The Relationship between Mental Health with Job Stress, Quality of Work Life, and Self-efficacy among Referees

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Abstract

Purpose: The current study aims to determine the relationship between mental health with job stress, quality of work life, and self-efficacy among referees.

Materials and Methods: The study is performed with a descriptive/correlational research method and as a field research. The statistical population includes all referees of football, basketball, volleyball, badminton, track and field, and karate attended relevant super leagues of the 2012-13 season (n=569). 250 subjects are selected as the sample. The General Self-Efficacy Scale (α =0.86), the General Health Questionnaire (α = 0.76), and the personality questionnaire are applied to collect data. Statistical techniques used are Kolmogorov–Smirnoff (K-S), Pearson correlation coefficient, and multiple linear regression tests. The significance level is 0.05.

Results: The Pearson correlation test indicates that there is a significant negative relationship between mental health and job stress of referees, and that there are significant positive relationships between mental health and quality of work life of referees, as well as between mental health and referees' self-efficacy. The ANOVA test reveals that all variables of job stress, quality of work life, and self-efficacy play an important role on explaining the variance of referees' mental health.

Conclusion: Job stress has a negative impact on mental health, while qualities of efficacy have positive effects on it. In this formula, job stress shows the highest coefficient with the largest share of the variance in referees' mental health. Given the great significance job stress has in the prediction of mental health, it is suggested to pay more attention to stressors in referees' job and take supportive measures necessary to reduce stress at their work.

Keywords: Mental Health, Job Stress, Quality of Work Life, Self-efficacy.

Introduction

Today, professional sports, as the great international business, are necessarily required to practice scientific and professional management techniques (Robison, 2003). In order to manage sports in a scientific and professional manner, it is important to determine parameters affecting athletic behavior and success (Williams and Krane, 2001). On the other hand, sport is now considered as the most essential and fundamental body of human society. Sports have such increasing spread that millions of people around the world involve in various careers of sports industry such as coaching, management, journalism, refereeing and etc. (Vosoughi and Khosravi Nejad, 2009). As mentioned, one job in the sports industry is refereeing.

During competitions, audiences follow refereeing with sensitivity and any injustice can result in their emotional upset and reaction. However, injustice in refereeing could be caused intentionally or might be an error. The referees, indeed, have always been of interest to sports fans, and sports news is reported in first pages
of sporting newspapers and magazines. In Top put it in other words, refereeing is always cared for on the field and to be regarded as hot news (Yosoughi and Khosravi Nejad, 2009).

A review of the status of prestigious and popular leagues in the world confirms that making high-quality and fair judgments is from the most important factors that have attracted attention of tournament organizers, fans, and specialists. Aside from their management structure, athletic fields consist of major elements such as athletes, coaches, referees, fans, and etc., and nowadays, refereeing has been already discussed in a scientific manner and requires training and experience. Refereeing has a particular and determining position in sports and valuable efforts are made toward its growth and quality improvements. Referees always face different pressures and expectations from technical staff, fans, and officials (Gazmeh, 2011).

As researchers noted, refereeing sporting events is an exciting, worthwhile, and challenging career (Weinberg and Richardson, 1990) that a referee's positive or negative experiences on the field depend on his or her psychological approach for judgments (Mason and Lovell, 2000). In this regard, it appears that to determine factors affecting the quality of referees' judgments and to improve the level of self-efficacy and effectiveness exert a significant impact on developing orderly and reliable leagues. For a society, workforce must benefit from mental health in order to reach the maximum effectiveness, in addition to having physical well-being. Among the most important aspects of human resource development and optimization within organizations is to enhance mental health issues in the workplace which has recently attracted attention of researchers. Career is considered as one of the major threats to mental health (Mojoyinola, 2008). Mental health disorders such as depression, stress and anxiety are fundamental issues and major concerns related to public health of people (Holling, 2008).

