) dimension ($F_{(3-268)}$ = 0.48; P>0.05). In the LSD test that was made in order to find the source of difference, it was seen that, in EE sub-dimension, (1) the 18 to 22 age group took the average score $\overline{X}$ = 17.84, (2) the 23 to 27 age group took the average score $\overline{X}$ = 15.46, (3) the 28 to 32 age group took the average score $\overline{X}$ = 14.84, (4) and the 33 and more age group took the average score $\overline{X}$ = 13.21. Accordingly, it was realized that there was a decrease in EE levels as the age increased. The result deduced from PA average scores is that (1) the 18 to 22 age group took the average score $\overline{X}$ = 18.04, (2) the 23 to 27 age group took the average score $\overline{X}$ = 20.29, (3) the 28 to 32 age group took the average score $\overline{X}$ = 23.25, (4) the 33 and more age group took the average score $\overline{X}$ = 23.05. Accordingly, it was found that personal achievement increased as the age rose.

According to Table 4, in marital status variable, there was statistically significant difference between referees in terms of (EE) emotional exhaustion ($F_{(2-269)}$ = 19.42; P<0.05), (D) Desensitization ($F_{(2-269)}$ = 7.82; P<0.05), and (PA) Personal Achievement ($F_{(2-269)}$ = 34.92; P<0.05). In the LSD test that was made in order to find the source of difference, it was seen that, in EE sub-dimension, (1) the married group took the average score $\overline{X}$ = 13.59, (2) the single group took the average score $\overline{X}$ = 16.40, (3) the widowed group took the average score $\overline{X}$ = 20.62; in D sub-dimension, (1) the married group took the average score $\overline{X}$ = 9.72, (2) the single group took the average score x = 10.19, (3) the widowed group took the average score $\overline{X}$ = 14.87; in PA sub-dimension; (1) the married group took the average score $\overline{X}$ = 23.45, (2) the single group took the average score $\overline{X}$ = 19.32, (3) and the widowed group took the average score $\overline{X}$ = 23.25. Accordingly, it was obvious that the married group displayed less exhaustion indications while they took higher achievement scores.

According to Table 5, in educational status variable there is no statistically significant difference between referees in terms of EE ($F_{(2-269)}$ = 2.41; P>0.05), D ($F_{(2-269)}$ = 0.34; P>0.05) while there was a statistically significant difference between them in terms of PA ($F_{(2-269)}$ = 65.73; P<0.05). In the LSD test that was made in order to find the source of difference, in PA sub-dimension, the results deduced from averages of (1) high school group $\overline{X}$ = 17.53, (2) university group $\overline{X}$ = 22.99 and (3) master's group $\overline{X}$ =24.66 indicate that there is a statistically significant difference between high school graduates and university and master's degree students in terms of PA score averages.

According to Table 6, it was determined that, in refereeing age, there was a statistically significant difference between referees in sub-dimensions of EE ($F_{(2-269)}$ = 62.15; P<0.05), D ($F_{(2-269)}$ = 22.66; P<0.05), and PA ($F_{(2-269)}$ = 125.72; P<0.05) (Table 6). In the LSD test that was made in order to find the source of difference, in EE sub-dimension, the 0 to 3 year group took the average score (1) $\overline{X}$ = 18.71, the 4 to 7 year group took the average score (2) $\overline{X}$ = 12.65, the 8 and more year group took the average score (3) $\overline{X}$ = 15.93; in D sub-dimension, the 0-3 year group took the average score (1) $\overline{X}$ = 11.19, the 4 to 7 year group took the average score (2) $\overline{X}$ = 8.65, the 8 and more year group took the average score (3) $\overline{X}$ = 11.73; in PA sub-dimension, (1) the 0 to 3 year group took the average score $\overline{X}$ = 16.71, (2) the 4 to 7 year group took the average score

Table 1. Correlation of MBI sub-scale scores of sample group.

Sub-scales		EE	D	PA
EE	r	1		
	p	0.000		
	N	272		
D	r	0.702(**)	1	
	p	0.000		
	N	272	272	
PA	r	-0.592(**)	-0.430(**)	1
	p	0.000	0.000	
	N	272	272	272

** p< 0.01.

$\bar{X}$ = 23.90 and (3) the 8 and more year group took the average score $\bar{X}$ = 22.66. Accordingly, it is seen that high burn-out scores seen in beginners in refereeing are also seen in those who have worked in refereeing for many years.

