

A Proposal to Develop the Performance of Egyptian Football Referees' Federation

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Research introduction and significance:

Sport is considered as one of the most advanced and sophisticated areas at the global level. Obviously, most developed world countries compete annually and every four years to organize and manage the most global sporting events such as World Championships, the World Cup, Asian, European, African Championships, and finally the Olympics. This competition goes back to the each states' desire to demonstrate its technological progress in all fields and especially in the management field. As most developed countries pay great attention to follow the changes in the surrounding market as a step towards change and development. And upon which it prepares the latest programmes for management development and vocational preparation for developing human resources development capacities and abilities in various to cope with successive variables.

Amin El-Kholy (2002) says that different societies have witnessed a remarkable development during the latter half of the twentieth century in rehabilitation and vocational preparation programmes, especially in the field of physical education and sports. Multiplying developments occurred as a result of the development of philosophy which led the profession and global system to the significant expansion of the objectives and social services of the profession . Vocational preparation in physical education and sport may be defined as the operations that would prepare the entrusted personnel in various jobs and tasks and enrich him with the knowledge, information, skills, experiences, interests and attitudes necessary for turning person from just an individual practising the profession into a professional with a social message in the field.(92-91 :6)

Both Ahmed El-Sanhoory (1996) and Maher Abou El- Aatti (1999) confirm that for developing the performance of the human race appropriate vocational preparation must be followed, where best suitable elements for practice are being chosen. The professional personality is being configured through both theoretical and practical preparation by providing them with knowledge, expertise, skills and attitudes that will enable them to experience their profession in which they need proffession and skill together.(17 : 228) (3 : 225)

Sports federations are considered one of these sports bodies responsible for the success of sport, where the primary objective is to publish and upgrade, and to organize the activities among its members. Sports federation is a private body with a public benefit, an independent legal personality, in addition to being the only body technically responsible for upgrading the game in accordance to the rules established by the International Federation for this game.

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The Egyptian Football Federation is the body responsible for the sport in the Arabic Republic of Egypt. Founded in 1921, joined FIFA in 1923, joined the Confederation of African football in 1957, when a three consortia have been formed in Cairo, Giza, Alexandria, along with union headquarters in Cairo. Currently, it has been expanded to include 24 subsidiary unions along with one Union in Cairo, which consists of: Vice President, Secretary, Treasurer, Member. (app. 1) The Union constitutes specialized committees , one of which is the referees committee that works on the implementation and interpretation of the laws of the game, proposing amendments to the rules of the game for the Executive, preparing and appointing referees and assistant referees, for matches in competitions organised by FIFA and the Union.(11)

Informing the Egyptian Football Federation plan (app.2) enabled the researchers to learn about its activities and programs benefiting many ancillary groups as coaches, players, administrators and finally class referees. It appeared that attention to activities followed unequal terms, focusing on the training and refinement of the class trainers , players and managers with high rates while the lowest category was given to the referees since its activities included only the establishment of an educational camp at the beginning of the season which is not sufficient to qualify and refine referees of different classifications.

Tarek Mostafa's study (2010) concluded that the Union gives continuous care and attention to the trainers and administrators only, offering them local or international courses to upgrade the coaches and administrators' level of performance. The Federation Omits the importance of the referee who is not set up properly, since his refinement takes less than a week every year and which, of course, doesn't qualify him up to the highest physical, scientific and theoretical level of competence , which does not affect neither the player , the coach , the administrator, the media nor the public. (2 : 27)

Sabbah Qassem and Samir Mehanna (2009) specified that arbitration is one of the key factors that contribute to the development of football. Once the referee drew his governance authority and personality of the international law. Undoubtedly, this would contribute to the development of the game. The referee holds two main roles in the stadium : the first being a teacher and the second an educator, which definitely forces him to face difficulties during his stewardship of the game to lead a fair and faithful game . Referees make up the fee factor of this game since every game is administered by an arbitration crew including a referee in cooperation with two assistants and a fourth referee. (2 :24)

The International Federation has identified several characteristics and physical abilities required for the referee to successfully pass the physical test that would qualify him to manage efficiently the high physical games. Therefore, the conditions and regulations set by the International Federation must strictly be applied to all the world consortiums for the rehabilitation of football referees, such as physical tests including measurement of speed, endurance, overall respiratory and cardiovascular fitness as they are important elements to referees in managing games. (13)

For the referee to approach success in his matches , all bodies and institutions are responsible for upgrading his level of performance through highly developed and reviewed comprehensive programmes suitable for physically and psychologically preparing the referees, especially during the initial testing phase of selecting governance attending the Egyptian Football Federation

Through the ongoing capture for local football matches, it turns out that there are multiple images of the riots returned to poor organization and management of the games, and the emergence of groups of fans raising crowd stadiums and known as “Ultras”, and goes back also to the confusion evident in some of the decisions of the referees during matches.

