



Impact Of Management Functions On Appointment Of Football Referees In Nigeria Premier League

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ABSTRACT

This study investigated impact of management functions on appointment of football referees in Nigeria premier league. The objectives were to examine the relationship between remuneration, recruitment process on appointment of football referee. Descriptive research design of survey type was adopted. The population for this study comprises of all football referees both active and retired. Purposive sampling techniques were used to select 150 respondents. A researcher structured questionnaire was used to gather information for the study. The instrument was validated by experts and tested for reliability through test retest method using Pearson Product Moment Correlation (PPMC). The administration of instrument was done by the researcher and two trained research assistants. The data collected were analysis using descriptive statistics of percentage to analysed the research questions while inferential statistics of Pearson Product Moment Correlation (PPMC) was used to test the formulated hypotheses set for the study at 0.05 alpha level. The result revealed that there was a significant relationship between remuneration and recruitment processes and appointment of football referees in Nigeria premier league. The study therefore recommends that the recruitment and appointment of the referees should be based on merit and their remuneration should be conform with the FIFA standard.

Keywords: *Impact; Management Function; Football Referee; Premier League; Matches.*

INTRODUCTION

Globally, the term “sports” is perceived as a social entity that has grown from being just a form of entertainment and recreational activity to assume a professional status. (Aaron 2015). It is a big time business venture that it is use for shaping social, political and economic structure of a nations and in the world at large. (Charumbira 2014). However, football is one of the oldest and popular sports in the world in which men and women engaged in it for relaxation or competition. The game of football or soccer started two thousand (2000) years back in Ancient China, Greece, Rome and parts of Central America, but England transformed the game to what it is today (Federation International Football Association 2012) In 1848, the first sixteen (16) rules or laws guiding the game of football were established at the Trinity College in England these laws, includes, the size and length

of the field of play, the measurement of the ball, the height of the goal post, the measurement of the goal area, the measurement of the corner mark, the number of players, when to start and end the game, the players equipment, method of scoring, the referees, the assistant referees, the duration of the game, offside rule, fouls and misconducts and free kicks which guide the players and officials (FIFA 2019).

However, the referees were saddle with the responsibility of enforcing these laws on players and fans during a football match (Federation of Africa Football 2010). A football referee is a person who has the full authority to enforce the rule or the laws of the game in connection with the match that has been assign to him/her to officiate. The International Football Association Board (2018) affirmed that a centre referee is the only match official who operate on the field of play and other officials operate under the centre referees because him alone has the final say. Furthermore, four (4) referees must be appointed to officiate football matches. They are centre referees, the two Assistant referees and fourth officials. The Nigeria football referees association (NRA) was established in Lagos in 1934 and was then called the Lagos Referees Association. This was because most of the referees that officiated at that time resided in Lagos and the formation of this officiating body was aimed at improving the standard of officiating the game of football in Nigeria (Referees Council Handbook, 2019).

The reasons for establishing Nigeria Referees Association were to: to serve as a liaison office for all referees, to collate and disseminate information to all the state councils by sending match appointment letters to referees (Henry, Orunaboka & Elendu 2020). The Nigerian Referees Association is saddle with the responsibility of improving the welfare and remuneration of football referees whenever they are call upon to officiate (Nigeria Football Federation 2020). They are also organized specifically to handle the affairs of football referees all over the country by improving on their status interms of recruitment, training, developing and education.