DISCUSSION

It was considered important to determine exhaustion cases, which appear as psychological, emotional and physical deficiencies that may influence referee conduct of football games (which have a large mass audience) in terms of their making healthy decisions. To this end, the exhaustion levels of referees were revealed via this study conducted on football city referees through some independent variables. Studies relating to the exhaustion levels in other profession groups were utilized in order to support the study results with the literature.

In the analyses conducted, a significant relationship was found between the MBI's sub-scales at the level of significance p<0.01. While there is a positive linear relationship between emotional exhaustion (EE) and desensitization (D) r = 0.702; P<0.01, there is a negative linear relationship between emotional exhaustion (EE) and personal achievement (PA) r = -0.592; P<0.01. Again, there is a negative linear relationship between Desensitization (D) subscale and personal achievement (PA) sub-scale r = -0.430; P<0.01 (Table 1). According to these results, while personal achievements increased between sub-scales, other sub-scales (EE and D) decreased. In reverse, while EE and D scores increase, personal achievement decreases.

According to the results of the process of determining the exhaustion levels in relation to certain socio-demographic qualities of the research group: In the age variable of the group, statistically significant differences were found at the level of exhaustion (Table 3). As the age decreased, EE and D increased and PA decreased. In reverse, while exhaustion levels decreased, PA level increased. Lack of occupational experience in new referees could be interpreted to mean that they had problems in overcoming the difficulties when compared with more experienced colleagues. As the age increased, experiences in refereeing may enable that referee to acquire practicality in terms of encountering different problems and producing solutions to these problems. These results are supported by some studies (Pines and Nunes, 2003). In their study, Maslach and Jackson found out that as the age increased exhaustion decreased (Maslach and Jackson, 1984; Maslach and Jackson, 1986).

In addition, young and inexperienced referees were likely to experience exhaustion. This could be attributed to the fact that as they were more excited and willing, they spend more energy; as a result, they became weary in a short period of time. These individuals want to prove themselves in refereeing and they believed that they will accomplish great achievements in a short period of time. However, they lose their excitement when they cannot achieve their aims. As a result of this, they may find themselves frustrated and exhausted, rather than accepting the reality and settling for more moderate targets.

In the evaluation of the study in terms of marital status, a statistically significant difference was found between the EE, D and PA exhaustion levels of married, single and widowed groups (Table 4). Married referees experienced less EE in comparison to singles. The group experiencing the highest exhaustion in terms of EE and D were that of the widowed. While there was no significant difference between married and widowed groups in terms of PA, it was found that the single group had a lower personal achievement score. However, the important point here is the fact that the widowed group contained fewer members and this may produce a statistical weakness. It is thought that the married group benefits

from their experiences in overcoming the problems and making more efficient decisions, but the widowed group may let their emotional hardships and negative processes affect their working and social lives. Studies which support the findings of this study are those of Cemaloğlu and Erdenoğlu (2007), Babaoğlan (2006) and Maslach and Jackson (1986).

The results emerging according to the educational status of the study group shows that there are no statistically significant differences in terms of EE and D while there is a statistically significant difference in terms of PA (Table 5). The difference between high school graduate and university and master's degree students in terms of personal achievement scores indicates that as the educational level increased, the sense of achievement increased as well. On the point of people's continuing their occupations and being successful, Müniroğlu (1995) defined the characteristics of refereeing as having experience in terms of football, being a college graduate, having a presentable appearance and good abilities and knowing a foreign language. This shows a parallelism with the findings of the present study.

It was found that the difference between the exhaustion levels of the study group in terms of refereeing age was statistically significant (Table 6). The literature reports that teachers, health staffs and public workers experienced less exhaustion, which are directly proportional to the age, as their age increased, and they have less difficulty in overcoming the problems. Besides, those who are new in the job generally have more problems in conducting routine duties, in hierarchical relationships, and in keeping pace with the system. There are many studies claiming that while people with longer service periods have less exhaustion, they have higher personal achievements (Ergin, 1992; Gold, 1985; Byrne, 1994).