Therefore, the two researchers over went an exploratory study with some of the referees of the Egyptian Football Federation, (10) in number, where a questionnaire was distributed among the referees (app. 3) in order to identify the evaluation criteria followed by the union of the game to evaluate governance performance, and the methods used by the union to improve the performance of referees. One of the most important results of the questionnaire was that the preparation process is done individually or collectively among the referees without any responsible regulator. The researchers stressed that this is not sufficient to rehabilitate and develop the capacities of referees of a match, causing the referees in many errors and thus losing control of the match. The researchers also interviewed a couple of referees and some observers in Alexandria, in order to recognize the observers ' reports and models for assessing the performance of referees during some games. One of the most significant results of the interview was that most referees are subjected during their domestic matches to many technical and administrative errors that stop them from presenting the output of the game as required or desired. This goes back to the fact that the Federation responsible for organizing and managing local matches does not give adequate attention to the preparation and development of the performance of the referees to participate in arbitration in various competitions in order to retrieve the material law of the game. By Asking one of the members about the causes of the failure of the referees in arbitration for some games he explained that it seems that there is no consensus and harmony between certain referees and their assistants in some games, in addition to the fact that Some referees may be subjected to different situations during their matches because of the audience which may cause their performance to appear inaccurate in taking the decision making and in charging errors. This may expose them to frequent objections by players, managers, coaches or the public from one side, or the media on the other side. Others refer referees' errors to the lack of fitness, which affect their ability to identify and calculate errors. The researchers stressed the fact that there are some problems facing the referees during their match as objection to the results or the condemnation of referees' decisions. This is caused by the lack of the public, some players or managers awareness with the laws of the game. This proves the necessity of well-preparing and developing the performance of football referees from all aspects of physical, academic, artistic, and psychological, to overcome various situations being faced during managing various games.

The findings and recommendations of some previous studies, such as Eman El-Ashqar's (2012)(12), Tarek Mostafa's (2010) (27) , Ahmed Abdel Gawad's (2009) (2) , Medhat Ebrahim's (1994) (19), Abdel Rahman Sayyar's (1990) (1), and Botros Rezkallah and Mohamed Al Esnawi's (1986) (7) , confirmed that there are weaknesses in the technical, physical and administrative performance of the referees in the arbitration . Studies recommended the need to elevate and promote football through the Union's interest in developing and improving the elements of the football game (coaches, referees and administrators)

This proves the importance of the problem of the study which is the poor referees' performance. It seems that most of the studies have tended to study the requirements of improving the performance

of both coach and athlete and did not deal with the requirements for developing the referees' performance.

This led the researchers to study this problem to identify the requirements for developing the performance of referees of Football Federation that would help raise the level of arbitration, consequently upgrading Egyptian football referees to reach the world level arbitration to be able to compete with the European arbitration and with arbitration in South America.

Study objectives: Improving the performance of the referees of the Egyptian Football Federation through the determination of the necessary elements for development:

- Vocational preparation for football referees.
- Technical and academic preparation for football referees.
- Physical preparation for football referees.
- Psychological preparation for football referees.

Study Questions:

- What are the required components for developing the performance of the referees of the Egyptian Football Federation?

Study Procedures:

Firstly: Study Methodology The researchers followed a descriptive approach (survey manner) which is most appropriate to the nature of the research

Second: Research Sample: Firstly: The researchers determined the research sample from various sports institutions as follows:

1. Egyptian Football Association and other provinces distributed among the Arab Republic of Egypt.
2. Sports clubs primarily in Alexandria.

Second: Study Sample

The number of members of the research sample is (273) individuals distributed as follows:

1. The members of the Egyptian Football Association's are (13) in number (President, First Deputy, Second Deputy Premier, Treasurer, and 9 members of the Board of Directors)
2. The members of some provinces of the Egyptian Football Federation's are from (17) regions, (5) from each region to form (85) member (Chairman, Treasurer, and 3members).
3. Some referees affiliated to the Egyptian Football Federation and its branches, (97) in number from different grades (first degree, second degree, and third degree).
4. Sports clubs staff (coaches, managers technicians, players), (78) in number: (66) player, (6) coaches, and (6) professional managers.

Rationing Sample:

(35) individuals, represented in referees, players, coaches and professional managers, were chosen in order to ensure validity and reliability of the questionnaire and were excluded from the research sample to become (238) individuals. The research sample was selected from personnel in

different branches of the Egyptian Football Federation. Trainers, coaches, and players were randomly selected from Alexandria sports clubs.

