

The Effect of Occupational Burnout Levels on Job Performance in Football Referees (8th Region Example)

Akif Bozkir (Corresponding Author)

Department of Sports Management, Faculty of Sports Sciences

Munzur University, Tunceli, Turkey

Tel: 0532-153-2052 E-mail: akifbozkir@munzur.edu.tr

Mehmet Burak Demir

Department of Sports Management, Faculty of Sports Sciences

Munzur University, Tunceli, Turkey

Tel: 0507-984-0174 E-mail: burakdemir@munzur.edu.tr

Received: August 6, 2022 Accepted: September 1, 2022

Published: September 15, 2022

doi:10.5296/jei.v8i2.20154

URL: <https://doi.org/10.5296/jei.v8i2.20154>

Abstract

Football referees are responsible for the game order during the match, they must decide by quickly resolving the controversial positions. For this reason, it is very important to examine and discuss the facts to minimize the negativities in the decision-making factors of the referees. The aim of this study is to examine the effect of the level of occupational burnout suffered by football referees on job performance in the context of TFF 8th region referees. For this purpose, Maslach Burnout Inventory was used to determine the burnout levels of the participants and the job performance scale developed by Koca and Yıldız was used to measure their job performance. As a result, a significant negative relationship was found between the occupational burnout and job performance of football referees, which are the sub-dimensions of midlevel negative occupational burnout, emotional exhaustion, desensitization, and personal achievement and work performance, and in summary, a negative relationship was seen between occupational burnout and job performance in football referees.

Keywords: Burnout, Job performance, Referee, Football

1. Introduction

Today, no matter what profession it is, it faces various challenges. These difficulties cause pressure and stress on people. As a result of this pressure and stress, it leads to various problems such as loss of energy, failure, and low job performance in addition to feelings such as burnout and reluctance. Since football referees are also responsible for the order of play during the match, they need to resolve controversial positions quickly and make decisions. For this reason, it is very important to examine and discuss the facts to minimize the negativities in the decision-making factors of the referees.

Football is the most popular, most competitive sports branch in Turkey and the world, covering a wide range of segments from the highest level leagues (elite professional sports) to the lowest level amateur leagues and accordingly in terms of both economic income and fans. The referee is a key figure who ensures that the rules of the game necessary for the competition are followed, that players respect authority and play fairly, and that they convey the values of the sport (Orviz-Martinez et al., 2021).

The role of the referee, therefore, is to provide a safe environment for sporting activity and to protect the integrity of the sport (Rix-Lievre et al., 2014). In addition, football, which is quite popular for all segments, has become the constant focus of the media and viewers (Webb, 2016). All of this can cause and/or exacerbate feelings of discomfort, stress, and injury in referees (Anshel et al., 2013). Therefore, in many cases, referees may be perceived by many as corrupt and prone to acting with dubious intentions (Orviz-Martinez et al., 2021).

The main motivations that influence refereeing are related to intrinsic aspects such as passion and love for sports, achieving certain goals in refereeing (experience refereeing in a higher league), achieving satisfaction, social relationships, challenge and competition, travel, entertainment, and emotion (Gray & Wilson, 2013; Hancock et al., 2015; Ridinger et al., 2017; Rullang et al., 2017). In contrast, external causes, such as economic revenge, are much less relevant (Johansen, 2015). Furthermore, the degree of support offered by the organization is an important factor in the referee's commitment to continue refereeing (Cuskelly & Hoye, 2013).

The referee is tasked with promoting a quality sports experience (Cuskelly & Hoye, 2013), however, in many cases, before, during, and after matches, it is the center of arguments, physical attacks (Kordi et al., 2013), psychological attacks by players, as well as by technical and public institutions, which are usually reported in different media (Deal et al., 2018).

Job performance refers to a set of behaviors that employees exhibit to achieve organizational goals (Rich et al., 2010). Because of the complex and dynamic nature of organizational goals, employees often do more than is officially necessary to accomplish their duties (Christian et al., 2011). Job performance is defined as "the extent to which an employee contributes to organizational effectiveness when expectations regarding the job role are considered." Job performance is also considered a more complex concept, encompassing not only the scope of work but also a range of behaviors aimed at internal employees and external customers (Korschun et al., 2014). The capacity of the person, the desire to do business, and the

environmental elements are effective in the emergence of job performance. The characteristics of the person such as age, intelligence, health, information, educational status, the capacity of the employee, the motivation required to show the effort required by the job, the willingness of the characteristics such as job satisfaction, personality, and the elements such as equipment, colleagues, work conditions, rules, regulations, the time necessary for the realization of the work constitute the environment. All these dimensions are closely related to each other and job performance emerges as a result of the employee's efforts in accordance with the current job description and the role given by revealing his capacity and desire in accordance with it (Koca & Yıldız, 2018).

