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The Relationship of Anxiety, Confidence, and Motivation to the Performance of Volleyball Referees: A Correlation Study

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Abstract

The purpose of this study was to analyze the relationship between anxiety, self-confidence, and motivation to the performance of the referees of volleyball associations throughout Indonesia, West Nusa Tenggara province. This study uses a correlational method with a quantitative approach. The population is 45 referees, sampling using total sampling. The research variable was the performance of the volleyball referee as the dependent variable and anxiety, self-confidence, and motivation as the independent variables. The data analysis technique used a linearity test and product-moment correlation. The results of this study are 1) a low relationship between anxiety and the performance of volleyball referees. 2) moderate relationship between confidence and the performance of volleyball referees. 3) a strong relationship between motivation and the performance of volleyball referees. 4) moderate relationship between anxiety and self-confidence with the performance of volleyball referees. 5) a strong relationship between self-confidence and motivation with the performance of volleyball referees. 6) a strong relationship between anxiety and motivation with the performance of volleyball referees. 7) a strong relationship between anxiety, self-confidence and motivation with the performance of volleyball referees. The conclusion of this study is to increase the confidence of referees through training programs in the psychological (mental) realm that are integrated into the training program with an understanding of the rules of the game regularly. This effort is made to improve the quality of the performance of volleyball referees.

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INTRODUCTION

The development of volleyball in the province of West Nusa Tenggara (NTB) is

excellent; this is evidenced by volleyball clubs or associations that produce good players. Many volleyball matches are held in the province of West Nusa Tenggara, both by

educational institutions (high school, high school, university) and government agencies (Dikbudpora). (Muskanan, 2015) shows that the contribution or contribution of aspects on internal and external variables to athletes' achievement motivation has a significant contribution to athletes' achievement motivation.

Success and success in the implementation of volleyball matches are determined by many supporting factors, including players, coaches, officials, medical officers, spectators, security officers, and match equipment consisting of referee 1, referee 2, scorer, and lines judge (Mangkunegara, 2000). The referee is one of the essential components in the implementation and development of volleyball matches whose existence will determine the quality of the resulting volleyball game.

In a competition, according to (Sudarmanto, 2015), the factors that can determine individual performance in various pieces of literature are work motivation, job satisfaction, job design, leadership commitment, participation, management function, clarity of career direction, competence, organizational culture and reward system. This is related to what Myilsidayu (2014) stated, which explains that an individual with high motivation but the low ability will have low performance and vice versa. To display high performance requires high motivation and ability and the perception of applying the correct technique.

The referee is the leader of the match on the field. The referee has full rights during the match to all players and coaches, and team officials. The role of the referee is vital for the regular implementation of a match (Aziz, 2013). With the match rules that players must implement, it is also necessary for a referee in the match so that the existing rules are applied so as not to harm one party. For this reason, referees are needed to contribute to an honest, fair and orderly game, provided that the referee must analyze and assess events in the match, make decisions appropriately and quickly act as a good, firm, fair judge (Karacam & Adiguzel, 2019). In his significant role in the match the referee must adapt quickly and precisely to make decisions, have knowledge of the rules of the game, the ability to lead the match, and be firm in applying the rules specified (Pina et al., 2021).

The smoothness of a volleyball match cannot be separated from the role of a referee in leading the match. Performance is the result achieved by a person in carrying out tasks based on skills, experience, sincerity, and time according to predetermined standards and criteria (Napitupulu, 2020). This performance results from a referee's achievement in carrying out his duties. A good referee's performance will undoubtedly have a positive impact, and if his performance is terrible, it will certainly have a negative impact. The good or bad performance will impact the referees and match activities (Macarenhas et al., 2005).

Volleyball referees not only master the material about rules or signals but what is no less critical is self-control. Anxiety is a problem of emotional turmoil that often faces athletes, especially in individual sports with relatively great difficulties. As it is known that human feelings are positive and there are negative feelings, anxiety is defined as a specific negative emotional response to competitive stress (Tamminen et al., 2021).

Referee decisions can be influenced by crowd noise, social pressure, match status or team strength (Carlos, 2019). Anxiety is one of the psychological factors whose influence on sports competition is quite clear (Hoseini et al., 2011). The presence of spectators in the match dramatically affects the mental and self-confidence of the referee, especially if the audience does not accept the decision that the referee makes. In addition to having an excellent level of fitness, understanding of the rules of the game, and sufficient experience, referees must also have a strong mentality and low anxiety levels. They must also have a good level of self-confidence (Eskiyecek et al., 2019).