Third: data collection tools

A questionnaire was used as a tool for data collection. To design the questionnaire the researchers: relied on the results of the pilot study on some members of the Egyptian Football Association and some referees to design the questionnaire (app.3), reviewed both the Federation’s plan and the observers’ reports (app. 2 & 4), reviewed the results of previous studies related to the subject of the study. Through the previous steps axes and dimensions of the questionnaire have been identified (app.5) and presented to experts (11 in number) in the field of sports management and sports training ,specialized in football (app. 6) , to express their opinion on the appropriateness of the proposed axes to achieve the objectives of the research. Then the researchers formulated the phrases that would fall under each axis and which included (48) phrase. The initial form of the questionnaire was presented then to the experts (app.7), experts expressed their approval within a percentage between (80 % - 100 %) upon which modifications were done as following: Splitting phrase (37), re-wording phrase (46). In light of the experts suggestions the questionnaire has been modified into its final form (app. 8), (49) phrases, and ready for application.

Scientific transactions

Firstly: Validity of the study: Validity was calculated in two different methods:

- a. Referees Validity: presenting the questionnaire in its initial form to a group of experts, (11) in number. (app.6) as they had deleted and modified some phrases.
- b. Internal coherence validity: The correlation coefficient between the degree of each axis and the total score of the questionnaire was calculated, which ranged between(0.695 : 0.832) and functioned at 0.05 indicating internal coherence validity between the axis degrees and dimensions and the questionnaire total degree. Thus, the questionnaire indicates a high degree of validity.

Second: Questionnaire Reliability: Reliability was calculated by: Using Alpha Cronbach's , it reached 0.864 indicating a high degree of reliability for (app.8)

Statistical Methods Pearson correlation coefficient - alpha Cronbach's – T. test – Arithmetic Mean – Deviation Standard

Results’ Presentation and Discussion

Table (1): Arithmetic Mean , Deviation Standard, and “T” values on the first axis phrases to determine the professional and personal settings for referees (N=238)

Egyptian Federation Referee (N=75)				Members of sports clubs (coaches,players,technical coaches) (N=65)				Members of Egyptian Federation (N=98)				No
What should be		What is		What should be		What is		What should be		What is		
Stand ard	Mean	Stand ard	Mean	Stand ard	Mean	Stand ard	Mean	Stand ard	Mean	Stand ard	Mean	
T		t		T		t		T		t		
Devia		Devia		Devia		Devia		Devia		Devia		

	tion		tion			tion		tion			tion		tion		
*4.36	0.84	2.69	0.79	2.11	*6.57	0.46	2.69	0.35	2.22	*8.80	0.51	2.80	0.57	2.12	1
*4.23	0.73	2.84	0.81	2.31	*6.61	0.36	2.85	0.73	2.18	*4.47	0.97	2.84	0.84	2.26	2
*4.31	0.70	2.71	0.62	2.25	*4.87	0.61	2.69	0.49	2.22	*3.31	0.64	2.70	0.89	2.33	3
*5.37	0.88	2.79	0.65	2.11	*3.46	0.50	2.54	0.70	2.17	*3.02	0.66	2.60	0.57	2.33	4
*4.08	0.73	2.84	0.80	2.33	*7.07	0.27	2.84	0.73	2.16	*3.88	0.81	2.81	0.67	2.40	5
															6
*7.67	0.35	2.86	0.72	2.15	*7.49	0.75	2.84	0.45	2.03	*6.85	0.89	2.84	0.70	2.06	1/6
*4.61	0.73	2.79	0.81	2.21	*7.11	0.58	2.77	0.73	1.95	*8.63	0.51	2.80	0.57	2.13	2/6
															3/6
*8.64	0.62	2.88	0.81	1.87	*10.46	0.61	2.87	0.45	1.89	*4.82	0.74	2.76	0.69	2.27	1/3/6
*7.63	0.72	2.87	0.88	1.87	*9.74	0.36	2.79	0.49	2.05	*5.41	0.86	2.88	0.84	2.22	2/3/6
11.09*	0.71	2.91	0.81	1.53	*6.77	0.58	2.89	0.73	2.11	*7.05	0.64	2.94	0.84	2.19	3/3/6
*7.73	0.50	2.53	0.65	1.80	*4.62	0.80	2.79	0.73	2.17	*5.00	0.74	2.85	0.77	2.31	7
															8
*4.51	0.61	2.84	0.79	2.32	*7.45	0.36	2.85	0.49	2.28	*7.77	0.65	2.65	0.59	1.96	1/8
*6.11	0.70	2.84	0.72	2.13	*7.72	0.27	2.92	0.73	2.18	*3.52	0.73	2.57	0.79	2.19	2/8
*4.01	0.62	2.81	0.81	2.34	*5.87	0.70	2.91	0.64	2.22	*6.00	0.62	2.75	0.85	2.11	3/8
*4.23	0.57	2.73	0.81	2.25	*4.02	0.45	2.71	0.90	2.21	*6.63	0.86	2.84	0.72	2.09	4/8
															9
*3.58	0.71	2.84	0.85	2.38	*4.40	0.35	2.86	0.86	2.35	*3.54	0.73	2.60	0.81	2.21	1/9
*3.11	0.72	2.79	0.85	2.39	*5.03	0.36	2.85	0.83	2.28	*5.85	0.94	2.81	0.72	2.11	2/9
															10
*2.21	0.81	2.68	0.80	2.39	*3.76	0.84	2.84	0.73	2.32	*3.39	0.86	2.75	0.79	2.35	1/10
*3.29	0.70	2.74	0.79	2.34	*5.83	0.73	2.88	0.70	2.15	*3.66	0.81	2.91	0.80	2.49	2/10
*3.05	0.81	2.91	0.80	2.51	*2.01	0.85	2.69	0.73	2.41	*5.09	0.65	2.85	0.61	2.39	3/10
*3.08	0.85	2.84	0.85	2.41	*2.60	0.81	2.69	0.73	2.34	*2.17	0.81	2.68	0.81	2.43	4/10
															11
*3.39	0.70	2.67	0.70	2.28	*4.53	0.88	2.94	0.88	2.24	*3.70	0.54	2.75	0.80	2.39	1/11
*6.14	0.81	2.79	0.57	2.09	*3.19	0.57	2.94	0.83	2.54	*4.00	0.89	2.84	0.85	2.34	2/11
*7.50	0.34	2.87	0.55	2.31	*6.00	0.77	2.98	0.73	2.19	*3.86	0.81	2.91	0.63	2.51	3/11
*3.75	0.71	2.84	0.69	2.41	*7.88	0.80	2.94	0.53	2.00	*4.59	0.67	2.91	0.79	2.43	4/11
*3.46	0.85	2.79	0.57	2.38	*3.28	0.93	2.84	0.88	2.32	*7.42	0.41	2.96	0.72	2.34	5/11
*2.79	0.81	2.61	0.78	2.25	*4.18	0.72	2.94	0.73	2.41	*3.72	0.92	2.91	0.81	2.45	6/11
*4.07	0.63	2.75	0.69	2.31	*3.77	0.73	2.86	0.84	2.34	*3.26	0.74	2.84	0.81	2.48	7/11
*4.44	0.70	2.81	0.68	2.31	*3.28	0.81	2.87	0.73	2.43	*3.64	0.74	2.79	0.87	2.37	8/11
*3.57	0.83	2.84	0.84	2.35	*3.32	0.70	2.88	0.90	2.41	*3.06	0.64	2.74	0.85	2.41	9/11
*5.72	0.34	2.87	0.77	2.31	*4.12	0.81	2.97	0.88	2.36	*4.99	0.71	2.84	0.85	2.28	10/11
		1.99					2.00					1.98			