Occupation is an important part of life for every person, because having a career, regardless of salary, could satisfy a portion of basic human needs such as mental and physical performance, social connections, self-esteem, confidence, and feelings of competence or qualification. However, it might be also a major source of psychological pressures. Educational practice is among the most stressful jobs (Kyriacou, 2001; Vandenberge, 2002). Mental health has been recognized as a major life issues. Individual and social functions are the subject to overall health of members in various contexts of the society. Individual mental and physical health are more than ever before threatened by the complexity of modern world and increasing spread of mental health problems (Kashdan et al, 2006). The concept of mental health is defined as "a state of complete physical, mental, and social well-being, not merely the absence of disease or disability". Indeed, it can be noted that one of the objectives related to mental health is to provide a favorable opportunity to meet basic needs of the human being who can stay at physical, psychological, and social security (Blumental, 1991).

In recent years, the Canadian Mental Health Association has provided a definition of mental health consisting of three parts. The first part is the attitudes to self, including mastering one's emotions, knowing weaknesses, and satisfying with simple joys. The second part covers the attitudes to others, including being interest to long and intimate friendship, a sense of belonging to a group, and feeling responsibility to human and material environments. The last part contains the attitude related to life, including acceptance of responsibility, willingness to improve one's facilities and interests, ability to make personal decisions, and desire to well performance. According to the association, there are some signs that inform us about our psychological problems, especially introspect, aggressiveness, egocentrism, strong distrust, insomnia, anxiety, daydreaming, poor emotional control, mood swings, feeling disability and dependency. Further, to have a good mental health, it is necessary to provide conditions like facing others, avoiding enmity against others, and helping people. As seen, the Canadian Mental Health Association defines mental health in relation to adaptation to the environment and attitudes about self and others, not referring to the concepts of pathology and maladjustment (Assadi and Ahmadi, 2000). Form a holistic view, health is considered from the psychological, physical, and social aspects, and its interaction with other aspects can be represented as tables.

Jones Mark et al (2005) believed that referees suffering from stress and burnout would be emotionally frustrated and less motivated, and they have lower mental health. Also, inadequate payments, lack of support are negative and stressful attributes for referees (Gazmeh, 2011). Studies have shown that the resource of professional and organizational burnout depends on parameters like career, organizational climate and structure, trends of professional development, professional relationships or facing work problems (Niyazi, Hosseini, and Fazel, 2009). Refereeing has been always accompanied with anxiety and stress in all sports. It often seems that referees have few fans, and referee performance has been almost always interpreted negatively by coaches and athletes. Winners rarely point out to the favorable quality of refereeing. However, when lost, athletes and coaches attribute at least a reason of their failure to poor judgment. Therefore, in sports, a referee with no acceptable performance receives all critics, while even with doing his or her best there is still no interest (Ahmadi and Mohammad zadeh, 2009). Hence, to determine factors affecting referees' mental health such as quality of work life, job stress and their affects on self-efficacy and thereby judgments of referees can improve refereeing performance and provide a favorable opportunity for Iranian referees to attend international and Olympic events.

Quality of work life

532
Quality of work life is a multidimensional construct that includes concepts such as welfare and health care, incentive programs, job fit, job security, job design, importance of individual role in organization, providing growth and advancement opportunities, participation in decision makings, reducing professional conflicts and ambiguities, training and reward systems (Saraji and Dargahi, 2006). A person can be changed due to stress. This leads to an imbalance in his or her physical and mental states. Long and continuous stress at work can cause occupational burnout and by followed by problems such as resignation, repeated absences, decreased energy, and reduced efficiency. Since, at least, a third of everyone's life is spent in the workplace and also many social relationships are established at work, the workplace or stress at work might affect individual health and pleasure along with one's efficiency. Job stress is very costly for both people suffering and the organization, and its consequences occur in the form of physical and mental fatigue, irritability, excitability, feeling of agitation, anxiety, high blood pressure, lack of confidence, lack of job satisfaction, and lack of work motivation. It also reduces individual productivity (Shahraki Vahed et al, 2010).

Self-efficacy

The most important mechanism to recognize human beings consists of self-efficacy beliefs. Self-efficacy beliefs are defined as thinking people develop about their capability to exercise control over events affecting their lives (Bandura, 1993). Categorized self-efficacy beliefs with three dimensions: (1) Level- it is the first dimension of self-efficacy. Individual efficacy may be ranged over easy, moderate, or hard tasks. If there is no obstacle to do a simple task, anyone can show high self-efficacy for it (Safari, 2008); (2) Generality- the second difference in self-efficacy beliefs is generalizability. Some experiences limit self-efficacy beliefs, while others may lead a more generalized self-efficacy. People can feel more self-efficient in a particular area. This dimension is affected by a variety of parameters, such as similarities of activities, their range, occurrence, quality, and characteristics of persons who are related to activities (Safari, 2008); (3) Strength – Unsuccessful experiences could easily discredit poor beliefs in self-efficacy. However, ones with strong self-efficacy beliefs maintain them against such poor experiences. The stronger the self-efficacy beliefs, the more durable the beliefs and more connected to one's behavior (Safari, 2008).