Burnout can be defined as a long-term response to chronic stress that can manifest itself not only in the workplace but also in other areas such as sports, causing fatigue and emotional exhaustion or loss of physical and mental energy due to problems in interpersonal relationships, especially at work (Brandão et al., 2014). Maslach and Jackson (1981) divided burnout into three sub-dimensions as emotional exhaustion, desensitization, and personal achievement. According to the Maslach model, emotional exhaustion is the first experience when employees feel extremely tired and worn out, their energy is exhausted, they feel that their emotional resources are exhausted and they worry about work-related problems in their free time.

The cold and indifferent attitude that employees develop towards work and people in the work environment creates desensitization, which is the second dimension of burnout. The employee in the desensitization dimension may exhibit very strict and sometimes even inhumane behavior. These behaviors are; behaving in a way that drives away those around them, displaying hostile attitudes, not showing enough interest, exhibiting negative behaviors, and showing reactions and rejection (Maslach & Marek, 1993).

While personal success is the competence and sense of success that the individual develops about his job, personal failure is the feeling of being inadequate and unsuccessful in his job. The person in this emotional state believes that no matter how hard he tries on the issues related to his job, he will not be successful, he will not be able to progress by thinking that he has regressed in his job and that his effort is not working, and he will fall into discouragement (Stevens & Neill, 1983).

When the literature on the subject in the field of sports is examined, it is seen that the group that experiences a lot of stress and burnout but receives very little attention from researchers is football referees and that the researchers are more focused on athletes and managers (Goodger et al., 2007). In addition, there are no studies on how the level of burnout in referees affects job performance.

Al-Haiq et al. (2014) aimed to investigate the levels of burnout experienced by Jordanian referees and to investigate whether there is a relationship between burnout levels and refereeing levels, type of sport, and years of refereeing experience. One hundred and twenty referees representing four sports federations participated in this study. As a result, Jordanian referees were found to have mid-level refereeing burnout. It also showed a significant correlation between burnout levels and the referees' experiences. Less experienced referees

were found to have higher levels of burnout than more experienced referees. In addition, no significant relationship was found between the burnout levels of the referees and their refereeing levels, and the type of sport they refereed.

Khasawneh, Zu'bi, and Al-Khaldi (2008) investigated the psychological burnout levels of Jordanian football referees. Eighty-one referees participated in the study by filling out a survey of 24 items. The results showed that the level of burnout among football referees was mid-level. In addition, referees who served at lower levels were found to experience higher levels of burnout than their international and first-level counterparts. Furthermore, there was no significant difference in burnout levels depending on the experience or education level of the referees.

In the study conducted by Alam et al. (2012), the relationship between emotional intelligence and burnout in Iranian football super league referees was examined. The results showed that the referees had above-average emotional intelligence and experienced low levels of burnout.

Karademir (2012) surveyed 272 Turkish football referees to investigate the factors affecting burnout levels according to some demographic variables and revealed that the burnout levels of the referees were determinants of marital status, referee age and crowd teasing, age, education status, income, happiness to be a referee and the importance level of the match.

In the study conducted by Shafiei et al. (2013) to determine the stress rates and burnout rates of referees in the team and individual sports, 400 national or international male referees were randomly selected according to the Morgan table in football, basketball, wrestling, and table tennis courts with Maslach occupational burnout survey (MI3I) and stress area finding a survey for referees (SOSS). The results showed that there was a significant difference between referee burnout in the selected team and individual sports. Significant differences were also found in national and international referee burnout.

In the study conducted by Şirin and Döşyılmaz (2017), it was seen that football referees had a high level of job satisfaction and significant differences were found between demographic characteristics and job satisfaction levels according to marital status, football experience, and referee duty variables; however, no significant difference was found between job satisfaction levels according to education level, occupation, referee time and age variables. At the same time, while there was a significant difference in burnout levels according to the variables of marital status, refereeing duty, and refereeing time, there was no significant difference according to the variables of football experience, age, profession, refereeing time, and education status.

In the study conducted by Demirtaş and Yıldız (2021), it was stated that if the self-efficacy of football referees is high and the stress factors are minimized, it will have a positive effect on job performance and can increase. Koca and Yıldız (2018) in their study on football referees stated that the factors that cause stress adversely affect the job satisfaction and job performance of the referees.