Table (1) results reveal presence of statistically significant differences among the phrases on the first axis between what is and what should be at $\alpha(0.05)$, since Chi square calculated values is greater than the results greater than its tabulated value for all study samples, in favour of what should be.

Most research sample responses (Members of the Egyptian Federation, members of sports clubs, the referees of the Union) agreed with phrases of the first axis, members of sports clubs reached an average value (2,98:2,54), Federation members reached average value (2,96 : 2,57) , referees reached an average value (2,91:2,53).

The results show that the average values of all categories of study sample function morally towards what should be in the phrases of the first axis concerned with determining the necessary professional and personal preparation for the performance of the referees of the Egyptian Football Federation, as organizing educational lectures, English language courses , lectures to raise awareness of the referees' needs and physical development, lectures in the integrity and fairness in arbitration, as well as selecting the referees in accordance with the certain conditions specified by the federation.

Both Ebrahim Shawki (2003) (10) and Amin El Kholy (2002) (6) confirmed that vocational preparation is an educational training that includes organizing lectures and educational and cultural courses. It aims to provide students with information, skills and professional abilities and attitudes necessary to perform of his duty. That is through providing all of the modern disciplines and practical exercises that are consistent with the aptitudes, inclinations and interests on the one hand and labor market requirements and expectations on the other hand.

Saad Moneam (2003) (22), Mallo et al(2012) (18) and others mentioned that there are specific conditions required for the referee to become a person able to perform his duties in all circumstances. They also stressed the importance of sending referees abroad to learn foreign languages which will play a major role in co-operation with overseas players and coaches. There must also be special courses for referees in order to develop their abilities.

The present findings are consistent with results of Gonçalves et al (2006) (14), Alan Nevill (2013)(4) studies, which emphasized the necessity of the referees' professional skills, and his Mastering of a foreign language to be able to face different circumstances that may arise while judgment, such as participating in international training courses and matches .

