

Yasmeen Tabassum \*

Iqra khadim<sup>†</sup>Hurria Hussein<sup>‡</sup>

## Effect of Self-Efficacy on the Performance of Football Referees in Pakistan

### Abstract

*Referees and officials are a very important part of competitive sports not only because of their impact on players' behaviors and game outcomes but also because they ensure that competitions are conducted safely according to specific rules of the game. The current study sought to evaluate the relationship of these various levels to perform in numerous aspects of officiating. A second purpose was to evaluate proposed sources of referee efficacy as predictors of referee efficacy levels and performance. Football referees (n=100) who were officially members of different sports playing departments of Pakistan included HEC, completed a survey questionnaire that measured the experience as an official. Categories of Football Referees were divided into three groups of age, 25-35, 36-45 and 46-55. The result reported that the age category of 46-55 years old football referees had an optimal level of self-efficacy than other age categories 25-35 and 36-45.*

**Key Words:** Self Efficacy, Referee, Football

### Introduction

Research in sport psychology is classically focused on coaches and athletes ([Dohme et al., 2017](#)). Referees are a sub-population with dominant roles in sports but are largely disregarded in the current literature inspect four major sports psychology journals over a 10-year duration, and found that only 1.12% of articles inscription or involved officiating ([North, 2017](#)). The commonness with which players, spectators, coaches, blame officials for their teams' ambitious failure implies that an expend understanding of the factors unrevealed referee performance would be prolific for nearly everyone include in sports at any level ([Miller, 2017](#)).

Sports referees possess a duty full of challenges as there are various aspects of a game such as complication of the decision making and speed must be considered, they. Their job demands to handle the consequences of their actions, the population present in the sports arena and managing their holistic behavior as sports events ([Harrison, 2017](#)). Their job demands to perform different challenging tasks, involving assessment and judgment of the effort that occur throughout the contest, make a quick resolution, management of the event, paying attention to numerous aspect of the event/game, maintaining order, and resolving disputes ([Tuero et al., 2002](#)). All of these make the duty very complex but make it easy to enact mistakes as well. It is the result of persistent decision-making, the subjective observation of referees increases while evaluating actions, and the errors they might be committed, they are frequently criticized for their such decision making ([Parrillo, 2017](#)). This criticism might have come from the coaches and players as well as fans, Sports managers, or the sports media ([da Silva et al., 2017](#)). The mistakes which are made by the referee can have disastrous and overwhelming results from social and economic aspect for fans and clubs and the sportsperson and teams ([Hau, 2017](#)). As a result, it to the more and more constant referee failure, this stress level and its effects are similar across many officiating conditions in sports (e.g., football, volleyball, basketball) ([Burnett et al. 2017](#)). The anxiety of officiating has negative effects on sportsperson's mental and physical health, their focus of attention, their performance comfort with profession and failure in goals ([Hill et al., 2017](#)). One psychological apparatus that has been displayed to mitigate tension associated with performance is one's ability to perceive self-efficacy ([Bandura, 1997](#)).

\* Department of Sport Sciences and Physical Education, University of the Punjab, Lahore, Punjab, Pakistan.

Email: [yasmeentabassum111@gmail.com](mailto:yasmeentabassum111@gmail.com)

<sup>†</sup> Department of Sports Archeology and Tourism, Youth Affairs, Narowal, Punjab, Pakistan.

<sup>‡</sup> Department of Sports for Women, University of the Punjab, Lahore, Punjab, Pakistan.

Self-efficacy is described as a belief with the capability of one's judgment that one can successfully gain a behavior required to obtain specific results (Bandura, 1997). These researches have validated Bandura, 1997 assumptions about the jolt self-efficacy on sports performance and its presentation, no induction in sports to date have been pursuing to extend this area of research to include the efficacy of referee we explain referee efficacy, in which we indicate efficacy about convenience, as the extent to which referee maintain they can conduct successfully in their duty/performance (Nowinski, 2017). As in athletic and work-oriented performance, there is a positive relationship that connects efficacy beliefs and staging and a refusing correlation in efficacy and performance strain with anxiety (Powell *et al.*, 2017).