2. Method

2.1 Purpose of the Research

The aim of this research is, to reveal whether there is a significant relationship between occupational burnout and job performance in football referees. To determine whether occupational burnout and job performance differ according to various demographic characteristics such as age, gender, education, marital status, seniority, and the relationships between the general and sub-dimensions of occupational burnout and job performance. As a result of the findings to be obtained with this study, it is thought that it will make a significant contribution to the accumulation of knowledge in the field of sports as well as creating resources for the sports literature.

2.2 Model and Hypotheses of Research

The model and hypotheses of the research are as follows.

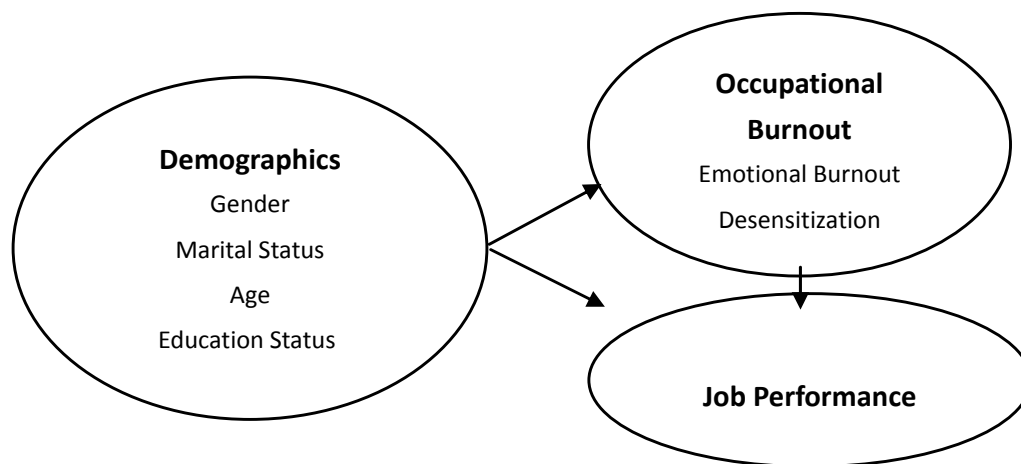


Figure 1. Model of the study

H1: There are differences in the perceptions of occupational burnout and job performance of the referees in terms of demographic variables.

H2: There is a negative relationship between occupational burnout and job performance.

H3: There is a negative relationship between the sub-dimensions of occupational burnout and job performance.

2.3 Scope and Method of Research

According to the study parameters of the research, the universe consists of 856 referees working in the 8th Region of the Central Referee Committee (CRC) affiliated with the Turkish Football Federation (TFF). According to the TFF/CRC records for April 2022, the number of referees in the 8th region (N) is 856. The research was calculated as universe 265

by predicting 95% reliability and 5% margin of error and a quantitative research method was used. The data in the research were applied online to the 8th region referees voluntarily by using the survey method and all the surveys obtained with the return from 284 people were analyzed. Munzur University Non-Interventional Research Ethics Committee Presidency has been granted permission with the decision dated 10/05/2022 and numbered 51986.

2.4 Collection of Data

The survey technique was used as a data collection method in the study. The survey was designed from a total of three sections and consisted of a total of 35 questions.

The first part of the survey consists of 6 questions to determine the demographic information of the participants. In the second part, the Maslach Burnout Scale, which was developed by Maslach and Jackson (1981) and composed of 22 expressions adapted to Turkish by Ergin (1992) and three sub-dimensions such as emotional exhaustion, desensitization, and personal success dimension, was used to determine the burnout levels of the participants whose validity and reliability was tested (Maslach & Jackson, 1981; Ergin, 1992). Scale items are rated with a 5-point Likert 1 (Never), 2 (Very rare), 3 (Sometimes), 4 (Most of the time), and 5 (Always). The sub-dimensions of emotional exhaustion and desensitization consist of negative statements, while the sub-dimension of personal success consists of positive statements on the Maslach Burnout Scale. Therefore, the scores were reversed when assessing responses to the personal failure sub-dimension Emotional exhaustion on the scale consists of 9 items (1, 2, 3, 6, 8, 13, 14, 16, 20) and desensitization consists of 5 items (5, 10, 11, 15, 22). In the third part, the job performance scale consisting of 7 items and single factor developed by Koca and Yıldız (2018) was used to measure the job performance of football referees.

2.5 Analysis of Data

The research data were analyzed by using SPSS (Statistical Package for Social Sciences) for Windows 22.0 program. First, statistical descriptive evaluations were made for demographic data, and then $n > 50$ Kolmogorov-Smirnov test was performed to see whether the data were normally distributed. After the test, $p > 0.05$, it was seen that the data was not normally distributed. Nonparametric tests (Mann Whitney you and Kruskal Wallis) were tested to determine whether the perceptions of Occupational Burnout and Job Performance of the referees showed significant differences according to various variables, and then spearman correlation analysis was performed to reveal the relationship between occupational burnout and job performance, and in the last part, discussion, conclusion, and suggestions were included.