Table (2) The Arithmetic Mean and Standard Deviation Values , "T" grades for the Research Community on the Second Axis Identifying Academic and Technical Preparation for the Referees of the categories (N=238)

Union referees (N=75)					Members of sports clubs (coaches,players,technical coaches) (N=65)					Members of Egyptian Federation (N=98)					No
t	What should be		What is		t	What should be		What is		T	What should be		What is		
	Stand ard	Mean	Stand ard	Mean		Stand ard	Mean	Stand ard	Mean		Stand ard	Mean	Stand ard	Mean	
	Devia tion		Devia tion			Devia tion		Devia tion			Devia tion		Devia tion		
*5.40	0.57	2.73	0.72	2.16	*3.71	0.81	2.75	0.73	2.25	*4.22	0.65	2.65	0.80	2.21	12
*9.20	0.70	2.67	0.81	1.53	*6.13	0.71	2.79	0.76	2.00	*7.25	0.64	2.70	0.80	1.95	1/13
*6.60	0.57	2.73	0.81	1.98	*6.31	0.81	2.86	0.73	2.01	*5.18	0.80	2.88	0.85	2.27	2/13

*7.33	0.86	2.86	0.81	1.86	*5.68	0.72	2.91	0.88	2.11	*7.96	0.86	2.81	0.81	1.86	14
*3.73	0.93	2.79	0.81	2.26	*8.62	0.70	2.84	0.45	1.95	*7.73	0.86	2.79	0.81	1.87	15
10.09*	0.81	2.79	0.72	1.53	*6.73	0.73	2.84	0.73	1.98	*6.12	0.65	2.65	0.72	2.05	16
*5.98	0.81	2.86	0.85	2.05	*4.11	0.70	2.71	0.70	2.21	*5.98	0.32	2.88	0.71	2.41	17
*4.28	0.70	2.67	0.81	2.14	*4.78	0.76	2.84	0.90	2.14	*5.27	0.57	2.71	0.81	2.18	18
*4.44	0.73	2.76	0.76	2.22	*3.94	0.73	2.81	0.72	2.31	*5.01	0.57	2.71	0.77	2.22	19
*2.21	0.89	2.84	0.81	2.53	*4.42	0.70	2.71	0.73	2.16	*9.72	0.32	2.88	0.72	2.11	20
*4.53	0.83	2.89	0.85	2.27	*6.38	0.88	2.85	0.70	1.96	*6.27	0.68	2.83	0.85	2.14	21
*2.21	0.82	2.76	0.81	2.47	*7.20	0.73	2.88	0.88	1.86	*4.99	0.55	2.76	0.72	2.31	22
*8.87	0.85	2.73	0.81	1.53	*5.72	0.76	2.88	0.83	2.08	*6.21	0.79	2.88	0.85	2.15	23
*9.88	0.71	2.76	0.81	1.53	*7.72	0.35	2.86	0.45	2.31	*4.51	0.84	2.79	0.81	2.26	24
															25
*7.70	0.76	2.81	0.54	1.98	*6.36	0.83	2.79	0.78	1.89	*5.64	0.78	2.77	0.81	2.13	1/25
*7.15	0.81	2.79	0.81	1.85	*8.31	0.35	2.86	0.69	2.06	*7.62	0.57	2.71	0.72	2.00	2/25
*8.88	0.76	2.79	0.89	1.59	*7.20	0.76	2.88	0.49	2.07	*10.27*	0.42	2.76	0.68	1.93	3/25
*7.40	0.73	2.84	0.73	1.96	*6.11	0.73	2.76	0.45	2.11	*11.76	0.57	2.71	0.81	1.53	4/25
*9.97	0.34	2.87	0.81	1.86	*4.88	0.83	2.63	0.73	1.96	*14.07	0.51	2.82	0.81	1.47	26
*7.05	0.89	2.83	0.81	1.85	*7.05	0.76	2.81	0.73	1.89	*10.78	0.51	2.82	0.88	1.71	27
*9.61	0.34	2.74	0.81	1.77	*8.56	0.70	2.71	0.45	1.83	*8.58	0.32	2.88	0.81	2.13	28
*9.10	0.81	2.73	0.81	1.53	*7.78	0.73	2.84	0.49	1.99	*9.43	0.32	2.83	0.72	2.08	29
															30
*8.22	0.70	2.67	0.79	1.67	*4.33	0.70	2.71	0.88	2.11	*7.81	0.32	2.88	0.79	2.21	1/30
*5.47	0.85	2.91	0.88	2.13	*9.88	0.35	2.76	0.45	2.06	*3.77	0.51	2.82	0.81	2.46	2/30
*9.44	0.57	2.73	0.94	1.53	*5.71	0.73	2.79	0.88	1.98	*5.14	0.61	2.81	0.85	2.27	3/30
*5.17	0.81	2.47	0.62	1.86	*9.95	0.35	2.86	0.73	1.86	*4.74	0.32	2.88	0.81	2.47	4/30
*5.70	0.88	2.88	0.72	2.13	*3.85	0.99	2.85	0.81	2.24	*7.59	0.60	2.88	0.81	2.11	5/30
*5.33	0.70	2.67	0.72	2.05	*5.11	0.71	2.69	0.68	2.07	*8.69	0.38	2.82	0.72	2.11	31
*6.63	0.57	2.73	0.80	1.98	*7.06	0.70	2.71	0.68	1.86	*8.15	0.81	2.84	0.54	2.04	32
*5.96	0.71	2.60	0.81	1.86	*7.23	0.71	2.84	0.61	2.00	*9.50	0.32	2.88	0.81	2.05	33
*9.04	0.57	2.73	0.76	1.74	*7.45	0.73	2.79	0.57	1.93	*10.65	0.59	2.88	0.50	2.05	34
		1.99					2.00					1.98			

Table (2) shows that there is a statistical significance on the second axis between what is and what should be at the level of significance phrases differences (0.05), values (t) is greater than Tabulated values of all the research sample groups and the difference between the averages was for the benefit of what should be.

