

Organizational Motivation and the Factors that Motivate Football Referees

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Abstract

The ultimate objective of the study is to determine football referees' organizational motivation and the factors that motivate football referees who were appointed in 2006-2007 Turkish Football Season.

Methods

The study was carried out on FIFA, FIFA Assistant referees, Super League Referees (28 referees), Super League Assistant Referees (41 referees), and Turkish Telecom Second League A category referees (20 referees), total 89, who attended 'Referee Training Seminar' organized by Central Referee Committee in Bursa. Procedure In this study, two survey sheets were used to determine the factors that motivate the football referees. The first survey was formed to evaluate their demographic characteristics (Age, Marital status, Educational Background, Profession, Experience, Professional Aims). In the second survey 'Professional Satisfaction Scale' was used. 35 questions in the Professional Satisfaction Scale were divided into three groups:

- a. Football referees' opinions on management policies
- b. Football referees' opinions on monetary policy
- c. Football referees' professional satisfaction

Results – Discussion

The findings of the study were evaluated in order to determine football referees' organizational motivation and the factors that motivate football referees. At the end of the study, the demographic characteristics of the referees revealed that % 42,7 of referees were between 25-29 age groups and % 55,1 of them were married. It was striking that % 79,8 of them are university graduate, and % 12,4 of them are post graduate. % 61,8 of referees emphasized that they desired to represent Turkish Football Referees in Europe, in other words they wanted to be a FIFA referee. The second part of the survey revealed that football referees didn't adopt Classical Management Policy, they demanded to have Participatory Management Policy.

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