While such researchers have established Bandura, 1997 assumptions related to the jolt self-efficacy in sports and work fulfilment, none of the sport performance induction to date has to seek for extending this area of study to involve efficacy of referee we explain referee efficacy, which we express efficacy related to satisfaction, as a range in which referee suspects they can perform successfully in their sports/job (Nowinski, 2017). As in sports and work-allied performance, one would predict a directly proportional relationship relate to efficacy presentation; there is a refusing relation linking efficacy and performance nervousness along with anxiety (Powell *et al.*, 2017).

## Literature Review

### Self-Efficacy Theory

The theory of self-efficacy was established through the formation of social cognitive theory (Bandura, 1997). This theory particularly does not react passively to their habitat, but self-reflection, self-regulation and planning are used by them to see the impact of their performance. Determining the motivation along with etiquette individuals department interact with personal traits and environmental factors (Collins and Durand-Bush, 2014).

Individuals assess their potential and efficacy through self-perception, which extremely affects their stimulation and behavior, but also it arbitrates the thought activity of self-referent which is caper an important relationship between knowledge and behavior (Groeppe-Klein *et al.*, 2017). According to Bandura, self-efficacy is the highly powerful foam of self-belief (Petersdotter *et al.*, 2017). It is described by Bandura as a perception of an individual's abilities which are masterfully performed different tasks at various levels (Johnson, 2017).

### Sources of Efficacy Information

Bandura suggested that there are four basic types of efficacy statistics: vicarious experience, past staging, verbal persuasion, and spiritual/physiological states. These sources impact an individual's behavior accessory (such as tenacity, seek and choice) and idea patterns (such as aim and feature) fortuitously via their influence on efficacy thought (Kühl, 2013). A person's force is untreated on one, and the addition of this inception to form their efficacy opinions and major of different sources may occur in sequence across detail or individuals (Newman *et al.*, 2017).

### Self-efficacy and Performance

Phipps *et al.* (2013) suggest that self-efficacy contributor to behavior in different ways. Self-efficacy beliefs affect how people act, their emotional acknowledgement of events, and their idea ornaments in the various state (Hwang, 2017). People incline to circumvent situations in which they do not suspect they are efficient of prospering in, and their elevation of self-efficacy helps command the degree of aim and persistence they will display when trimming defeat (Stewart, 2017). Emotional reactions and plans are affected by one's efficacy in review to effort, stress, and allow heed demand (Cmic *et al.*, 2017). Those with extreme self-efficacy can focus on tasks at hand and gather more tries in collation to people with lesser self-efficacy, who might be anxious and divert awareness from workable solutions (Orlowski, 2017). Especially, efficacy sense only a prime influence of deportment when required skills and proper motivation are available; Without any practice, a referee is

unexpected to be well-to-do if direct into a high-stress location, any way of their position in their ability (Li *et al.*, 2017).

### **Self-efficacy in Sports Officials**

Only a short time ago, researchers had started studying self-efficacy in sport management circumstancing (Schaepkoetter, 2017). Because the officiating position is definite from others in sports in its non-required in competition nature, In uncommon pressures, and its duty which is very different than those of participant or coaches, models used to study efficacy view in other populations (such as coaches and players) are not moral for application to referees (Ličen, 2017). Guillen and Feltz (2011) presented an idea framework for referee efficacy, which involves the referee-particular origin of efficacy facts as well as effects or outcome of efficacy in referees (de-La-Vega *et al.*, 2017). The model was advance in response to the Centre group of Midwestern soccer referees with definite levels of experience (Kerins *et al.*, 2017). Benefactor was asked to identify what they suspect to be the key sector of referee efficacy need to perform their loyalty as an official, the origin of their efficacy, and the effect of that efficacy opinion on their and other conduct (Santos *et al.*, 2017). Those discussions are found on, referee self-efficacy which was agreed to include six sections: decision assembly skills, game knowledge, deliberate skills, psychological skills, transfer/control of the game, and physical fitness (Hankonen *et al.*, 2017). Game well-informed throwback the referee's unfavorable need for enough knowledge of physical, strategic and technical aspects of the sport they manage (Metzler, 2017). Decision-making skills cover making unfavorable decisions superbly during competition, as being firm in one's devotion (Brunner, 2017). Psychological skills source officials require focusing caution and concentration, obtain well from bad cells, and release from poise (Kong, 2017).