These conditions can affect the smoothness of the duties of a referee in leading a match. Many factors affect the performance of volleyball referees in West Nusa Tenggara in determining every incident, whether it comes from the internal referees themselves or those caused by external disturbances. The dominant factor influencing the performance of the referee is the referee's internal factor. The internal factors, in addition

to the knowledge and experience of a referee, are psychological. The psychological factors that can affect the performance of a volleyball referee when leading a match include anxiety, stress, excitement, confidence, and motivation. There are psychological factors that have a negative impact and a positive impact on the referee. As it is known that human feelings are positive and there are negative feelings, anxiety is defined as a specific negative emotional response to competitive stress (Tamminen et al., 2021).

Anxiety occurs because the audience factor most influences the volleyball referee. Anxiety is associated with negative emotions, as are doubts and depression. (Weinberg & Gould, 2011) explains that anxiety is a negative emotional state in which feelings of nervousness, worry, and fear are associated with activation and stimulation of the body. Lack of control over emotions in the face of internal and external pressures can cause anxiety (Dahriyanto, 2018).

Further stated by (Gunarsa, 2012), anxiety is a mental tension usually accompanied by bodily disorders that cause the individual to feel helpless and experience fatigue because he always has to be in a state of alertness to threats that are not clear. Anxiety is an emotion that exists in an uncertain person and is considered self-threatening (Nissa, 2021).

It can be concluded that anxiety is a negative emotional process characterized by fear or worry about the threat of danger to himself. It will affect performance when

carrying out tasks, such as the volleyball referee leading a match.

While self-confidence is associated with positive emotions, such as joy and happiness, self-confidence can be used as an essential factor in interpreting the symptoms of anxiety before leading a match. This means that self-confidence will cause positive emotions; when the referee is confident, the referee will feel calm and relaxed even though he is under pressure. Furthermore (Pelletier, 2016) in defining "self-confidence as a belief that a person has internal resources, especially the ability to achieve success, it means that self-confidence is rooted in beliefs and expectations".

Confidence can be concluded that the positive emotional process that will lead to a feeling of confidence can carry out a task well so that negative emotional factors can be overcome with the confidence of a volleyball referee. The referee must have an extreme mentality to lead the match well and smoothly, and the referee must also have a strong confidence level. According to (Sriyono, 2017), Self-confidence is one aspect of the character that is very meaningful in human life. Confident people feel confident in their skills and have realistic expectations, especially when their hopes do not come true; they always think positively and can accept them.

Self-confidence gives encouragement and motivation to someone to work and dare to show their strengths so that it can affect the satisfaction of the success achieved

(Apriansyah et al., 2017). Meanwhile, according to (Hassandra, 2003), self-confidence is an attitude of confidence in one's own ability to fulfil every desire and hope.

Another factor that can improve the performance of volleyball referees is the motivation factor, the motivation a referee must have in leading the match. High motivation will help smooth the match to achieve optimal results, and motivational support is an essential part of the goal structure (Salimi et al., 2022). Motivation makes a person always give the best results and show a positive attitude (Mallett et al., 2007).

Motivation plays a vital role in human efforts to achieve the desired goals. Good motivation allows each individual to work better in his group (Rumhadi, 2017). Motivation is the accumulation of processes that affect a person's behaviour, and the behaviour is directed at the goal of achieving the ultimate goal (Ranihusna, 2010). In carrying out his duties, a volleyball referee certainly has an impetus that makes the spirit in leading the match; the encouragement or motivation can come from oneself (intrinsic) or outside (extrinsic). Therefore, motivation plays an essential role in helping to determine the success or failure of the referee in carrying out the task of leading the match.

