

Programa para la formación y actualización ético-profesional del árbitro deportivo

Program for the formation and ethical-professional update of the sport referee

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RESUMEN

La investigación tuvo como objetivo diseñar un programa para formar ética y profesionalmente árbitros deportivos, al enfrentar el problema de cómo favorecer la eficiencia profesional de los árbitros deportivos del municipio Sagua de Tánamo. Los principales métodos utilizados fueron análisis-síntesis, inducción-deducción, observación, encuesta, entrevista y técnica grupo nominal. Al evaluar la pertinencia se alcanza como resultado principal que el contenido del programa se corresponde con las necesidades de los árbitros formados y las debilidades del proceso. Como conclusión más importante, se asume que el programa por su contenido es pertinente para incorporarlo al proceso de formación y actualización ética del árbitro deportivo.

Palabras claves: Arbitraje deportivo; Ética; Eficiencia profesional; Programa de formación

ABSTRACT

The objective of the research was to design a program to train sports referees ethically and professionally, when facing the problem of how to favor the professional efficiency of the sporting referees of the Sagua de Tánamo

municipality. The main methods used were analysis-synthesis, induction-deduction, observation, survey, interview and nominal group technique. In assessing relevance, the main result is that the content of the program corresponds to the needs of the trained arbitrators and the weaknesses of the process. As a most important conclusion, it is assumed that the program by its content is relevant to incorporate it into the process of training and ethical updating of the sports referee.

Key words: Sport arbitration; Ethic; Professional efficiency; Formation program

INTRODUCTION

Arbitration as an action has existed since ancient times. The man by his own need to solve their conflicts, acts as a mediator, as a negotiator. Today it is very common to find the figure of the referee in the political, social, commercial, cultural and sports environment. The referee is the entity in charge of facilitating a process, with the intention that order prevails.

The arbitration in sports activity has a high significance. The performance of the referee in a sport depends to a great extent on the competitive quality. From the olympics of antiquity, to the events of these days, referees have been an indispensable part of their organization and development.

There are several studies about refereeing and particularly about sports arbitration. González Oya, J.L. (2006), shows a model subject to the development of psychological skills and from their mastery to put them in function of educational work. Figueroa Valdés, J.E. (2003), addresses in his work the importance of the referee's ethical performance, the principles that should govern his practice and the ethical duties. Other authors such as Robles, R. (2014), Fernández Rozas, J.C. (2013), Prat Grau, M., Flores Aguilar, G. & Carbonero Sánchez, L. (2013), Benavides Pérez, E. (2011), Zulueta Alonso, Y. (2011), deal in one way or another with the training of the sports referee, making reference with variability in the content volume, to ethical performance.

A fundamental study is the one developed by Guardo García, M.E and Fleitas Díaz, I. (2004), who postulate the Theory of Sports Arbitration, where they give an integral approach to this activity, becoming a benchmark. In this investigation, a

criticism is made to the processes of training the sports referee, on the other hand, the need for the creation of a theory of sports arbitration that bases this process and homogenizes the curricula is defended.

The Cuban case does not escape this reality, observing variability in the conception of the programs according to the sports and levels where the processes take place (national, provincial, municipal, base).

The National Commission of Judges and Referees, of the National Institute of Sport Physical Education and Recreation, is the governing unit of the activity of sports arbitration in Cuba. It establishes the procedures through the Commissions at their levels by sports, for the training and requalification of the judges and referees.

The Commission of Judges and Arbitrators of the municipality of Sagua de Tánamo, has defined its policies, which it implements with an acceptable level of efficiency, recognizing that in the formation of these figures the optimum integrality is not achieved, which leads them to fulfill their mission with higher professional efficiency, observed in their performance in competitions.

This fact leads us to face the objective of designing a program for training and ethical and professional updating, which favors the professional efficiency of the judges and sports referees of the Sagua de Tánamo municipality.

DEVELOPMENT

Arbitration training internationally is marked by various curricula, according to the training organization. This characterizes an uneven process. Generally the content of the curricula is subject to the study of the regulation and the arbitral mechanics, while recognizing that others, with a more integral approach, indistinctly incorporate other aspects such as physical, psychological and ethical.