Refereeing in the game of football is a voluntary services that requires an individual who has interest in the game to become an official. MBA (2019) observed that refereeing is not a profession but a hobby. He further stressed that Nigeria men and women referees should have a minimum academic Qualification of first degree, and such an individual should have an acceptable source of livelihood before engaging in refereeing. Iwuala (2014) pointed out that people should see refereeing as a hobby not as a profession. He added that how much do referees earn in officiating depends on what the league management company approve per-match. Referee are paid according to their locations and the distance

of the match venues. A premier league referee is paid seventy to eighty thousand naira per match. This is an indications that football referees in Nigeria league are under paid compare to their colleagues in their African countries (Chiwesho 2014). According to goal.com (2019) premier league referees in countries like England and Spain are placed on high salaries as much as \$70,000 dollars annually and \$1,150 per game. Remuneration of football referees is usually based on salary and bonus for them after the game, referees are not allowed to collect bribe from club owners apart from their salary and bonus, officiating fees is often based on the organizers decisions and on the level of competition (Rindinger, Kim & Tingle 2017). The football referees shall be assigned for matches based on the skills acquire, exposure, grades and experiences. The Nigeria Referee Association are saddle with the responsibilities of recruiting qualified and competent referees to join the referees Association in their locality (Nigeria Referees Handbook 2019). The recruitment enlistment of referees should state the needs to meet the demand for the rapid development of the game in Nigeria. To achieve this, there should be a recruitment/enlistment of referees so as to meet the high standard of performance in officiating. The life insurance of football referees is also paramount to the referee council in Nigeria. Weston, Drust, Atkinson and Gregson (2012) stressed that insurance of referees should always be considered in the appointment process of football referees, many referees has lost their life in the process of discharging his/her duties as a football referee in the Nigeria premier league without insuring their life.

The establishment of professional football league in Nigeria has also enhance the spring up of football referees that is saddle with the responsibility of interpreting the laws of the game in a football match. The role played by the football referees could either influence the game negatively or positively depending on the decision of the referees. On several occasions the football referees are been accused of being bias that is taking side to favour one team ahead of other due to conflict of interest on the part of referees when discharging their duties on the field of play. Moreso the researcher observed that wrong appointment of football referee to officiate league matches, recruitment process and remuneration of members are some of the factors that often determine the appointment of football referees in our local league matches. All these and more are some of the factors that necessitates the needs why the researcher investigate impact of management functions on appointment of football referees in Nigeria premier league

METHOD

Descriptive research design of survey type was adopted for this study. This method was considered appropriate for this study because its emphasizes on the facts findings regarding the current problems which are pertinent in the context of Education (Owolabi 2015). The population for this study comprises of all football referees both active and retired one's who have duly registered and have the requirements needed by the Nigeria Football Referees Association to officiate in 2021/2022 Nigeria premier league with 150 respondents. Purposive sampling technique was used to select all the population as a sample size for the study since the population is not large. Researcher structured questionnaire was employed to gathered information for this study. The instrument was validated by two (2) experts in the field of sports administration in the department of Human kinetics Education University of Ilorin and two lecturers in the Department of Human Kinetics and Health Education, Kwara State University Malete, KWASU. The reliability level off the instrument was establish through test re-test method using Pearson Product Moment Correlation (PPMC). A correlation coefficient of 0.80 was obtained. The instrument was administered by the researcher and two trained research assistants to the respondents. The data collected were an analysed using percentage to answer the research questions while inferential statistics of Pearson product moment correlation (PPMC) was used to test the formulated hypotheses set for the study at 0.05 alpha level

RESULTS AND DISCUSSION

Answer to Research Questions

Table 1.

Research Question 1: What are the impact of management function on the appointment of football Referees in Nigeria premier league?

S/N	Items	SA	A	SD	D
1.	Administrative style in referee council brings about effectiveness in referees appointment to matches	61	77(92%)	4	8(8.0%)
2.	Impact of management on appointment of referees often lead to inefficiency	12	48(40.0%)	64	26(60%)
3.	The appointment of referees is usually based on merit by the management	16	42(38.7%)	44	48(61.3%)
4.	Impact of football referees may not be quantify by their effort put in place by the management	81	57(92.0%)	2	10(8.0%)
5.	The duties of the management is to appoints competent hands that can officiate football match	2	13(10%)	60	75(90.0%)
Colum Total		36	121(36%)	310	283(64%)

P < 0.05

Table 1 revealed that (36%) of the respondents agreed that management functions has impact on appointment of football referees in Nigeria premier league while (64%) of the respondents disagreed that management function has no impact on the appointment of football referees in the league matches.