3. Findings

3.1 Employee Demographic Findings

Table 1. Demographic information of sampling

Variables		N (284)	%
Gender	Male	244	85.9
	Female	40	14.1
Marital Status	Married	78	27.5
	Single	206	72.5
Age	18-25 Years	160	56.3
	26-33 Years	69	24.3
	34-41 Years	38	13.4
	42-49 Years	13	4.6
	50 Years and over	4	1.4
Education Status	Primary Education	0	0
	High School	38	13.4
	Associate	29	10.2
	Undergraduate	190	66.9
	Graduate	27	9.5
Year of Refereeing	1-3 Years	117	41.2
	4-6 Years	69	24.3
	7-9 Years	40	14.1
	10-12 Years	28	9.9
	13 Years and More	30	10.6
Referee Category	Provincial Referee	185	65.1
	Regional Referee	52	18.3
	Classification Referee	47	16.5

85.9% of the participants were male, 14.1% were female, 27.5% were married and 72.5% were single. When viewing the age ranges, 56.3% of the participants are in the age range of

18-25, 24.3% are in the age range of 26-33, 13.4% are in the age range of 34-41, 4.6% in the 42-49 age range, 1.4% are aged 50 and over. In terms of educational status, 13.4% were in high school, 10.2% with an associate degree, 66.9% were undergraduate, and 9.5% at the graduate level. When viewing the refereeing year, 41.2% are in the 1-3 year range, 24.3% are in the 4-6 year range, 14.1% are in the 7-9 year range, 9.9% are in the 10-12 year range and 10.6% have 13 years or more of service. Finally, when viewing the refereeing category, it is seen that 65.1% are provincial referees, 18.3% are regional referees and 16.5% are classification referees.

3.2 Reliability (Cronbach Alpha) Level

The reliability (Cronbach's Alpha) (α) coefficients of the scales used in the study are shown in the table below. According to Alpar's reference ranges, Cronbach's Alpha value is considered unreliable between 0.00 and 0.39, low reliability between 0.40 and 0.59, very reliable between 0.60 and 0.79, and high reliability between 0.80 and 1.00 (Alpar, 2020).

Table 2. Reliability (Cronbach Alpha) level

	Cronbach Alpha
Occupational Burnout	0.886
Emotional Exhaustion Sub-Dimension	0.876
Desensitization Sub-Dimension	0.768
Personal Achievement Sub-Dimension	0.842
Job Performance	0.922

According to the Cronbach's Alpha values obtained from the research, it is seen that the desensitization sub-dimension is quite reliable and the others have high reliability.

3.3 Normality Test

Normality tests are tests to determine whether the quantitative data obtained from the n unit group show a normal distribution (Hamarat & Çolak, 2021). One of the tests performed in SPSS to determine whether the data is distributed normally is the Kolmogorov-Smirnov and Shapiro-Wilk tests. The Kolmogorov-Smirnov test is used for data with a sample count of $N > 50$, while the Shapiro-Wilk test is used for data with a sample count of $N < 50$. The distribution of the data is evaluated based on Sig(p) the value. If the value of p (sig) is $\leq .05$, it means that the data is not distributed normally (Surucu, Sesen, & Maşlakcı, 2021).

Table 3. Normality test

	Kolmogorov-Smirnov			Shapiro-Wilk		
	Statistic	Df	Sig.	Statistic	df	Sig.
Occupational Burnout	.070	284	.002	.982	284	.001
Emotional Burnout	.067	284	.003	.969	284	.000
Desensitization	.134	284	.000	.938	284	.000
Personal Achievement	.097	284	.000	.934	284	.000
Job Performance	.173	284	.000	.867	284	.000

Note. $P \leq 0.05$.

In the study, $n > 50$ Kolmogorov-Smirnov test was performed to see if the data were distributed normally. After the test, it was seen that the data were not distributed normally because the sig value obtained was $p \leq 0.05$.

3.4 Comparison of Referees' Perception Levels of Occupational Burnout and Job Performance According to Gender Variable

The comparison of the referees' perceptions of Occupational Burnout and Job Performance according to gender variable is shown in the table below.

Table 4. Comparison of referees' perceptions of occupational burnout and job performance according to gender variable

	Gender	N	X	Ss	P
Occupational Burnout	Male	244	2.19	0.60	0.216
	Female	40	2.08	0.54	
Job Performance	Male	244	4.17	0.76	0.011
	Female	40	3.88	0.79	

Note. $P < 0.05$.