An individual's perception of his or her self-efficacy functions as a cognitive mediator. This perception affects thoughts and actions. Referees could be encourages to divide their tasks into minor goals. Monitoring performance and giving feedback so as to increase the sense of self-efficacy help referees enhance their attitudes toward learning and improve their performance levels. Growth and inner interests are realized when someone seeks to achieve exciting criteria. In this case, a sense of potential self-efficacy is developed to obtain these criteria and also, as obtained, the person finds a positive self-assessment. Inner interests can facilitate one's efforts in the long time in the absence of environmental rewards (Parvin and John, 2005).

In recent years, researchers and psychologists have paid increasing attention to self-efficacy, resultant beliefs, and its influence on individuals' functions in the real life. Given the important role referees play in athletic fields, their beliefs in own abilities are of great importance to perform in different situations and different circumstances. Self-efficacy affect the types of activity one chooses, efforts he/she makes, the desire he/she has to do it, and the quality resulted (Solbat zadeh, 2000). Researchers believe that self-efficacy may be associated with depression, anxiety and stress (Khosnevisan and Afrooz, 2011). Further, Razmi and Nemati (2011) pointed out that the relationship between job stress with mental health and job satisfaction among staff will be moderated by self-efficacy. This research indicates a possible relationship between self-efficacy and mental health.

In his thesis, Nourbakhsh (2004) studied job stressors and the relationship between them and mental health among physical education teachers. The results showed that there is a negative relationship between job stressors and mental health, and that increased stressors lead to reduced mental health. Niyazi et al (2009) noted in their research that there is a significant relationship between referees' burnout, dimensions of emotional exhaustion, and depersonalization with mental health. Also, there is a significant positive relationship between them and individual's success. The results obtained by Jonsdottir et al (2010) indicated that participation in physical activity leads to reduce the risks of mental health problems for two years later. People who have low or moderate physical activity exhibit lower levels of stress, fatigue, anxiety and depressive symptoms compared to those doing no physical activity. Nourbakhsh and Maleki (2005) found no significant differences between psychological skills of athletes in individual and team sports. However, there is a significant positive correlation between mental skills of individual and team-sport athletes and their self-efficacy.

By examining the relationship between self-efficacy and mental health from 300 students, Najafi and Foulad Chang (2007) concluded that there is an inverse relationship between self-efficacy and pathological symptoms, and that there is a significant positive correlation between self-efficacy and mental health. In another study, Ismailifar et al (2011) studied the contribution of self-efficacy for predicting happiness and showed that there is a significant positive relationship between self-efficacy and happiness among female students, and that self-efficacy can effectively predict their happiness. In the study of relationship between self-efficacy with depression, anxiety and stress, Khosnevisan and Afrooz (2011) argued that self-efficacy accounts for 27% of the total variance, 15% of the variance in depression, 15% of the variance in anxiety, and 19 % of the variance...
in stress. Asarzadeh et al (2011) developed a conceptual model by measuring individual self-efficacy in organizations. As they noted, through the evaluation of self-efficacy parameters, it can be expected that results and outcomes such as increased capability, a sense of meaningfulness of work, feeling of competence, experienced success, trust, improved performance, commitment to work, and enhanced relationship will be achieved.

Negarpour et al (2011) studied the relationship between self-efficacy and health behavior among faculty members of Gilan University of Medical Sciences (Iran) and obtained a significant positive relationship between self-efficacy and health behaviors. For the faculty members, total self-efficacy and health behaviors scores were 84.1% and 65.9%, respectively. Jahani Maleki et al (2011) evaluated the relationship between self-efficacy and awareness levels of life skill among students in Shahid Beheshti University (Iran). The authors showed that from the dimensions of life skill, there are significant relationships between self-efficacy and the skills of awareness, communication, problem solving, decision making, critical thinking, and coping with stress, also from the levels of life skill, there are significant relationships between self-efficacy and levels of knowledge and application.