There is an agreement between the views of the research members (members of the Egyptian Federation, members of sports clubs, referees Union) on the second axis where the members of the Egyptian Federation category on the average value of arithmetic expressions ranged from (2.91:2.53), and the category of members of sports clubs, members of sports clubs category got the arithmetic mean value (2.88:2.57), and the Union of referees got of the average arithmetic value (2.85:2.53).

It is clear from the results that the academic and technical preparation for the referees of the Egyptian Football Federation , which is represented in the organizing seminars, is in favor

of what should be which proved to be greater than what is. And evolutionary training courses following the law of football, as well as the organization of refereeing courses to hone referees information and identify the content of modernity of the needed information before both domestic and international championship tournament.

And special courses of action for injuries and anatomy for referees. And technically analyzing the games for all different degrees of referees, and the technical training of referees through the development of their abilities in decision-making consistency, and controlling the game, assistant's cooperation, and the development of fitness and movement. The averages value of all research samples proved to function in favor of what should be to complete the process of developing the performance of the referees.

Hassan Farouk's (2005) (6) and Amin El Kholy's (2002) (6) studies confirmed that the professional preparation, based on scientific foundations in Physical Education, works on raising the technical, academic, and educational level of the graduate to the possible maximum extent in his field of work, through the development of his personal and professional abilities to enable him to meet work requirements.

Seerwan Salman (2010) (26) and Hany Ballan (2009) (15) stressed that academic and technical preparation should be presented in comprehensive sessions and training camps that aim at providing and acquiring referees with needed expertise and skills.

Weston et al (2006) (30), Unkelbach C, Memmert (2008) (28) and Di Salvo et al (2012) (8) stressed the need to technically and academically develop referees to enable them to reach perfect performance on the pitch through being able to make the right decision at the right time without prejudice and through being acknowledged with all what is new in his field.

Sabbah Qassem's and Jassem Abbas's (2010) (23) recommendations recommended the importance of adding small elements related to age in ongoing arbitration sessions in order to increase their expertise in this area, as well as their participation in external courses for access with Arab and foreign referees.

Table (3) The Arithmetic Mean and Standard Deviation Values , "T" Grades for the Research Community on the Third Axis Phrases Specifically Categories Identifying Physical Preparation for Referees (N=238)

Union referees (N=75)					Members of sports clubs (coaches,players,technical coaches) (N=65)					Members of Egyptian Federation (N=98)					No
T	What should be		What is		t	What should be		What is		T	What should be		What is		
	Standard Deviation	Mean	Standard Deviation	Mean		Standard Deviation	Mean	Standard Deviation	Mean		Standard Deviation	Mean	Standard Deviation	Mean	
*7.58	0.54	2.80	0.57	2.11	*5.94	0.83	2.85	0.72	2.04	*6.48	0.38	2.82	0.81	2.24	35
*6.06	0.60	2.76	0.67	2.13	*4.52	0.88	2.69	0.68	2.07	*5.17	0.57	2.71	0.81	2.19	2/35
*5.78	0.58	2.64	0.80	1.98	*5.01	0.83	2.76	0.25	2.22	*9.72	0.32	2.88	0.72	2.11	3/35
															36

*5.44	0.84	2.81	0.73	2.11	*5.64	0.70	2.88	0.81	2.13	*10.96	0.68	2.82	0.79	1.67	1/36	
*9.02	0.51	2.82	0.78	1.85	*6.91	0.35	2.86	0.85	2.07	*6.01	0.55	2.76	0.88	2.13	2/36	
*6.60	0.78	2.53	0.85	1.65	*16.4	0.35	2.86	0.25	1.98	*18.4	0.38	2.82	0.62	1.47	37	
0.88	0.94	2.24	0.81	2.11	*6.96	0.70	2.71	0.70	1.86	*9.31	0.68	2.65	0.79	1.67	38	
*9.37	0.89	2.85	0.80	1.55	*7.97	0.88	2.81	0.88	1.58	*6.98	0.86	2.74	0.72	1.95	39	
*6.06	0.78	2.47	0.78	1.70	*5.71	0.73	2.69	0.73	1.96	*8.52	0.57	2.71	0.80	1.86	40	
*5.59	0.77	2.77	0.81	2.05	*4.43	0.73	2.57	0.72	2.01	*7.97	0.78	2.91	0.81	2.01	41	
*8.63	0.68	2.65	0.80	1.60	5.20	0.70	2.71	0.69	2.08	*6.48	0.70	2.53	0.44	1.99	42	
				1.99					2.00					1.98		

Table (3) shows that there is a statistical significance on the third axis between what is and what should be at the level of significance phrases differences (0.05), where it came from values (t) calculated is greater than Tabulated values of all society categories of research and the difference between the averages for the benefit of what should be.