When Table 4 was examined, a significant difference was found only in job performance between the groups in comparing the responses of the referees to the questions of Occupational Burnout and Job Performance according to gender variable. While gender

variable is not a determining factor in occupational burnout on referees, it is seen that it is a determining factor in job performance.

3.5 Comparison of Referees' Perceptions of Occupational Burnout and Job Performance According to Marital Status Variable

The comparison of the referees' perceptions of Occupational Burnout and Job Performance according to the marital status variable is shown in the table below,

Table 5. Comparison of referees' perceptions of occupational burnout and job performance according to marital status variable

	Marital Status	N	X	Ss	P
Occupational Burnout	Married	78	2.17	0.56	0.955
	Single	206	2.18	0.61	
Job Performance	Married	78	4.38	0.52	0.002
	Single	206	4.04	0.82	

Note. $P < 0.05$.

When Table 5 was examined, a significant difference was found only in job performance between the groups in comparing the answers given by the referees to the questions of Occupational Burnout and Job Performance according to the marital status variable. While the marital status variable is not a determining factor in occupational burnout on referees, it is seen that it is a determining factor in job performance.

3.6 Comparison of Referees' Perceptions of Occupational Burnout and Job Performance According to Age Variable

The comparison of the referees' perceptions of Occupational Burnout and Job Performance according to the age variable is shown in the table below.

Table 6. Comparison of referees' perceptions of occupational burnout and job performance according to age variable

	Age	N	X	Ss	P
Occupational Burnout	18-25 Yrs	160	2.14	0.60	0.257
	26-33 Yrs	69	2.17	0.59	
	34-41 Yrs	38	2.19	0.54	
	42-49 Yrs	13	2.54	0.60	
	50 ≥ Yrs	4	2.15	0.20	
Job Performance	18-25 Yrs	160	3.96	0.89	0.010
	26-33 Yrs	69	4.33	0.41	
	34-41 Yrs	38	4.34	0.58	
	42-49 Yrs	13	4.52	0.46	
	50 ≥ Yrs	4	4.21	0.82	

Note. $P < 0.05$.

When Table 6 was examined, a significant difference was found only in job performance between the groups in comparing the answers given by the referees to the questions of Occupational Burnout and Job Performance according to the age variable. According to the research data, while the age variable is not a determining factor in occupational burnout on referees, it is seen that it is a determining factor in job performance.

3.7 Comparison of Referees' Perceptions of Occupational Burnout and Job Performance According to Education Status Variable

The comparison of the referees' perceptions of Occupational Burnout and Job Performance according to the variable of education status is shown in the table below.

Table 7. Comparison of referees' perceptions of occupational burnout and job performance according to education status variable

Education Status		N	X	Ss	P
Occupational Burnout	Primary Education	-	-	-	.074
	High school	38	1.96	0.65	
	Associate	29	2.11	0.52	
	Undergraduate	190	2.24	0.59	
	Graduate	27	2.12	0.54	
Job Performance	Primary Education	-	-	-	.054
	High school	38	4.36	0.64	
	Associate	29	4.33	0.47	
	Undergraduate	190	4.04	0.83	
	Graduate	27	4.22	0.60	

Note. $P < 0.05$.

When Table 7 was examined, there was no significant difference between the groups in comparing the answers given by the referees to the questions of Occupational Burnout and Job Performance according to the variable of educational status.

3.8 Comparison of Referees' Perceptions of Occupational Burnout and Job Performance According to the Variable of Referee Year

The comparison of the referees' perceptions of Occupational Burnout and Job Performance according to the referee year variable is shown in the table below.

Table 8. Comparison of referees' perceptions of occupational burnout and job performance according to the variable of referee year

Year of Refereeing		N	X	Ss	P
Occupational Burnout	1-3 Yrs	117	2.16	0.58	0.330
	4-6 Yrs	69	2.09	0.66	
	7-9 Yrs	40	2.23	0.57	
	10-12 Yrs	28	2.22	0.59	
	13 ≥ Yrs	30	2.30	0.50	
Job Performance	1-3 Yrs	117	3.88	0.92	0.002
	4-6 Yrs	69	4.21	0.69	
	7-9 Yrs	40	4.35	0.43	
	10-12 Yrs	28	4.37	0.61	
	13 ≥ Yrs	30	4.40	0.43	

Note. $P < 0.05$.