Razmi and Nemati (2011) considered the moderating role of the self-efficacy in the relationship between job stress with mental health and job satisfaction among employees in Saderat Bank of Tabriz (Iran) and showed that job stress negatively predicts both mental health and job satisfaction. The authors found that this relationship can be affected by self-efficacy and that self-efficacy as a personal factor plays a protective role against job stress. Saka and Stephen (2000) conducted a study about effects of self-efficacy and social support on mental health condition of 65 employees in a multinational company in Hong Kong, and reported self-efficacy as a predictor for the variable of mental health. In a study of teachers' burnout and self-efficacy, Brouwers et al (2001) stated that there is a significant relationship between self-efficacy and one dimension of burnout - reduction in personal performance.

In his study on the effect of aggressive behavior and perceived self-efficacy on burnout among staff in a nursing home consisting of 550 people, Evers et al (2001) obtained a significant inverse correlation between self-efficacy and one dimension of burnout - reduction in personal performance. Kim (2002) found that depression is weakly associated with self-efficacy and that self-efficacy plays a mediating role in reducing depressive symptoms. Also, the study indicated that people's depression and anxiety could be decreased by enhancing and empowering self-efficacy beliefs. Furthermore, by other study on the relationship between mental health and self-efficacy, Kim (2002) showed that there is a relationship between mental health and some attributes of such as depression, anxiety and hostility. On a research entitled "Perceived Teacher Self-efficacy as a Predictor of Job Stress and Burnout: Mediation Analyses", Schwarzer and Hallum (2008) examined a sample of 1203 German teachers and argued that there are significant relationships between general self-efficacy and dimensions of burnout including emotional fatigue, depersonalization, and reduction in personal performance. Ghanai et al (2011) found a significant relationship between self-efficacy and mental health among college students. The authors noted that strong self-efficacy beliefs will lead to increased personal comfort and have positive effects on their mental health.

Given the above descriptions, increasing significance of sport in the global level, holding athletic competitions at the international level, and thereby the importance of results achieved by teams in different tournaments on one hand, and the capability of sport becoming a global business on the other hand, it appears that agents and stakeholders of competitions must also have necessary qualifications in this field. In recent years, regarded as the most important and fundamental element of sports competition boards and having direct influence on results achieved by teams, referees have received an increasing attention from sports experts and professionals in terms of their performance level and efficiency. Therefore, to determine factors affecting referees' judgments seem to improve refereeing performance and provide a favorable opportunity for Iranian referees to attend international and Olympic events.

In this regard, it is necessary to meet the conditions leading to improve the quality of referees' performance. Unsatisfactory conditions of refereeing have been followed by leaving the job. Due to huge costs needed for referees education and training, they must be maintained. So, the main objective of the current study is to determine the relationship between mental health with job stress, quality of work life, and self-efficacy among referees.

Materials and Methods

This is a descriptive/correlational study conducted as a field research. The statistical population includes all referees of football, basketball, volleyball, badminton, track and field, and karate attended relevant super leagues of the 2012-13 season (n=569; Male: 432, Female: 137). Based on the Krejcie- Morgan's table, the sample size is determined by 234. And, because of a chance of sample loss, 250 subjects are selected to distribute the questionnaire. The random sampling technique is applied. However, the General Self-Efficacy Scale (Sherer & Maddux, 1982; α =0.86), the General Health Questionnaire (Goldberg & Hiller, 1979; α = 0.76), Quality of work life questionnaire Job Stress Questionnaire (HES), and the personality questionnaire are used to collect
data. Statistical techniques are used, including descriptive statistics such as average, minimum, maximum, frequency, percentage and standard deviation to summarize, classify and describe the variables, as well as inferential statistics like Kolmogorov–Smirnoff (K-S) to test the normality of data distribution, and Pearson correlation coefficient and multiple linear regression tests to examine the research hypotheses at the significance level of 0.05.