Strategic skills require proper positioning on the section of the play, consistent real greaser and signals, and assumption of game actions (Bai, 2017). Communication/order of game relates to relay with coaches, players, and other officials, as well as resolve down disputes and manufacture necessary adaptation in their conduct and decisions to keep command of the game (Webb, 2017). Physical fitness was contemplated important in sports where referees catch in a lot of physical exercises, as good capability is essential to stay with the play (Metzler, 2017).

Phipps *et al.* (2013) identify nine sources of sports belief in athletes: mastery, specify of ability, physical and cognitive composition, physical self-award, social assist, coaches guidance, derivative experience, domain ease, and situational acceptance sport-confidence. The degree of certain individuals holds about their ability to be successful in sport, "fix with self-efficacy because both related what people observe they can do, rather, what they have or what they are (Feltz *et al.* 2008). Employ these sources of faith, unite with feedback from the attention group and Bandura, 1997 Origin of self-efficacy, Guillen and Feltz, (2011) Indicate four major origin of self-efficacy for referees. Rule experience requires a lot of practical referee experience, foregoing performance, the experience of the mentor, and command of the rules, and as with the rendition expert source of self-efficacy in Bandura, 1997 theory, was assumed to be the strongest informant of efficacy (Bandura, 1997). Extraordinary others referees to the referee's discern level of obliging or non-assist from coaches, partners, peers spectators, and administrators or expert, as well as social collation with other referees (Guillen and Feltz, 2011).

Sports referee's job satisfaction which is affected by self-efficacy has been investigated in the research. It was of descriptive type research with 380 number of official football referees as population, from which randomly selected 191 referees were considered as sample, Morgan Table was used to maintain size. For collecting data, general self-efficacy of shere was used, and professional self-efficacy assessment, which consisted of a questionnaire that was approved through 12 relevant specialists and Cronbach's alpha coefficients, was utilized to observe the reliability, which was 0.88 and 0.84, respectively. The findings of this research expressed that the intrinsic and extrinsic factors in job satisfaction are significantly affected by general self-efficacy, whereas in general factors, this influence was not significant. (Tojari *et al.*, 2013).

This paper presents an applied model for the viability of officials, states the idea, gives wellsprings about officials, specifically adequacy data, and it has recommended the outcomes of achieving low or high ref adequacy. The term Official adequacy is defined as the extent of arbitrators belief in their

capability of performing efficiently at their place of job. Authority encounters impact the Referee viability convictions, ref education, support by huge others, physical and mental alertness, solace, and saw stress (Guillén *et al.*, 2011).

The purpose of this study was to observe the psychological skills which are utilized by seven referees of rugby and their impact on the performance of the referee. The Psychological Skills Inventory for Sports (Mahoney, Gabriel, and Perkins, 1987) was modified specifically to be used by the referees of rugby sevens. There was the conduct referee who was 132 rugby sevens (mean of age 33.4 + 1.5 years of 132 males) who belonged to Malaysian Rugby Union (MRU) who has been seen to be involved in a rugby sevens tournament in Malaysia which are 10 in number. The variables of psychological skills which were present in the questionnaire involved anxiety management, confidence, mental preparation, concentration and motivation. The IRB Referee Sevens Performance Evaluation Form ( $r=0.94$ ) was used for assessing referee performance. These tools are used for measuring the variables of performance which include the elements of communication, control, law and positioning's application. According to findings, descriptive statistics of the variables are Psychological skills ( $M= 120.14$ ,  $SD= 6.97$ ) and performance ( $M= 136.45$ ,  $SD= 4.47$ ) found at the moderate level. Research Findings showed no significant differences [ $F= (3, 72) = .636$ ,  $p>0.05$ ] in psychological skills across age levels but there are significant differences [ $F= (3, 128) = 57.616$ ,  $p<0.05$ ] across experience levels. As compared to less experienced referee, the score of referees with more experience is significantly higher. In this research Variables that expressed stronger and positive relationships with performance were anxiety management ( $r= .61$ ), concentration ( $r= .57$ ), confidence ( $r= .54$ ) and motivation ( $r= .50$ ). According to a conclusion, the psychological skills assessment can cause improved efficacy of rugby referees and recommending that referee coaches increase the use of psychological skills in competitions and training. (Nazarudin *et al.*, 2014).

