

THE EFFECT OF ANXIETY, CONFIDENCE, AND MOTIVATION ON THE PERFORMANCE OF NATIONAL VOLLEYBALL REFEREE PROVINCE OF NORTH SUMATRA

Arie Favian Syahmar Marpaung¹, Sudradjat Wiradihardja¹, Kurnia Tahki¹

¹Pendidikan Jasmani, Pascasarjana Universitas Negeri Jakarta, Komplek Universitas Negeri Jakarta Gedung M Hatta Jl. Rawamangun Muka Jakarta Timur, Indonesia

Corresponding author. Email arie.faviansyahmar@gmail.com

Abstract

This study aims to determine whether there is a significant effect between the exogenous variables of anxiety, confidence, and motivation with the endogenous variables of the performance of referees on duty in North Sumatra Province. The population in this study is the National Referee of North Sumatra Province. The sampling technique used was the purposive sampling method in which the national referees selected were adjusted to the criteria determined by the researchers as many as 50 national referees from various levels. The research method used is the descriptive quantitative method. The results of the data analysis carried out showed that 1) There was a significant influence between anxiety on the referee's performance of 0.854 or 73.7%, 2) There was a significant influence between self-confidence on the referee's performance of 0.842 or 70.9%, 3) There was a significant effect of a significant difference between motivation on the performance of the referee is 0.744 or 55.3%, 4) There is a significant effect between anxiety on the motivation of 0.841 or 70.8%, 5) There is a significant influence between self-confidence and motivation of 0.851 or 72.5 %, 6) There is a significant effect between anxiety through motivation on referee performance by 0.744 or 55.3%, 7) There is a significant effect between self-confidence through motivation on referee performance by 0.879 or 77.3%. The data collection technique in this study used a questionnaire instrument method in the form of statements on a Likert scale that had been validated by experts. So it can be concluded that several internal and external factors can affect the performance of the referee in leading the match such as anxiety, confidence, and motivation. Suggestions for the referee to be able to optimize the psychological condition before leading the game, to maximize the task of leading the match.

Keywords: Anxiety; Self-confident; Motivation; Referee Performance; Volleyball

INTRODUCTION

The referee is one of the main figures in the running of a sports match because the referee must be able to be a good judge and

not harm the parties who are competing, with leadership, courage, and justice possessed by a referee will have an impact on the smooth running of the ongoing match.



Referees are also required to be able to understand the basic rules in a sport, as well as volleyball referees. According to Aulia in her research, "Volleyball referees must understand volleyball rules, refereeing codes of ethics, hand signals in leading matches, and make the right decisions at the right time." (Aulia, 2016). Then it was added by Hsiang et al in their research that "referees are also required to have the responsibility to always coordinate and cooperate with other referees and maintain good relations and communication between coaches and players to keep the match going well" (Hsiang, Yu, Yu, & Chun, 2014).

A referee can be said to be a good referee if the referee is confident in the decisions he makes, based on the rules of the volleyball game, and is not easily influenced by interventions from other parties and always adheres to the refereeing code of ethics, according to Rizqal et al (Rizqal & Basri Muhammad Hasan, 2020). So that the smoothness and success of volleyball matches cannot be separated from the role of a referee in his performance in leading the match. The referee's performance is the result of a referee's achievement in carrying out his duties. A good referee's performance will have a positive impact, and vice versa, if the referee's performance is bad, then of course it will have a negative impact. The good and bad performance of the referee will have an

impact on the referee himself and the running of the match activities. Nurlaila (2010:71) argues that "Performance is the result or output of a process".

However, in reality on the ground, it is still possible to find referees who are not working well, causing the match to not run smoothly, even though the referee has met the requirements and qualifications specified. Based on the results of interviews conducted by researchers with the secretary and head of the refereeing division of PBVSI North Sumatra Province, it is known that the referee on duty still often has doubts in making decisions, there are also referees whose decisions are not under applicable regulations, due to differences in interpretation to the referee. In addition, several facts on field show that the performance of the volleyball referee is still at a moderate level, and the volleyball referee's level should be at a good level. This can be demonstrated by the frequency of which teams, coaches, or team officials compete to protest the referee's decisions. (Krisna, Umam, Saeful, & Muhammad, 2020).