**Results**

**Table 1: Descriptive data on mental health**

<table>
<thead>
<tr>
<th>Mental Health &amp; Its aspects</th>
<th>Min.</th>
<th>Max.</th>
<th>SD</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical Symptoms</td>
<td>12</td>
<td>28</td>
<td>3</td>
<td>24.1</td>
</tr>
<tr>
<td>Anxiety</td>
<td>11</td>
<td>28</td>
<td>3.7</td>
<td>23.5</td>
</tr>
<tr>
<td>Symptoms of Depression</td>
<td>17</td>
<td>27</td>
<td>2.1</td>
<td>22.2</td>
</tr>
<tr>
<td>Social Dysfunction</td>
<td>16</td>
<td>27</td>
<td>2.2</td>
<td>26.4</td>
</tr>
<tr>
<td>Mental Health</td>
<td>64</td>
<td>108</td>
<td>8.7</td>
<td>93.3</td>
</tr>
</tbody>
</table>

Table 1 indicates that the aspect of “Social Dysfunction” has the highest mean score (m= 26.4, SD= 2.2), while the aspect of “Symptoms of Depression” gives the lowest mean score (m= 22.2, SD= 2.1).

**Table 2: Descriptive data on job stress, quality of work life, and self-efficacy**

<table>
<thead>
<tr>
<th>Variables</th>
<th>Min.</th>
<th>Max.</th>
<th>SD</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Stress</td>
<td>93</td>
<td>147</td>
<td>12.3</td>
<td>119.3</td>
</tr>
<tr>
<td>Quality of work life</td>
<td>77</td>
<td>174</td>
<td>20</td>
<td>116.7</td>
</tr>
<tr>
<td>Self-efficacy</td>
<td>30</td>
<td>76</td>
<td>8.6</td>
<td>43.7</td>
</tr>
</tbody>
</table>

Table 2 shows that the mean scores for job stress and quality of work life among referees are 119.3 and 116.7, respectively. The mean score of self-efficacy is 43.7.

**Table 3: Pearson correlation test for relationship between mental health & job stress among referees**

<table>
<thead>
<tr>
<th>Job Stress</th>
<th>Pearson Correlation</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical Symptoms</td>
<td>-0.480</td>
<td>0.001</td>
</tr>
<tr>
<td>Anxiety</td>
<td>-0.649</td>
<td>0.001</td>
</tr>
<tr>
<td>Symptoms of Depression</td>
<td>-0.315</td>
<td>0.001</td>
</tr>
<tr>
<td>Social Dysfunction</td>
<td>-0.516</td>
<td>0.001</td>
</tr>
<tr>
<td>Mental Health</td>
<td>-0.645</td>
<td>0.001</td>
</tr>
</tbody>
</table>

Table 3 reveals a significant negative relationship between referees' mental health and their job stress (P= 0.001, r= -0.64). It is a moderate correlation. Moreover, there are significant negative relationships between the aspects of mental health and job stress; including "Physical Symptoms" (P= 0.001, r= -0.48), "Anxiety" (P= 0.001, r= -0.65), "Symptoms of Depression" (P= 0.001, r= -0.31), and "Social Dysfunction" (P= 0.001, r= -0.52).

**Table 4: Pearson correlation test for relationship between mental health & quality of work life for referees**

<table>
<thead>
<tr>
<th>Quality of work life</th>
<th>Pearson Correlation</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical Symptoms</td>
<td>0.438</td>
<td>0.001</td>
</tr>
<tr>
<td>Anxiety</td>
<td>0.527</td>
<td>0.001</td>
</tr>
<tr>
<td>Symptoms of Depression</td>
<td>0.342</td>
<td>0.001</td>
</tr>
<tr>
<td>Social Dysfunction</td>
<td>0.453</td>
<td>0.001</td>
</tr>
<tr>
<td>Mental Health</td>
<td>0.571</td>
<td>0.001</td>
</tr>
</tbody>
</table>

Table 4 shows that there is a significant positive relationship between referees' mental health and their quality of work life (P= 0.001, r= 0.57). It is a moderate correlation. Also, there are significant positive relationships between the aspects of mental health and quality of work life; including "Physical Symptoms" (P= 0.001, r= 0.44), "Anxiety" (P= 0.001, r= 0.53), "Symptoms of Depression" (P= 0.001, r= 0.34), and "Social Dysfunction" (P= 0.001, r= 0.45).
Table 5: Pearson correlation test for relationship between mental health & self-efficacy of referees