When Table 8 was examined, a significant difference was found only in job performance between the groups in comparing the answers given by the referees to the questions of Occupational Burnout and Job Performance according to the referee year variable. While the referee year variable is not a determining factor in occupational burnout on referees, it is seen that it is a determining factor in job performance.

3.9 Comparison of Referees' Perceptions of Occupational Burnout and Job Performance According to the Referee Category Variable

The comparison of the referees' perceptions of Occupational Burnout and Job Performance according to the referee category variable is shown in the table below.

Table 9. Comparison of referees' perceptions of occupational burnout and job performance according to the referee category variable

Referee Category		N	X	Ss	P
Occupational Burnout	Provincial Referee	185	2.11	0.56	.006

	Regional Referee	52	2.43	0.62	
	Classification Referee	47	2.16	0.62	
Job Performance	Provincial Referee	185	4.12	0.80	.052
	Regional Referee	52	3.96	0.78	
	Classification Referee	47	4.35	0.54	

Note. $P < 0.05$.

When Table 9 was examined, a significant difference was found between the groups only in occupational burnout in comparing the answers given by the referees to the questions of Occupational Burnout and Job Performance according to the referee category variable. While the referee category variable appears as a determining factor in occupational burnout on referees, it is seen that it is not a determining factor in job performance.

As a result of the research, differences were seen between the perceptions of occupational burnout and job performance in terms of demographic variables of the referees, and the hypothesis (H1) was accepted as of these results.

3.10 Findings of Correlation Analysis

Correlation analysis was performed to determine the relationships between occupational burnout and its sub-dimensions and job performance.

Table 10. The relationship between occupational burnout and its sub-dimensions and job performance

	Occupational Burnout	Emotional Exhaustion	Desensitization	Personal Achievement	Job Performance
Occupational Burnout	1.000				
Emotional Exhaustion	.881**	1.000			
Desensitization	.789**	.728**	1.000		
Personal Achievement	.694**	.387**	.337**	1.000	
Job Performance	-.515**	-.318**	-.268**	-.659**	1.000

Note. $r < 0.19$ there is no relationship or negligible low relationship, if 0.20-0.39 there is a weak correlation, and, between 0.40-0.69 there is mid-level correlation, between 0.70-0.89 there is a high correlation, and if 0.90-1.00 > is very high correlation (Alpar, 2020).

* $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$.

When Table 10 is examined, according to the results of the analysis between occupational burnout and its sub-dimensions and job performance, a significant mid-level negative relationship is seen between occupational burnout and job performance ($p < 0.01$, $r = -.515$). According to this result, the hypothesis of (H2) was accepted. The occupational burnout sub-dimension shows a weak negative significant relationship between emotional exhaustion and job performance ($p < 0.01$, $r = -.318$), and a weak negative relationship is seen between desensitization and job performance ($p < 0.01$, $r = -.268$), and a mid-level negative relationship is seen between personal success and job performance ($p < 0.01$, $r = -.659$). According to these results, the hypothesis of (H3) was accepted.

4. Discussion Conclusion and Suggestion

The aim of this research is to reveal whether there is a significant relationship between occupational burnout and job performance in football referees. Although various researches on referees were seen in the literature research, there was no research on occupational burnout and job performance in the referees. According to the data obtained from the research, it was seen that the perceptions of occupational burnout and job performance of the referees differed only on job performance according to the gender variable and when the averages were examined, it was seen that men had higher performance than women in the dimension of job performance and it was seen that this result was similar to the Koca and Yıldız's (2018) study. When we look at the results obtained according to the marital status variable, it is seen that married people who have a significant difference in job performance have a higher average than singles. When we look at the age variable and the refereeing year variable, a significant difference was seen in the job performance and when we look at the averages, it is thought that the work performances increase as the age and the refereeing year progresses, and this can be explained depending on the practice and experience. There was no difference in the perceptions of occupational burnout and job performance of the referees according to their perceptions of educational status, and we can state that the educational status was similar to the Sirin and Dösyılmaz (2017) study on the dimension of burnout and that the educational status was not effective in burnout and job performance. Finally, when we look at the refereeing category variable, it is seen that there is a significant difference in occupational burnout and although the burnout dimension of the study conducted by Kargün (2011) differs, we can state that burnout is affected by the referee category.

A significant negative relationship was also found between occupational burnout and job performance, which are the sub-dimensions of mid-level negative occupational burnout, emotional exhaustion, desensitization, and personal achievement and job performance, and in summary, a negative relationship was seen between occupational burnout and job performance. According to the research conducted by Altınbay (2021), there was a negative meaning between burnout and job performance, İpçioğlu and Ökmen (2021)—a negative

sense between the mental exhaustion status and job performance of municipal employees, and Erol and Yazıcıoğlu (2019) obtained similar results as the negative formative effect of burnout level on job performance.