Several factors can cause the referee's poor performance on duty including the emergence of anxiety, lack of confidence in the referee, and the low motivation that builds on the referee in leading the match.

Anxiety in referees often occurs because of the influence of external factors such as the screams of the audience, strong protests from players and coaches, and so on. Anxiety is a negative emotion, as are doubt and depression. Weinberg and Gould (2011: 78) explain that "Anxiety is a negative emotional state in which feelings of nervousness, worry, and fear are associated with activation and stimulation of the body". So that the magnitude of the influence from the outside will greatly affect the negative emotions of a referee, which will then increase the level of stress, anxiety and will ultimately affect the performance of a referee on duty. This is in line with the opinion of Cox, Richard H (2012:158) that "The stress process begins with an environmental situation or competition".

Then self-confidence is a positive emotion, as are joy and happiness. So that confidence can be used as an important factor to interpret the symptoms that arise in the anxiety of a referee before leading the match. Thus, the self-confidence that arises will cause positive emotions, so that a referee will feel calm and relaxed in leading the match even though he is under pressure from the audience, players, and coaches.

Likewise, motivation is a psychological symptom that appears in the form of encouragement to a person

consciously or unconsciously to take certain action with a specific goal (Djamarah, 2011). A volleyball referee in carrying out his duties certainly has a certain impulse that makes him enthusiastic in carrying out the task of leading the match

Based on the observations of researchers and the description above, psychological factors are one of the things that can affect the performance of volleyball referees in leading the match, more precisely in this case the national volleyball referee for North Sumatra Province. So that researchers are interested in exploring more knowledge about the effect of anxiety and self-confidence on the performance of the national volleyball referee in North Sumatra Province.

METHOD

The research method used is descriptive, quantitative research methods, where the results of research can aim to describe something as it is by the facts that occurred in the field when this research was carried out.

The population in this study is the National Volleyball Referee of North Sumatra Province. Then the sample in this study, namely 50 National Referees with sampling using the purposive sampling method.

The variables studied in this study consisted of three variables, namely anxiety, self-confidence, and motivation as the independent variable and the referee's performance as the dependent variable. The data collection technique was carried out with a questionnaire that was collected from all samples and had been validated by experts from each field on the research variables, namely anxiety and self-confidence questionnaires. The referee's performance test was carried out with a questionnaire compiled under the rules and regulations of refereeing. Then the data will be analyzed using descriptive statistical analysis methods as according to Arikunto (2002: 56) saying "if a study aims to get a picture or find something as it is about an object studied, then the analysis technique needed is enough to calculate the percentage".

This study used the Sport Anxiety Scale-2 (SAS-2) to measure innate or trait anxiety (Trait Anxiety) conducted by Smith, Smoll, Cumming, and Grossbard in the Journal of Sport & Exercise Psychology (2006, 28, 479-501) and the Competitive State Anxiety Inventory-2 (CSAI-2) to measure State Anxiety conducted by Cox, Martens, and Russell in the Journal of Sport & Exercise Psychology (2003, 25, 519-533). Measuring self-confidence in this study used the Sources of Sport Confidence Questionnaire (SSCQ) proposed by Vealey,

Hayashi, Garner-Holman, and Giacobi in the Journal of Sport & Exercise Psychology (1998, 20, 54-80). To measure motivation in this study used the Sport Motivation Scale (SMS) proposed by Luc G. Pelletier, Michelle Fortier, Robert J. Vallerand, Nathalie M. Briere, Kim M. Tuson, and Marc R. Blais, 1995 in the Journal of Sport & Exercise Psychology, 17, 35-53. The instrument used is the performance variable with 5 referee performance concepts consisting of 17 characteristics proposed by Mascarenahs, D. R., Collins, D., & Mortimer, P. (2005:368) in the Elite Refereeing Performance Journal: Developing A Model for Sport Science Support.