<table>
<thead>
<tr>
<th></th>
<th>Physical Symptoms</th>
<th>Anxiety</th>
<th>Symptoms of Depression</th>
<th>Social Dysfunction</th>
<th>Mental Health</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-efficacy</td>
<td>Pearson Correlation</td>
<td>0.430</td>
<td>0.614</td>
<td>0.277</td>
<td>0.424</td>
</tr>
<tr>
<td></td>
<td>Sig.</td>
<td>0.001</td>
<td>0.001</td>
<td>0.001</td>
<td>0.001</td>
</tr>
</tbody>
</table>

Table 5 indicates a significant positive relationship between referees' mental health and their self-efficacy (P = 0.001, r = 0.58). It is a moderate correlation. Furthermore, there are significant positive relationships between the aspects of mental health and self-efficacy; including "Physical Symptoms" (P = 0.001, r = 0.43), "Anxiety" (P = 0.001, r = 0.61), "Symptoms of Depression" (P = 0.001, r = 0.28), and "Social Dysfunction" (P = 0.001, r = 0.42).

Table 6: ANOVA calculations for multiple regression

<table>
<thead>
<tr>
<th>Model</th>
<th>SS</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>10248</td>
<td>3</td>
<td>3416.3</td>
<td>102.5</td>
<td>0.001</td>
</tr>
<tr>
<td>Residual</td>
<td>7665</td>
<td>230</td>
<td>33.3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>17914</td>
<td>233</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 6 reveals that with ANOVA test, the multiple regression is significant for the equation (p = 0.001) 001/0 = p. Approximately 56.7 percent of the total variance in referees' mental health is explained by three variables above.

Table 7: Multiple Linear Regression to Predict Referees' Mental Health with Job stress, Quality of work life, and Self-efficacy

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constant Coefficient</td>
<td>108</td>
<td>5.9</td>
<td>18.29</td>
<td>0.001</td>
</tr>
<tr>
<td>Job Stress</td>
<td>-0.307</td>
<td>-0.431</td>
<td>-8.77</td>
<td>0.001</td>
</tr>
<tr>
<td>Quality of work life</td>
<td>0.1</td>
<td>0.236</td>
<td>4.4</td>
<td>0.001</td>
</tr>
<tr>
<td>Self-efficacy</td>
<td>0.28</td>
<td>0.275</td>
<td>5.17</td>
<td>0.001</td>
</tr>
</tbody>
</table>

Table 7 demonstrates that in the present model, all three variables have significant effects in explaining referees' mental health (Job stress: B = 0.43, p = 0.001; Quality of work life: B = 0.236, p = 0.001; Self-efficacy: B = 0.275, p = 0.001). Job stress has a negative effect on mental health, although positive effects are provided by the scales of quality of work life and self-efficacy. The prediction formula for mental health status using the elements of job stress, quality of work life, and self-efficacy among referees is given as below:

Mental Health = 108 + {0.43 (Job stress) + 0.23 (Quality of work life) + 0.27 (Self-efficacy)}

Where, job stress shows the largest Beta coefficient (-0.43) with negative effects on predicting mental health. One block of these three variables is entered into the equation and totally, 56.7 percent of the variance in referees' mental health is explained by them (R² = 0.75, R² = 56.7).

**Discussion and Conclusion**

A referee's success depends on his/her physical skills and mental abilities (Weinberg and Richardson, 1990). Referees can utilize their inherent power to judge when they achieve a state of good mental health. During the critical period of competition, they need to be relaxed and calm that is seen as an important skill. Referees must maintain their physical and mental comfort in order to deal with pressures from fans, coaches, athletes and the media. One goal associated with mental health is to provide life facilities affordable for everyone, who can stay in safety against physical, psychological and social needs (Blumental, 1991).