## Methodology

This research aimed to search out the effects of self-efficacy over the performance of referees in the Football game. The nature of this study is quantitative. The population of this study was elite class referees from all Pakistan provinces like Punjab, Sindh, Baluchistan and KPK. The number of participants was 100 who were selected as sample size with age 25-55 years through purposive sampling technique. The data collection tool used for this study was the survey method. For collecting data, the instrument which was employed in this study was the questionnaire REFEREE SELF-EFFICACY SCALE (REFS). Myers *et al.* (2013) consisted of a total of 13 statements. A questionnaire considered some information like (Age) how referees confident in their ability, how they communicate effectively with players, how to make critical decisions during competition. The design of the questionnaire included a statement on a Likert scale ranging from low, medium and high. To analyze the data, researchers first clubbed four variables 1=Low, 2=Medium and 3=High. The data were analyzed using the statistics packages for social sciences (SPSS 21). The research involves some information of referees' experience related to self-efficacy effects on their performance. Item analysis was used to view the responses against each test item. Frequencies were used for data analyses.

Table 1. Results Summary

Date Analysis of Interpretation		3 point Lickert scale, understanding the Best frequency and percentage level						
		Age Group		Low		Medium		High
		f	%	f	%	f	%	
1	Understand the basic strategy of the game	25-35	-	-	2	8	23	92
		36-45	-	-	2	8	23	92
		46-55	-	-	10	40	15	60
2	Understand all the rules of your sports	25-35	-	-	10	40	15	60
		36-45	-	-	1	4	24	96
		46-55	1	4	8	32	16	64
3	Understand proper officiating mechanics	25-35	1	4	08	32	06	24



mental instrument that possesses a person's conviction encompassing his abilities to develop control over circumstances that impact their lives. At the centre of self-efficacy lie two unmistakable parts of self-efficacy that have their particular impact concerning the conduct of an individual and the result. Result hopes include a person's conviction that given conduct will prompt certain results. Adequacy desires are the key subjective variable and decide how much exertion an individual will advance and to what extent they will endure when confronting misfortunes. Self-efficacy highly influences towards referee's life in sports; It can indulge highly with teams, coaches and spectators and also raise the level of perfection; however, self-efficacy plays an important role for young referees.

The main reason for this research is to explore the influence of self-efficacy on referees in football games and how to manage it. Populations for data collection were Pakistan province Punjab, Sindh, Baluchistan and KPK. Data were collected from the top 100 referees and the tool used was the questionnaire based on different questions accordingly. After analysis of data collected, we determined that the majority of referees gain high self-efficacy induction in their game, mostly young referees highly influenced by self-efficacy, and they most indulge with teams, coaches and players. Young referees have newly designed to compose the strategies of the game as football is also a passionate game. In the end, some recommendations were given to young referees and senior referees on how can maintain self-efficacy and how to manage the team and also how to overcome the home crowd and other team pressure.

## **Conclusion**

The objective of this study was to discover the influence of self-efficacy on top 100 referees with basic 3 age groups of Pakistan. During research and after passing through all the data, it is concluded that the majority of referees that fall in the age group 25-35 and 36-45 are more close to players and easily communicate with the team. Referees of age group 25-35 and 36-45 also understand the new and basic strategies of the game and also uninfluenced by the pressure of players, coaches and spectators; however, the referees of age group 45-55 are more passionate to overcome the pressure of spectators and can effectively communicate with auxiliary game personnel.