There is an agreement among the views of the research members (members of the Egyptian Federation, members of sports clubs, referees Union) on the third axis where members of the sports clubs category got an arithmetic mean value that ranged between (2.91: 2.57), referees' category arithmetic value ranged from (2.49:2.47) and the union members category arithmetic average value ranged from (2.88: 2.65).

The results revealed that the professional preparation of the referees of the Egyptian Football Federation concerned with their physical preparation is in favor of what should be and that more attention should be given to organizing fitness tests for referees presented in physical fitness, weight, height and to the organization of general meetings and sessions for the referees fitness . As well as evaluating the referees physically to identify weaknesses and their treatment, which is confirmed by the averages of all study members which was in favor of what should be to complete the process of developing the performance of the referees.

Hany Ballan (2009) (15) and Ali Beik (1997) (5) confirmed that professional preparation and physical rehabilitation are requirements to referees through physical tests and achieving physical integrity and freedom from disease, and through Following the basics of physical preparation, which the referee must care for and works continuously on upgrading it. This of course requires an analytical study for the referee's physical performance during the administration of official matches.

D,ottavio & Stefano (2001) (9) study also confirmed that requires the referees' physical preparation requires following specific exercises and fitness evaluation.

Waleed Zanoon and Yehia Mohamed (2004) (29) added in their study the necessity of psychological and physical preparation of the referee that would enable him to lead the games well.

Table (4) The Arithmetic Mean and Standard Deviation Values , "T" Grades for the Research Community on the Fourth Axis Identifying Psychological Preparation Classes (N=238)

Union referees	Members of sports clubs	Members of Egyptian Federation	No
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t	(N=75)				(coaches,players,technical coaches)					(N=98)					
	What should be		What is		T	What should be		What is		T	What should be		What is		
	Standard	Mean	Standard	Mean		Standard	Mean	Standard	Mean		Standard	Mean	Standard	Mean	
	Deviation		Deviation			Deviation		Deviation			Deviation		Deviation		
*8.70	0.89	2.88	0.72	1.73	*7.3	0.73	2.79	0.69	1.88	*9.62	0.68	2.65	0.71	1.69	43
*8.28	0.78	2.76	0.81	1.69	*7.08	0.70	2.71	0.69	1.85	*10.60	0.73	2.76	0.57	1.77	44
*5.34	0.78	2.53	0.81	1.84	*5.65	0.88	2.79	0.89	1.91	*7.96	0.59	2.65	0.84	1.82	45
															46
*8.25	0.84	2.81	0.72	1.76	*9.63	0.34	2.87	0.77	1.86	*6.40	0.84	2.68	0.90	1.88	1/46
*3.58	0.84	2.76	0.85	2.27	*5.22	0.85	2.84	0.81	2.08	*8.83	0.68	2.76	0.76	1.85	2/46
*7.22	0.78	2.53	0.80	1.60	1.74	0.85	2.84	0.71	2.60	*14.49	0.42	2.76	0.78	1.47	47
															48
*3.90	0.84	2.35	0.81	1.83	*10.6	0.25	2.93	0.76	1.88	*10.19	0.91	2.76	0.78	1.53	1/48
*7.38	0.73	2.74	0.60	1.94	*9.19	0.25	2.86	0.85	1.85	*5.82	0.57	2.71	0.78	2.14	2/48
*5.21	0.59	2.65	0.80	2.05	*5.11	0.79	2.76	0.77	2.06	*5.78	0.80	2.81	0.70	2.19	3/48
*4.30	0.84	2.35	0.85	1.76	*5.01	0.85	2.85	0.93	2.07	*9.48	0.55	2.76	0.77	1.86	4/48
*4.56	0.88	2.84	0.72	2.24	*10.55	0.99	2.91	0.81	1.24	*9.43	0.76	2.59	0.81	1.53	49
	1.99					2.00					1.98				

Table (4) shows the presence of statistical significant differences on the fourth axis between what is and what should be at the level of significance phrases differences (0.05), Where (T) values is greater than the calculated Tabulated values of all the research community groups and the difference between the averages shows to be for the benefit of what should be.

There is an agreement between the views of the categories of the research members (members of the Egyptian Federation, members of sports clubs, referees Union) on the fourth axis phrases where members of the sports clubs category got an arithmetic mean value that ranged between (2.93: 2.71), referees' category arithmetic value ranged from (2.88:2.35) and the union members category arithmetic average value ranged from (2.81: 2.59).