The current study investigated the relationship between referees' job stress and their mental health and it obtained a reverse correlation. This result is consistent with the findings of Razmi and Nemati (2011), Pourbabkan and Javidi (2010), Shahraki Vahe (2010), Nuorbakhsh (2004), Jonsdottir et al (2010), and Yang et al (2009). However, there is no inconsistency among researchers. It can be interpreted that job stress may affect physical and mental performance of referees, so a higher stress index in referees' job will reduce their mental health. In general, there is a negative relationship between job stress and mental health, and increases in job stress contribute to unfavorable conditions in all aspects of mental health, including "physical symptoms".
"anxiety", "symptoms of depression", and "social dysfunction". Therefore, to improve mental health status of referees needs to reduce stress at their works.

To do this, it is recommended to determine job stress-relates issues and try to remove them. It is necessary to identify and mitigate stressors associated with each parameter, since mental health refers to a state in which an individual relates to the environment, the self, and others. Also, this paper evaluated the relationship between quality of work life and referees' mental health. The findings revealed that there is a positive relationship between mental health and quality of work life among referees. By putting the sample into two groups with negative and positive mental health status, Mailey et al. (2012) found that the positive mental health profile has a significant increase in their quality of life. Yang et al. (2009) showed that job stress can reduce health condition and quality of work life. However, there is no inconsistency among researchers.

Perhaps the presence of positive correlation between quality of work life and mental health of referees could be searched among the aspects of quality of work life (QWL). Quality of work life covers a variety of components such as hygiene and safety at work, opportunity for continued growth and security, legalistic organization, social dependence in working life, integration and social cohesion, and development of human capabilities. It may be considered as a complementary for three attributes of mental health, including the environment, the self, and others. Therefore, if referees obtain higher scores on quality of work life, then they are more likely to enjoy better mental health.

Mental health and its aspects are positively correlated with referees' quality of work life. Increasing quality of work life leads to increasing in mental health for referees. QWL programs will result in lower rates of complaints, reduced absenteeism, decreased disciplinary regulations, and increased positive attitude to work. This study suggests that some programs may exercise in order to improve referees' quality of work life and thereby to enhance their mental health. In this context, various measures can be followed, like providing better conditions at work, establishing opportunities for growth and progress, and developing individual capabilities.

indicates that there is a positive relationship between mental health and its aspects and referees' self-efficacy. Bandura (1993) argued that the most important mechanism to recognize human beings consists of self-efficacy beliefs. Self-efficacy beliefs are defined as thinking people develop about their capability to exercise control over events affecting their lives. Physiological habits such as fear, irritation, fatigue and mood states can provide useful information on self-efficacy. Positive mental health and human development requires optimistic self-efficacy beliefs. Stress and tension are often interpreted as readiness indicators in failure. Personal mood also plays an important role in self-efficacy beliefs (Sadeghi, 2008). People's beliefs about their own adaptability have a great impact on their thinking about how much stress and psychological pressure they suffer from threatening and hard conditions. Some see potential threats as uncontrollable, regard the environment as dangerous and risky, and Understate their self-efficacy and adaptability; and due to such ineffective thinking, they feel frustrated and have poor performance. Conversely, those who believe potential threats are controllable are well adapted to conditions (Bandura, 1993).

There is a significant positive relationship between mental health and self-efficacy of referees. Razmi and Nemati (2011) investigated self-efficacy as a moderator in the relationship between job stress with mental health and job satisfaction among staff. The authors found that this relationship can be affected by self-efficacy and that self-efficacy as a personal factor plays a protective role against job stress. When referees are likely to have higher self-efficacy, they build positive beliefs about their own abilities to deal with difficulties and such beliefs lead to a greater sense of psychological well-being.

In order to predict mental health by using job stress, quality of work life, and self-efficacy from referees, a multiple regression analysis was used. All three variables have significant effects in explaining referees' mental health. The first shows a negative effect, while two latter have positive effect on mental health. In this formula, job stress achieves the highest coefficient, with the largest share of the variance in referees' mental health. This reveals the importance of job stress for referees' mental health condition. Although quality of work life and self-efficacy positively affect mental health, the significance of job stress-related issues is much more, because of having higher coefficient and share of the variance.

This can be resulted from the unique nature of career of referees who must be accountable against athletes, coaches, fans, relevant organizations, and whole society. And this puts a huge responsibility on their shoulders. Given the great significance job stress has in the prediction of mental health, it is suggested to pay more attention to stressors of referees' job and take supportive measures necessary to reduce stress at their work.
References

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