## **Recommendations**

- Raise the basic values of self-efficacy in referees and can more indulge with the game.
- In Pakistan, very few works on self-efficacy with referees, so motivate this instrument among players and referees.
- Raise the basic techniques that how can handle the team in critical decisions.
- Utilize the values which make referees and players both as competitive power



## References

- Bai, F. (2017). Beyond Dominance and Competence: A Moral Virtue Theory of Status Attainment. *Personality and Social Psychology Review*. 21(3): 203-227.
- Bandura, A. 1977. Self-efficacy: toward a unifying theory of behavioral change. *Psychological review*. 84(2): 191-200.
- Brunner, F. (2017). A Case Study of Qualitative Factors in Making Venture Capital Investment Decisions (*Doctoral dissertation*). 46(9): 121-288.
- Burnett, A., M. Bishop D., T, Ashford, K., J, Williams, A., M, & Kinrade NP. (2017). Decision-making of English Netball Superleague umpires: Contextual and dispositional influences. *Psychology of Sport and Exercise*. 31(3): 52-60.
- Byl, M. & Naydenova, I. (2017). The Association between Romantic Relationships, Self-Efficacy and Sports Self-Efficacy in Female Athletes as Measured by Salivary Cortisol. *Journal of Counseling and Psychology*. 1(2): 211-340.
- Crnici, K. & Ross, E. (2017). Parenting stress and parental efficacy. In Parental Stress and Early Child Development springer International Publishing. 30(4): 710-800. da Silva EC and Las Casas AL. 2017. Sport fans as consumers: an approach to sport marketing. *British journal of marketing studies*. 5(4): 36-48.
- da silva ec & las casas al. (2017). Sport Fans as Consumers: an Approach to Sport Marketing. *British Journal of Marketing Studies*. 5(4): 36-48.
- De-la-Vega Ricard o, Carrasquilla d, Ortiz e, Ruiz r, & Armenteros m. (2017). Influence of reaction time and movement in the performance of football referees. *Acción psicológica*. 14(1): 332-412.
- Dohme, L., C. Backhouse, S., Piggott, D., & Morgan, G. (2017). Categorizing and defining popular psychological terms used within the youth athlete talent development literature: a systematic review. *International Review of Sport and Exercise Psychology*. 10(1): 134-163.
- Feltz, D., L. Short, S., E. & Sullivan, P., J. (2008). Self-efficacy in sport. Champaign, IL: *Human Kinetics*. 13(3): 332-412.
- Groepel-Klein, Helfgen, J. Spilski, A. & Schreiber, L. (2017). The impact of age stereotypes on elderly consumers' self-efficacy and cognitive performance. *Journal of Strategic Marketing*, 25(3): 211-225.
- Guillén, F. & Feltz, D., L. (2011). A Conceptual Model of Referee Efficacy. *Frontiers in Psychology*, 2, 25. <http://doi.org/10.3389/fpsyg.2011.00025>.
- Hankonen, N., Heino, M., T. Hynynen, S., T. Laine, H., Araújo-Soares, V., Sniehotta, F., F. & Haukkala, A. (2017). Randomised controlled feasibility study of a school-based multi-level intervention to increase physical activity and decrease sedentary behaviour among vocational school students. *International Journal of Behavioral Nutrition and Physical Activity*. 14(1): 371-420.
- Harrison, T. (2017). Pop Goes the Decade: *The Eighties*. ABC-CLIO. 3(3): 132-200.
- Hau, M. (2017). Performance Anxiety: Sport and Work in Germany from the Empire to Nazism (Vol. 25). *University of Toronto Press*. 11(8): 632-912.
- Hill, D., M. Carvell, S. Matthews, N. Weston, N. & Thelwell, R. (2017). Exploring choking experiences in elite sport: The role of self-presentation. *Psychology of Sport and Exercise*. 9(6): 122-312.
- Hwang, K., K. (2017). Confucian Ethical Healing and Psychology of Self-cultivation. *Research in the Social Scientific Study of Religion*. 3(3): 132-222.
- Johnson, A., L. (2017). Exploration of Factors Affecting the Self-Efficacy of Asynchronous Online
- Kerins, A. Fernandez, M. & Shiness, K. (2017). Parent Coaches' Experiences and Insights into a Youth Soccer Program. *Journal of Amateur Sport*. 12(6): 632-752.
- Kong, C. (2017). Mental Capacity in Relationship: Decision-Making, Dialogue, and Autonomy (Vol. 34). *Cambridge University Press*. 7(4): 1132-1212.
- Kühl, S. (2013). Organizations: A systems approach. *Gower Publishing Company*. 7(6): 232-322.
- Li, C., Y. & Tsai, C., Y. (2017). Multilevel study of factors for cultivating self-efficacy in the online game industry. *Journal of Management & Organization*. 33(9): 832-920.
- Ličen, S. (2017). Influence of hosting a major sports event on patriotic attitudes: The EuroBasket 2013 competition in Slovenia. *International Review for the Sociology of Sport*. 3(6): 232-312.
- Metzler, M. (2017). Instructional models in physical education. *Taylor & Francis*. 7(3): 832-967.'