RESULTS AND DISCUSSION

Model	R	R Square	Adjust R Square	Std. Error of the Estimate
Anxiety about Referee Performance	854	727	716	5.769383
Confidence in Referee Performance	842	478	723	5.938475
Motivation Against Referee Performance	744	708	675	5.283947
Anxiety Against Motivation	841	773	713	4.933628
Confidence in Motivation	851	725	758	4.627384

Anxiety Through Motivation on Referee Performance	744	679	543	4.726384
Confidence Through Motivation Against Referee Performance	879	701	467	4.173849

Table 1. Statistical Analysis of The Influence of Independent Variables with Dependent Variables

Based on the results of research conducted by researchers, and has been processed using SPSS Version 22 software, several data are obtained, namely, the coefficient value (r) between anxiety and referee performance is 0.854, which means that the level of influence of anxiety variables on volleyball referee performance is present in the strong category. The level of the influence of anxiety on the performance of the referee is equal to 73,7%.

The coefficient value (r) between motivation and referee performance is 0.842. The level of influence between motivational variables and referee performance variables is in the interval 0.800-1.000, which means that the level of influence of motivational variables with volleyball referee performance is in a strong category. The level of influence of motivation on the performance of the referee is equal to 70.9%.

The coefficient value (r) between confidence and referee performance is 0.744.

The level of influence between the confidence variable and the referee performance variable is in the interval 0.600-0.799, which means that the level of influence of the confidence variable with the volleyball referee performance is in a strong category. With the level of influence of self-confidence on the performance of the referee that is equal to 55.3%.

The coefficient value (r) between anxiety and motivation is 0.841. The level of influence between anxiety and motivation variables is in the interval 0.800-1.000, which means that the level of influence of anxiety and motivation variables is in a strong category. With the level of influence of anxiety and motivation on the performance of the referee that is equal to 70.8%.

The value of the coefficient (r) between self-confidence and motivation is 0.851. The level of influence between the variables of confidence and motivation is in the interval 0.800-1.000, which means that the level of influence of the variables of self-confidence and motivation is in a strong category. With the level of influence of anxiety and self-confidence and motivation that is equal to 72.5%.

The value of the coefficient (r) between anxiety and motivation with the referee's performance is 0.744 the level of influence between the anxiety and confidence

variables with the referee's performance variable is in the interval 0.600-0.799, which means that the level of influence of the anxiety and confidence variables with the performance of volleyball referees is present in the strong category. With the level of the influence of anxiety and confidence on the performance of the referee that is equal to 55.3%.

The value of the coefficient (r) between confidence and motivation with the performance of the referee is 0.879. The level of influence between the variables of confidence and motivation with the variable of the referee's performance is in the interval 0.800-1.000, which means that the level of influence of the variables of confidence and motivation with the performance of volleyball referees is in a strong category. With the level of influence of confidence and motivation on the performance of the referee that is equal to 77.3%.

Model	Unstandarized Coefficients		Standarized Coefficients		
	B	Std Error	Beta	t	Sig
1 (Constant)	16.780	8.247		1.734	.000
Anxiety	.632	0.77	.854	7.937	.002
1 (Constant)	11.048	9.427		1.927	.000
Confidence	.590	0.56	.842	8.863	.001
1 (Constant)	20.056	9.442		2.637	.032
Motivation	.532	.87	.744	6.536	.000

a. Dependent Variable : Referee Performance

Table 2. Statistical Analysis of Significant Effects Between Independent Variables and Dependent Variables

To find out whether there is an influence between the anxiety variable and the referee's performance, a t-test was carried out, the results of this study showed that the t_{count} value was 7,937 The t_{table} value in this study was 2.000 if the t_{count} value was greater than t_{table} then H_a was accepted ($7,937 > 2,000$) it means that there is a significant influence between anxiety and the performance of the referee.

The effect of confidence on the referee's performance shows the results of the t-test, namely obtaining a t_{count} of 8.863. The t_{table} in this study is 2,000. If the t_{count} is greater than t-table, then H_a is accepted ($8.863 > 2,000$) then it means that there is a significant influence between confidence and performance. referee.