METHODS

This research is a type of correlational research. This type of research focuses on the

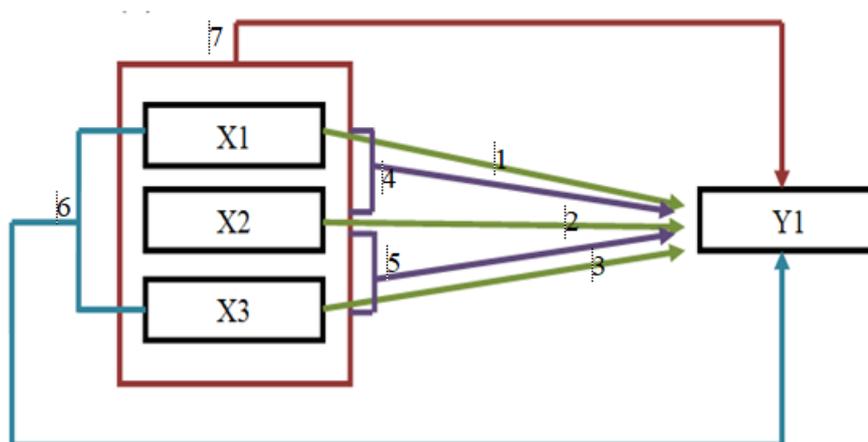
disclosure of causal relationships between variables. The causal variables are Anxiety (X1), Confidence (X2), and Motivation (X3) on Referee Performance (Y). The population in this study were 45 volleyball referees in the province of West Nusa Tenggara.

Data collection techniques in this study used a questionnaire which is a method of collecting data by giving a set of questions or written statements to respondents to answer. This study uses a questionnaire or questionnaire as a research instrument, collecting data with this questionnaire/questionnaire technique,

including anxiety (X1), self-confidence (X2), motivation (X3) and referee performance (Y) using a closed questionnaire, namely a questionnaire that can be answered only by selecting the available answers.

The data obtained from the results of the questionnaire or questionnaire were then analyzed. Data analysis is used to get an overview of the distribution of research results. Hypothesis testing in this study was tested using the product-moment correlation analysis method. This correlation technique is used to find relationships and prove the hypothesis of variable relationships.

Image 1. Research Design Framework (Ramadan & Juniarti, 2020)



FINDINGS AND DISCUSSION

Findings

Initial data analysis before hypothesis testing was carried out, namely descriptive and

data normality testing. It is necessary to know the general description of the data and the normal distribution of research data.

Table 1 Descriptive Test Results

Variable	N	$\bar{X} \pm St. Dev$	Category
Anxiety (X1)	45	64.8 ± 5.97	Very high
Confident (X2)	45	117.87 ± 10.66	Very high

Motivation (X3)	45	123.93 ± 9.43	Very high
Volleyball Referee Performance (Y)	45	93.31 ± 6.25	Very high

Based on the results of the hypothesis test of the anxiety variable with the performance of the volleyball referee, the correlation coefficient $r = 0.387$ with the value of sig. of $0.009 < 0.050$, it can be concluded that there is a positive and significant relationship between anxiety and the performance of volleyball referees, and the relationship is categorized as low (weak). This means that the higher the individual's anxiety, the lower the performance of the volleyball referee for that individual.

Discussion

The Relationship of Anxiety to the Performance of Volleyball Referees

The results of the correlation analysis showed that the correlation between anxiety and the performance of volleyball referees was 0.387. This shows a low relationship between anxiety and the performance of volleyball referees. This is because the referee's anxiety will hurt the referee's performance; the referee with severe anxiety will provide a psychological burden in leading the match that will impact the referee's performance. This is in line with research (Muhammad et al., 2016) that there is a significant relationship between anxiety and the performance of volleyball referees in Tasikmalaya Regency. In line with the statement (Xu & Liu, 2021), the anxiety experienced by the referee when carrying out their duties will affect the performance

produced by the person; self-anxiety starts from not believing in yourself to do everything.

When conducting interviews with volleyball referees, when leading the match or before the match started, the referee experienced anxiety, one of which was caused by the audience factor and the game's intensity. A faster heart rate and urination characterize it. To minimize their anxiety, they perform various activities such as praying, stretching, checking match equipment, and so on.

The Relationship of Confidence to the Performance of Volleyball Referees

The results of the correlation analysis showed that the correlation between confidence and the performance of volleyball referees was 0.443. This shows a good relationship between confidence and the performance of volleyball referees. This shows that a referee with high self-confidence will positively impact the referee's performance in leading the match. This is in line with research conducted by (Kuswoyo et al., 2017) about the contribution of confidence, concentration, and motivation to the performance of referees. The study's results showed a significant contribution between self-confidence and the referee's performance.