As a result, it is an undeniable fact that football has more spectators and has more impact on the masses than other sports branches in the world. One of the most important elements of this fact is the perception of the occupational burnout levels of the referees are low and the positive aspects of their thoughts will cause them to show higher job performance. For this reason, it is suggested that it would be useful to provide training and seminars to referees on coping with occupational burnout so those wrong decisions due to low job performance could be prevented, but since the fact that this study was conducted only on football referees would not be sufficient for the study to be generalized, it is recommended that future studies be expanded to include referees in other branches.

References

- Alam, S., Mombeni, H., Maleki, B., Monazami, M., Alam, Z., Vatandoust, M., & Nasirzade, A. (2012). The relationship between emotional intelligence and burnout in Iranian soccer super league referees. *Current Research Journal of Biological Sciences*, 4(5), 544-550.
- Al-Haliq, M., Altahayneh, Z. L., & Oudat, M. (2014). Levels of burnout among sports referees in Jordan. *Journal of Physical Education and Sport*, 14(1), 47-51.
- Alpar, R. (2020). *Applied Statistics and Validity-Reliability*. Detay Publishing, Ankara.
- Altınbay, A. (2021). The Effect of Burnout of Female Certified Public Accountants on Business Performance: The Case of Kütahya and Eskişehir. *Journal of Social Policy Studies*, 21(52), 669-688. <https://doi.org/10.21560/spcd.vi.683524>
- Anshel, M. H., Kang, M., & Jubenville, C. (2013). Sources of acute sport stress scale for sports officials: Rasch calibration. *Psychol. Sport Exerc.*, 14, 362-370. <https://doi.org/10.1016/j.psychsport.2012.12.003>
- Brandão, M., Serpa, S., Rosado, A., & Weinberg, R. (2014). Psychometric properties of the Burnout Inventory for Referees. *Motriz Rio Caro*, 20, 374-383. <https://doi.org/10.1590/S1980-65742014000400003>
- Christian, M. S., Garza, A. S., & Slaughter, J. E. (2011). Work engagement: A quantitative review and test of its relations with task and contextual performance. *Personnel Psychology*, 64(1), 89-136. <https://doi.org/10.1111/j.1744-6570.2010.01203.x>
- Cuskelly, G., & Hoye, R. (2013). Sport officials' intention to continue. *Sport Manag. Rev.*, 14, 451-464. <https://doi.org/10.1016/j.smr.2013.01.003>
- Deal, C. J., Pankow, K., Chu, T. A., Pynn, S. R., Smyth, C. L., & Holt, N. L. (2018). A mixed-methods analysis of disciplinary incidents in men's soccer. *Sports Manag. Rev.*, 21, 72-85. <https://doi.org/10.1016/j.smr.2017.04.002>

- Demirtas, E., & Yıldız, K. (2021). Investigation of the Effect of Self-Efficacy Perceptions and Stress Factors on Job Performance of Football Referees. *Spormetre the Journal of Physical Education and Sport Sciences*, 19(4), 157-169.
- Ergin, C. (1992). *Burnout in doctors and nurses and adaptation of the Maslach Burnout Scale*. 7th Scientific Studies of the National Psychology Congress. Ankara: Turkish Psychological Association Publications.
- Erol, E., & Yazıcıoğlu, İ. (2019). The Mediating Role of Recreational Activities in the Effect of Burnout on Job Performance: A Study in Food and Beverage Enterprises. *Tourism Academic Journal*, 6(2), 139-152.
- Goodger, K., Gorely, T., Lavalley, D., & Harwood, C. (2007). Burnout in sports: A systematic review. *Sport Psychol.*, 21, 127-151. <https://doi.org/10.1123/tsp.21.2.127>
- Gray, C. E., & Wilson, P. M. (2013). Exploring the motivations underpinning track and field officials decisions to volunteer. *Athl. Insight*, 5, 163-179.
- Hamarat, B., & Çolak, E. (2021). *Applied Non-Parametric Statistical Methods*. Detay Publishing, Ankara.
- Hancock, D. J., Dawson, D. J., & Auger, D. (2015). Why Ref? Understanding sport officials' motivations to begin, continue, and quit. *Mov. Sports Sci.*, 87, 31-39. <https://doi.org/10.3917/sm.087.0031>
- İpçioğlu, İ., & Okmen, V. (2021). The Role of Audit Focus in the Relationship between Burnout and Job Performance in Municipal Employees. *Bilecik Şeyh Edebali University Journal of Social Sciences*, 6(2), 409-426. <https://doi.org/10.33905/bseusbed.1014123>
- Johansen, B. T. (2015). Reasons for officiating soccer: The role of passion-based motivations among Norwegian elite and non-elite referees. *Mov. Sports Sci.*, 87, 23-30. <https://doi.org/10.3917/sm.087.0023>
- Karademir, T. (2012). The factors that influence the burn-out condition of city football referees. *Journal of Physical Education and Sports Management*, 3(2), 27-34. <https://doi.org/10.5897/JPEM11.071>
- Kargun, M. (2011). *Investigation of Job Satisfaction and Occupational Burnout Levels of Football Referees in Terms of Various Factors* (Master's Thesis, Department of Physical Education and Sports, Institute of Health Sciences, İnönü University, Malatya).
- Khasawneh, A., Zu'bi, Z., & Al-Khaldi, H. (2008). Levels of psychological burnout of Jordanian football referees and their relationship to some variables. *Mu'tah Lil-Buhuth Wal-Dirasat: Humanities and Social Sciences Series*, 23(3), 9-24.
- Koca, S., & Yıldız, S. M. (2018). Factors that push football referees to stress, examination of the relationship between job satisfaction and job performance. *Journal of Sport Sciences Research*, 3(2), 195-207.