- Miller, J., W. (2017). Integrated: The Lincoln Institute, Basketball, and a Vanished Tradition. *University Press of Kentucky*. 8(5): 99-121.
- Myers, n., Feltz, d., Guillén, f. & dithurbide, l. (In press). Development of, and initial validity evidence for, the referee self-efficacy scale: a multi-study report. *Journal of Sport & Exercise Psychology*
- Nazarudin, M., N. Noordin, H. Suppiah, P., K. Abdullah, M., R. Fauzee, M., S., O. & Abdullah, N. M. (2014). Psychological Skills Assessment and Referee Rugby Sevens Performance. *Jurnal Pemikir Pendidikan, Journal of applied psychology*. 18(2): 315-330.
- Newman, B., M. & Newman, P., R. (2017). Development through life: A psychosocial approach. *Cengage Learning*. 8(12): 312-330.
- Nort, J. (2017). Sport Coaching Research and Practice: Ontology, Interdisciplinarity and Critical Realism. *Taylor and Francis*. 5(5): 92-111.
- Nowinski, C., J. (2017). Cognitive and emotional effects of one season of head impact exposure in high school contact sport athletes (Doctoral dissertation). PP: 145.
- Orlowski, D., W. (2017). Exploring AA's Ideological Concept of " Hitting Bottom" as a Causal Mechanism (s) that Gives Rise to Self-Efficacy Sobriety (Doctoral dissertation, Northcentral University). PP: 146.
- Parrillo, N., R. (Ed.). (2017). Administrative Law from the Inside Out: Essays on Themes in the Work of Jerry L. Mashaw. *Cambridge University Press*. 5(3): 90-111.
- Petersdotter, L. Niehoff, E. & Freund, P. A. (2017). International experience makes a difference: Effects of studying abroad on students' self-efficacy. *Personality and Individual Differences*. 1(4): 174-178.
- Powell, A., J. & Myers, T. D. (2017). Developing Mental Toughness: *Lessons from Paralympians*. *Frontiers in psychology*. 5(3): 92-108.
- Santos, F. Corte-Real, N. Regueiras, L. Dias, C. & Fonseca, A. (2017). Personal and social responsibility development: exploring the perceptions of Portuguese Youth football coaches within competitive youth sport. *Sports Coaching Review*. 4(1): 108-125.
- Schaepkoetter, C., C. (2017). Basketball officiating as a gendered arena: *An autoethnography*. *Sport Management Review*. 20(1): 128-141.
- Stewart, N. (2017). How Children Learn: The characteristics of effective early learning. *Early Education*. 8(4): 61-88.
- Tojjari, F. Esmaeili, M., R. & Bavandpour, R. (2013). The effect of self-efficacy on job satisfaction of sport referees. *European Journal of Experimental Biology*. 3(2): 219-225.
- Tuero, G., C. D. Boreu, Q., F. Vila, S., V. Zafra, M., S. & Rado, M., A. B. (2002). The usefulness of ophthalmoscopy in risk evaluation of hypertensive patients. *Blood pressure*. 11(5):263269.
- Webb, T. (2017). Elite Soccer Referees: Officiating in the Premier League, la Liga and. *Taylor & Francis*. 46(2): 271-288.