It is clear through the results that the psychological preparation for the referees of the Egyptian Football Federation was in favor of what should be represented in the organization of sessions concentrating on the psychological aspect of the new and the already working referees through psychological and sociological courses in sports.

Referees should be prepared to deal with players, coaches, assistant referee, and the public. The Union should also be concerned with the psychological preparation of the referee. The averages of all society categories confirmed to have a moral function in favor of what should be for development to be fulfilled in referees' performance.

Hany Ballan (2009) (15), Sabbah Qassem and Samir Mehanna (2009) (24) , and Nabil Nada (2008) (21) stressed that preparation should be based on the psychological preparation for the referee that would enable him to have the courage to take the decision,

have self-confidence, have evidenced control on the players, without being aligned due to the fear of public pressures and thus can take responsibility.

These findings are consistent with Mohamed El Nazari's (2012) (20) ,Samir El Rabeie's (2005) (25) , Waleed Zanoon and Yehia Mohamed's (2004) (29) study findings which stressed the need to ease the psychological pressure associated with the referees before the arbitration performance in football . They also stressed that the psychological and physical preparation of the referee contributes to the development of his ability to judge and lead the games. They also recommended the need to establish guidance and psychological sessions to fine-tune the referees in order to develop their sense of personal achievement in arbitration career.

Conclusions: In light of the results of the present study the following conclusions were reached concerned with a proposal to develop the performance of the Egyptian Football Association referees:

Firstly: Professional and personal preparation for the referees of Egyptian Football Federation

Professional preparation through:

- professional preparation of referee through personal poise, the ability to think and the speed of decision-making.
- organizing lectures to again fairness and justice in arbitration.
- organizing cultural and educational lectures for referees.
- organizing English courses to refine the referees to participate in international arbitration

Personal preparation through:

Firstly: Determining the personal qualities of the referee through:

- being familiar with one of the foreign languages, speaking, reading and writing.
- being well-groomed for arbitration.
- having self-confidence and administrative abilities

Second: Choosing new referees according to certain conditions and standards:

- having a high academic qualification as BA in sports education.
- being an early player, regardless of his level and the degree in his game.
- not exceeding the age of 25 years.

Second: Academic and Technical Preparation:

Academic preparation through:

- organizing regular lectures to endow the referees' theoretical information sufficient to arbitration.

- testing the referees before the beginning of each football season.
- organizing special courses concerned with playgrounds injuries and referees' autopsy and First Aid.
- organizing courses and camps in the management and organization of friendly and official match.
- organizing courses for referees to learn about the latest developments and amendments to the law.

Technical preparation through:

- training referees on the technical aspects of their abilities during the development of consistency in decision-making, and game- control, and cooperation with the assistants, and the development of fitness and movement.
- organizing friendly matches for the technical preparation of the referees.
- assigning of arbitration errors on the analysis of the referees in all official and friendly matches and takes advantage of them.
- Technically analyzing referees' all-grade games.

Third: Physical Preparation:

General physical preparation through:

- organizing physical tests for the referees represented in height and weight and fitness.
- organizing qualifying tests for referees in the sports season.
- organizing meetings and courses to generally prepare referees physically in all physical fitness elements before the season and during the sports season.

Special Physical Preparation through:

- physically preparing and qualifying referees during the arbitration season by specialists in fitness.
- physically assessing the referees before and after the game to identify the weaknesses and their remedy.
- having a special training program for each match during the award season.

Fourth: Psychological Preparation:

Long-term psychological preparation through:

- organizing preparation courses for referees before each athletic season.
- organizing special courses with a psychological aspect for the new referees and employees through courses in psychological and sociological sports.
- referees' Rehabilitation and psychological preparation by specialists in the field of sports psychology.
- preparing referees in how to cope with players, coaches, referees and assistants, and the public.

Short-term psychological preparation through:

- referee personal configuration for each of the games through the psychological preparation.
- Psychological preparing for referees before all friendly and official matches.
- organizing Referees Committee to prepare referees psychologically before international tournaments.
- **Recommendations:** With reference to the study results both researchers recommend:

Firstly: Egyptian Football Federation:

- Applying the suggested proposal to develop the performance of the Egyptian Football Referees Association.
- Concentrating on the professional preparation of referees from the academic, artistic, physical and psychological point of view.
- Referees participation in many international seminars and camps.
- Selecting referees in accordance with international selecting conditions and standards.
- Permanent evaluation of referee's level of performance to elevate it.

Second: Physical Education Faculties:

- Preparing scientific research in the area of arbitration, hooliganism and the public especially for the sport of football.
- Setting up specialized preparation institutions specialized in physical and professional education.
- Organizing courses for fresh graduate referees and of third-degree holders.

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