The effect of motivation on the referee's performance shows the results of the t-test, namely obtaining a t_{count} of 6,536. The t_{table} value in this study is 2,000. If the t_{count} is greater than t_{table} , then H_a is accepted ($6,536 > 2,000$) then it means that there is a significant influence of motivation on the referee's performance.

Model	Sum of Squares	df	Mean Square	F	Sig
Regression	2635.647	2	1.364.536	72.736	.000
Residual	1647.837	47	22.645		
Total	4283.484	49			

a. Predictors: (Constant), Motivation, Anxiety
 b. Dependent Variable: Referee Performance

Table 3. Statistical Analysis of the Effect of Anxiety through Motivation on Referee Performance.

The effect of the anxiety variable through motivation on the performance of the referee using the F test, if the result of F_{count} is greater than F_{table} , then H_a is accepted. The results of this study indicate that the F_{count} obtained is 72.736 while F_{table} is 5.10. Therefore, $72,736 > 5,10$ thus means that there is an influence between the anxiety variable through motivation on the referee's performance.

Model	Sum of Squares	df	Mean Square	F	Sig
Regression	2635.846	2	1378.397	61.354	.000
Residual	1726.726	47	23.736		
Total	4362.572	49			

a. Predictors: (Constant), Motivation, Confidence
 b. Dependent Variable: Referee Performance

Table 4. Statistical Analysis of the Effect of Confidence Through Motivation on Referee Performance.

The influence between the variables of confidence through motivation on the performance of the referee using the F test, if the result of F_{count} is greater than F_{table} then H_a is accepted. The results of this study indicate that the F_{count} obtained is 61.354 while F_{table} is 5.10. Therefore, $61,354 > 5,10$ thus it means that there is an influence between the variables of confidence through motivation on the performance of the referee.

Based on the results of the study, it showed that there was a significant influence between anxiety and the performance of the referee. This causes the anxiety that arises in the referee will affect the referee in leading the match which will then harm the referee's performance.

The significant influence between confidence and referee performance is at a strong level. This shows that if the referee has high confidence in leading the match, it will always have a positive impact on the referee's performance. Vice versa, a referee with a low level of confidence will affect the referee's decision while on duty which will also affect the referee's performance.

There is also a significant influence between motivation and referee performance. This shows that if the referee has a strong motivation to lead the match well, it will always affect the referee's performance while leading the match. Vice versa, if the referee does not have a high motivation on duty, the referee will tend not to be optimal in carrying out his duties, which will then affect the performance of the referee.

The effect of anxiety through motivation on the performance of the referee shows that there is a significant effect between the variables of anxiety through motivation on the performance of the referee. This means that if a referee has high anxiety

and low motivation, it will affect the performance of the referee in carrying out his duties to lead the match. Vice versa, if the referee's anxiety is low and supported by high motivation, it will have a positive impact which will then affect the referee's performance in leading the match.

The influence of self-confidence through motivation on the performance of the referee showed significant results. This means that if a referee has a high level of confidence, then a high level of motivation will have a positive impact which will then affect the performance of the referee. Vice versa, if the referee has low self-confidence then low motivation will have a negative impact, so the referee does not believe in his abilities so that it will then affect the performance of the referee in carrying out the task of leading the match.

CONCLUSION

Based on the results of the research and discussion, it can be concluded that 1) There is a significant influence between anxiety and the performance of the national referee in North Sumatra Province, 2) There is a significant influence between self-confidence and the performance of the National referee in North Sumatra Province, 3) There is a significant influence between motivation with the performance of the National Referee of North Sumatra Province,

(4) There is a significant influence between anxiety and motivation of the National referee of North Sumatra Province, (5) There is a significant influence between self-confidence and motivation of the National referee of North Sumatra Province, (6) There is a significant influence between anxiety through motivation on the performance of the National Referee of North Sumatra Province, and (7) There is a significant influence between anxiety through motivation on the performance of the National Referee of North Sumatra Province.

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