Table 2.

Research Question 2: Does appointment of referees by the management influence their performance in football matches?

S/N	Items	SA	A	%	SD	D	(%)
1.	Appointment of referees for leagues matches makes the referees to be conscious always	65	73	(92%)	3	9	(8.0%)
2.	Performance of referees in the league game cannot be determine by the appointment	91	44	(90.0%)	2	13	(10.0%)
3.	Appointment of referees usually favoured one team than others	74	59	(88.6%)	4	13	(11.4%)
4.	Appointment of referees is faulty on the part of management which often affect their performance	80	52	(88.0%)	2	16	(12.0%)
5.	The appointment of referees by the management is usually based on the personal interest to the club	49	89	(86.0)	4	17	(14.0%)
Colum Total		359	317	(88.9%)	15	68	(55.4%)

P<0.05

Table 2 show that (88.9%) agreed that appointment of football referees by the management influence their performance in league matches while (11.8%) disagreed that the appointment cannot influence the performance of football referees in the league.

Hypotheses Testing

Ho₁: There is no significant relationship between recruitment process and appointment of football referees in Nigeria premier league.

Table 3.

Revealed the PPMC analysis on relationship between recruitment process and appointment of football referees

Variables	N	r-value	p-value	Decision
Recruitment process	150	0.430	0.00	Rejected
Appointment of football referees in league matches	150			

P<0.05

Table 3 shows the calculated r-value of 0.430 against the critical p-value of 0.00 computed at 0.05 alpha level. Since the calculated r-value was greater than the critical p-value, hence the null hypothesis that stated that there is no significant relationship between recruitment process and appointment of football referees inn Nigeria premier league was hereby rejected. This implies that there was a significant relationship between recruitment process and appointment of football referees in Nigeria premier league.

Ho2: There is no significant relationship between remuneration and appointment of referees in Nigeria premier league.

Table 4.

Show the PPMC Analysis on relationship between remuneration and appointment of football referees

Variables	N	r-value	p-value	Decision
Remuneration	150	0.277	0.00	Hypothesis Rejected
Appointment of football referees	150			

P<0.05

Table 4 indicated the calculated r-value of 0.227 and critical p-value of 0.00 computed at 0.05 alpha level. Since the calculated r-value is greater than critical p-value hence, the null hypothesis that stated that there is no significant relationship between remuneration and appointment of football referees in Nigeria premier league was hereby rejected. This means that there was a significant relationship between remuneration and appointment of football referee in Nigeria premier league.

Discussion

The finding from tested hypothesis one revealed that there was a significant relationship between recruitment process and appointment of football referees in Nigeria premier league. This result supported the finding of Mba (2019) who affirmed that an average football referee should have a minimum academic qualification of first degree/National Certificate Education and such an individual should have an acceptable source of income before engaging in refereeing. Similarly Iwuala (2014) pointed out that there is needs for Nigeria Referee Association to recruit competent hands that will take the referees to the next level in FIFA Cadre as far as officiating football match is concerned. Also, the finding from tested hypothesis two show that there was a significant relationship between remuneration and appointment of football referees in Nigeria premier league. This result buttress the findings of Referees Council Handbook Report (2019) that stressed that

the Nigeria referees are paying token in term of wages, allowances and bonus given to them after the league matches. Referees are paid seventy to Eighty Thousand Naira per match. This is an indication that football referees in Nigeria premier league are underpaid compare to their colleagues in other African Countries. Also goal.com (2019) stressed that what the football referees are earning is always determine by the league management company and it can also be based on their distance and location to the match venue.

CONCLUSIONS

Based on the finding of the study, it was concluded that, remuneration and recruitment processes of football referee is significant and fundamental to their appointment for matches and these can be used to determined their promotion to the next cadre by the referee council.

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