In the present study, the findings relating the decrease in the exhaustion level in terms of EE and PA in parallel with the increase in the service period of refereeing are in parallel with the literature. However, although those who are new to refereeing have higher exhaustion scores, they display similar results to those who have a higher refereeing age in terms of D, which is in parallel with the information in literature. It is thought that this results from the fact that those who continue their professions for longer periods cannot reach their targets and experience massive stress just like the ones new to the job.

In this study, the findings concerning the importance given to income in refereeing showed that there was no a statistical difference in terms of EE and PA. However, those stating that income is important have higher scores of exhaustion in terms of D (Table 2). According to this result, it is possible to claim that those who cannot satisfy their expectations in financial terms may experience negations in terms of desensitization. In the literature, we can see a statement related to this matter: do not ignore the financial aspect of the job while mentioning the satisfactions of the referee (Collina, 2004).

There is a statistically significant difference in all of the three sub-dimensions of exhaustion according as to whether the referees are influenced by crowd jeering (Table 2). Referees may be subjected to intense jeering during the match. The group mentioning being influenced by the jeering has a higher exhaustion level in terms of EE and D and lower personal achievement scores. The opposite situation is valid for the group stating that they are not influenced by the jeering. Previous studies indicate that more frequent and/or more intense stress sources are related to a higher level of exhaustion (Maslach, 1982). In Turkey, the negative dimensions of jeering at matches forces referees to make decisions whilst under intense pressure and experiencing stress. It is a factor influencing their exhaustion level as well. Taylor et al. (1990) stated that these stress factors are concerns about failure, concerns about physical violence, pressure of time and inter-personal conflicts. Results here contain physical, psychological symptoms (Kahill, 1988) and behavioural reactions (Jackson et al., 1986). Having a different structure from other occupational groups, intense stress created by external pressures and a generally negative atmosphere, may make this job even more difficult, this negatively influences referees. It is possible to associate those who are unwillingly carrying out their duties with the fact that they are doing this job for financial motives. However, it is also stated that referees with higher exhaustion levels and lower personal achievement may not like their jobs and even quit their jobs (Jackson et al., 1986). According to previous studies, exhaustion acts as a determinant for sources of stress (concerns about failure, concerns about physical violence, pressure of time, inter-personal conflicts) and the intention of quitting jobs. Again according to the results of the study, there is an important correlation between the exhaustion levels of football referees and sources of stress (Taylor et al., 1990). The group which is happy to be referees has lower EE and D levels (Table 2). It means that those who experience less exhaustion are seen as the people content with their occupations.

In football competitions, the importance of some matches may sometimes be more than that of others. Referees should really overcome inter-personal conflicts (resulting from players, coaches, and even administrators). During a match or the whole season, referees may frequently be exposed to verbal and physical attacks from players, coaches and fans of clubs dominant in the sphere who are not content with the decisions. In addition to their professional abilities, the exhaustion levels of referees who work under these conditions may affect their level of being influenced by important matches. There is no statistical difference in the group stating that they are influenced by the importance of the match in terms of EE. However, there are significant differences in terms of D and PA. Those who feel less exhaustion and more a sense of personal achievement are seen to contain the group who are not influenced by the importance the matches (Table 2). In

Table 2. Analysis results of sample group's MBI sub-scale results according to variables (t-test).

Variables	Sub-scales		Statistics			
			$\overline{X}$	SD ±	t	p
The importance of income in refereeing	EE	Important	15.09	4.92	-0.781	0.435
		Unimportant	15.54	4.23		
	D	Important	10.44	3.87	2.251	0.025*
		Unimportant	9.46	3.14		
	PA	Important	21.10	4.50	-1.122	0.263
		Unimportant	21.75	4.59		
Being influenced by negative cheers (crowd jeering)	EE	Yes	18.93	2.54	16.050	0.000*
		No	12.51	4.03		
	D	Yes	13.10	2.40	16.226	0.000*
		No	7.89	2.76		
	PA	Yes	18.58	4.36	-9.717	0.000*
		No	23.35	3.47		
Being happy to be a referee	EE	Yes	14.75	4.64	-2.157	0.032*
		No	16.00	4.71		
	D	Yes	9.68	3.60	-2.436	0.015*
		No	10.78	3.69		
	PA	Yes	21.70	4.44	1.748	0.082
		No	20.72	4.62		
Being Influenced by the Importance level of the matches	EE	Yes	15.32	4.98	0.232	0.816
		No	15.18	4.48		
	D	Yes	9.58	2.98	-2.287	0.023*
		No	10.56	4.11		
	PA	Yes	18.67	4.87	-9.926	0.000*
		No	23.54	2.67		

*p<0.05.