- Kordi, R., Chitsaz, A., Rostami, M., Mostafavi, R., & Ghadimi, M. (2013). Incidence, nature, and pattern of injuries to referees in a primer football (soccer) league: A prospective study. *Sports Health, 5*, 438-441. <https://doi.org/10.1177/1941738113481428>
- Korschun, D., Bhattacharya, C. B., & Swain, S. D. (2014). Corporate social responsibility, customer orientation, and the job performance of frontline employees. *Journal of Marketing, 78*(3), 20-37. <https://doi.org/10.1509/jm.11.0245>
- Maslach, C., & Marek, T. (1993). *Professional burnout: Recent developments in theory and research* (pp. 19-32). Washington, DC: Taylor & Francis.
- Maslach, C., & S. E. Jackson. (1981). The Measurement of Experienced Burnout. *Journal of Occupational Behavior, 2*(1), 99-113. <https://doi.org/10.1002/job.4030020205>
- Orviz-Martínez, N., Botey-Fullat, M., & Arce-García, S. (2021). Analysis of Burnout and Psychosocial Factors in Grassroot Football Referees. *Int. J. Environ. Res. Public Health, 18*, 1111. <https://doi.org/10.3390/ijerph18031111>
- Rich, B.L., Lepine, J. A., & Crawford, E. R. (2010). Job engagement: Antecedents and effects on job performance. *Academy of Management Journal, 53*(3), 617-635. <https://doi.org/10.5465/amj.2010.51468988>
- Ridinger, L. L., Warberm, S., Tingle, J. K., & Kim, K. R. (2017). Why referees stay in the game. *Glob. Sport Bus. J., 5*, 22-37.
- Rix-Lièvre, G., Boyer, S., Coutarel, F., & Lièvre, P. (2014). La performance arbitrale: De son étude à son développement. *Activités, 11*, 86-104. <https://doi.org/10.4000/activites.425>
- Rullang, C., Emrich, E., & Pierdzioch, C. (2017). Why do referees end their careers and which factors determine the duration of a referee's career? *Curr. Issues Sport Sci., 2*, 1-13. https://doi.org/10.15203/CISS_2017.006
- Shafiei, M., Khodayari, A., & Hashemizad, A. (2013). The comparison of stress and burnout levels in selected sports referees. *International Journal of Sport Studies, 3*(11), 1246-1251.
- Şirin, Y., & Döşyılmaz, E. (2017). Investigation of Job Satisfaction and Burnout Levels of Turkish Super League Football Referees. *Nigde University Journal of Physical Education and Sports Sciences, 11*(1), 87.
- Stevens, G. B., & O'Neill, P. (1983). Expectation and burnout in the developmental disabilities field. *Am J of Community Psychology, 11*, 615-627. <https://doi.org/10.1007/BF00896599>
- Sürücü, L., Sesen, H., & Maslakçı, A. (2021). *Relational Intermediary/Regulatory and Structural Equation Modeling with Spss, Amos and Process Macro*. Detay Publishing, Ankara.
- Webb, T. (2016). Referees and the media: A difficult relationship but an unavoidable necessity. *Soccer Soc., 19*, 1-17. <https://doi.org/10.1080/14660970.2016.1267626>

Copyright Disclaimer

Copyright for this article is retained by the author(s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (<http://creativecommons.org/licenses/by/3.0/>).