According to (Myilsidayu, 2014), self-confidence is one's own ability to be able to

achieve specific achievements, and if the achievement is high, the individual will become more self-confident. (Oktyama & Wahyudin, 2020) explains that self-confidence is a positive attitude of an individual to feel that he has competence, ability and confidence and is confident that he can develop a positive assessment of himself or the environment/situation he faces to achieve the desired goals.

The Relationship of Motivation to the Performance of Volleyball Referees

The results of the correlation analysis showed that the correlation between motivation and the performance of volleyball referees was 0.650. This shows a strong relationship between motivation and the performance of volleyball referees. From the results of the correlation analysis, there is a significant relationship between motivation and the performance of volleyball referees. This is under what was conveyed by the volleyball referee during the interview. The volleyball referee said their motivation to become a referee was to contribute to their respective areas so that the volleyball game could develop. When leading the match, they felt happy to be known by others and find colleagues.

As revealed by (Kuswoyo et al., 2017), someone who has high motivation both internally and externally will increase the individual's performance. This shows that if a referee leading a match has a high motivation, it will have a good impact on the referee's performance. Motivation is a force in a person

that drives or moves him to fulfil his basic needs and desires, and motivation is a critical element in improving work productivity (Andjarwati, 2015).

The Relationship of Anxiety and Confidence to the Performance of Volleyball Referees

The results of the correlation analysis showed that the correlation between anxiety and confidence in the performance of volleyball referees was 0.501. This shows a reasonably strong relationship between anxiety and confidence in the performance of volleyball referees.

This is in line with research (Supriyatni, 2021). A referee needs good metal to control anxiety because while on duty, a referee often gets pressure from players, spectators and team officials. Self-confidence is needed by a referee to handle situations well without depending on others and have an excellent self-evaluation. A referee can calmly deal with pressure when in charge of a match, so he remains focused on carrying out the rules of the game well. According to (Kundu, 2018), anxiety negatively affects performance. On the other hand, increased self-confidence can maximize performance. According to (Andjarwati, 2015), The need for achievement (Achieve) includes the desire to master objects, ideas, or other people independently and to increase one's self-confidence through practice.

The Relationship between Anxiety and Motivation on the Performance of Volleyball Referees

The results of the correlation analysis showed that the correlation between anxiety and motivation in the performance of volleyball referees was 0.679. This shows a strong relationship between anxiety and motivation in the performance of volleyball referees. This is in line with research (Cristóbal, 2013) that each type of anxiety has a relationship with performance.

The Relationship of Confidence and Motivation to the Performance of Volleyball Referees

The results of the correlation analysis showed that the correlation between self-confidence and motivation in the performance of volleyball referees was 0.651. This shows a strong relationship between self-confidence and motivation in the performance of volleyball referees. As revealed by (Sahudi, 2014) that the performance of volleyball referees is influenced by individual factors such as psychological factors, which include self-confidence and motivation. According to (Cookson & Stirk, 2019), psychological skills should be given serious attention to improving referees' performance further.

The Relationship of Anxiety, Confidence and Motivation to the Performance of Volleyball Referees

The correlation analysis results showed a significant relationship between anxiety, self-confidence and motivation with the performance of volleyball referees, which was 0.684. This shows a strong relationship between anxiety, confidence and motivation with the performance of volleyball referees.

According to (Indriansah, 2020), a referee must have good mental readiness, such as self-confidence, motivation, and anxiety, to improve his performance. This shows that anxiety, confidence and motivation for the performance of volleyball referees have a significant relationship with the performance of volleyball referees. According to Maslow's hierarchy of needs theory, "A Theory of Human Motivation", which discusses the need for appreciation, after an individual successfully fulfils it, the individual's self-confidence will automatically be high. A high level of self-confidence will undoubtedly affect the individual's social role. On the other hand, if this need is not met, it will have a severe impact, such as a sense of anxiety so that you make mistakes in making decisions, lack of self-confidence, and so on.

CONCLUSION

The conclusion of this study is to increase the confidence of referees through training programs in the psychological (mental) realm that are integrated into the training program with an understanding of the rules of the game regularly. This effort is made to improve the quality of the performance of volleyball referees. As well as evaluating the performance of volleyball referees regularly. There are many more factors that affect the performance of volleyball referees. Therefore it is recommended that further researchers carry out research developments by

researching different variables that can affect the performance of volleyball referees.

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