Table 3. Analysis results of sample group according to age variable (ANOVA).

Age	Source of variance	Sum of squares	Df	Mean square	F	p	LSD
EE	Between groups	759.487	3	253.162			1-2 2-4
	Within groups	5243.513	268	19.565	12.939	0.000*	1-3 3-4
	Total	6003.000	271				1-4
D	Between groups	19.851	3	6.617			
	Within groups	3632.384	268	13.554	0.488	0.691	
	Total	3652.235	271				
PA	Between groups	1260.680	3	420.227			1-2 2-3
	Within groups	4310.849	268	16.085	26.125	0.000*	1-3 2-4
	Total	5571.529	271				1-4

*P<0.05.

Table 4. Analysis results of sample group according to marital status variable (ANOVA).

Marital status	Source of variance	Sum of squares	Df	Mean square	F	p	LSD
	Between groups	757.493	2	378.747			1-2
EE	Within groups	5245.507	269	19.500	19.423	0.000*	1-3
	Total	6003.000	271				2-3
	Between groups	200.890	2	100.445		0.000*	1-3
D	Within groups	3451.345	269	12.830	7.829		2-3
	Total	3652.235	271				
	Between groups	1148.434	2	574.217		0.000*	1-2
PA	Within groups	4423.095	269	16.443	34.922		2-3
	Total	5571.529	271				

*P<0.05.

Table 5. Analysis results of sample group according to educational status variable (ANOVA).

Educational status	Source of variance	Sum of squares	Df	Mean square	F	p	LSD
	Between groups	105.834	2	52.917			
EE	Within groups	5897.166	269	21.923	2.414	0.091	
	Total	6003.000	271				
	Between groups	9.277	2	4.639			
D	Within groups	3642.958	269	13.543	0.343	0.710	
	Total	3652.235	271				
	Between groups	1829.140	2	914.570			1-2
PA	Within groups	3742.390	269	13.912	65.739	0.000*	1-3
	Total	5571.529	271				

*P<0.05.

Table 6. Analysis results of sample group according to refereeing age variable (ANOVA).

Refereeing age	Source of variance	Sum of squares	Df	Mean square	F	p	LSD
	Between groups	1897.249	2	948.624			1-2
EE	Within groups	4105.751	269	15.263	62.152	0.000*	1-3
	Total	6003.000	271				2-3
	Between groups	526.675	2	263.337			1-2
D	Within groups	3125.561	269	11.619	22.664	0.000*	2-3
	Total	3652.235	271				
	Between groups	2691.778	2	1345.889			1-2
PA	Within groups	2879.751	269	10.705	125.721	0.000*	1-3
	Total	5571.529	271				2-3

*P<0.05.

other words, psychological and physical qualifications of and who experience less desensitization are at such a level that no matter how important the match is, they are those who have a higher sense of personal achievement able to make healthy decisions without being influenced. The present study indicates that marital status, refereeing

age and intense stress and jeering experienced throughout the match/season are determinants of the burn-out levels of referees in each one of three sub dimensions while other variables (age, educational status, importance of income, being happy to be a referee, and importance level of the match) are determinants of burn-out levels of referees in different sub-dimensions.

Refereeing in sports competitions requires not only the possession of physical ability and knowledge about the rules of the game, but also the need for a display of psychological efficiency for the conduct of a successful performance during the game. In this sense, people who have previous experience of the same atmosphere, who have a high educational status, and who have played football before should be encouraged to conduct matches. The sharing of knowledge by experienced referees with beginner referees, and the provision of the necessary support may be instructive in terms of determining the appropriate approach styles to possible long-term problems thanks to the presence of psychology department experts within the organization. By these means, a harmony can be created between the individual and the profession, through taking precautions to prevent the causes of burn-out which are likely to cause both the individual and the organization harm. Negative situations, such as giving up refereeing, a disbelief in the refereeing organization, inter-personal conflicts, and any negative effects on club/player performance must be avoided. This will enable referees to be integrated with their professions, and play an active role in the efficiency and reliability of the refereeing through feelings of energy, belonging and adequacy/achievement.

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