In the Cuban case, although there is an institution that directs the arbitration activity, the training is subject to the performance of the commissions for sports at the corresponding level. These sports commissions have a component: the rules and arbitration committee, whose mission is the training and preparation of the referees.

It becomes a necessity, in the arbitration formation, a curriculum with an integral content, that provides enough tools, that assure professionalism. Referred to this Robles, R. (2014), states that *"...the training of referees, requires actions to transmit the knowledge that operate with an interdisciplinary character, which involves the main theoretical and practical content to support the skills in arbitrary action mode."*

On the other hand, González Oya, J.L. (2005), defends the idea that *"...should be structured from various perspectives: physical, technical, tactical and psychological."*

In relation to this approach, the authors consider that in addition to these issues, the one referred to ethics should be incorporated, not having to assume that the arbitrator assumes it, because it presents complexities.

Some authors have criticized the training curricula for their lack of integrality, among them González Oya, J.L. (2006), who refers *"...the delegations of arbitrators, design the subjects that constitute the preparation of their current and future collegial, often forgetting the psychological aspect."* In this case, this author defends the psychological component as an important element in the performance, even though some ethical content may appear within it and would not be addressed comprehensively.

On the integral formation of the referee, Guardo García, M.E. (2013), states that *"...the contents received by the referees in their preparation, in addition to the regulations and rules, must have a strong component of applied sciences and the scientific and technological development of arbitration and sport. That is, based on a general theory of arbitration."*

If it is intended to form a capable referee, that program must have an integral, broad-spectrum content, which facilitates the practical development of this figure, making more effective decisions, and which pay tribute to the harmonious development of the competition.

Betancourt León, M.A. (2011), introduces a criterion of vital presence when it comes to sports arbitration, because it states that *"...the formation of the referee can not be adjusted exclusively to a conceptual framework of the notion of*

arbitrator in itself. Pitar, which is something that anyone does in a sporting activity or moment, is not the same as refereeing."

Arbitrating, means dealing with other people who work in organizations, to achieve the best possible efficiency and arbitration efficiency.

The aforementioned author refers to the concept of arbitral efficiency, transmitting the message that the performance of this subject must be conditioned by competition, in the sense of ability, aptitude, demonstrated suitability.

As can be seen in all these criteria, in the training of sports referees there are shortcomings in the programs, since they are not dealt with comprehensively. It is understood that the process must encompass beyond the rules and mechanics, must incorporate other disciplines that provide knowledge, develop skills and values that favor the professional efficiency of the referee.

Professional efficiency is conditioned in the field of sports arbitration by ethics, understood as ethics according to Rodríguez Aguilar, M.C. (2005), "*...the philosophical reflection on morality, which in turn would consist of the codes of norms imposed on a society, to regulate the behaviors of individuals."*

The intervention of the referee in the successful development of a competition is decisive; its influence on athletes, coaches, organizers, and even on the spectators can generate an atmosphere of harmony, spectacle, frustration, intolerance, violence. It is for the foregoing that the ethical component must be present in its performance.

To make the diagnosis of the reality of the process of training judges and arbitrators in the municipality of Sagua de Tánamo, tools such as the survey, interview and observation were used, which resulted in:

Education and training is mainly aimed at the study and analysis of regulations.

- The treatment of ethics is very scarce in the training of the referee judge and in his requalification.
- The educational work with the athletes is imperceptible.
- In the staff of judges and arbitrators there is little knowledge about ethics, particularly in arbitration.

From this reality, a program for the ethical and professional training and updating of the sports referee, based on a didactic model, is proposed as a possible solution.

Program Proposal.

Introduction.

It is a tendency in the training of judges and referees, to focus attention on technical issues of sport and its regulations, ignoring important issues such as ethical training.

Ethics is understood as the set of moral principles and rules that regulate the behavior and relationships of the human being.

The quality of the referee is usually associated with their knowledge of rules, and that is an important variable, but the educational function must be present because of the role that it plays in the training of the young athlete, as an integral and integral person.

That is why the exploitation of the Management by Values method is defended in the training of the sports referee. We must create in the referee an integral culture, of influence in the individuals with whom it interacts, particularly the young athlete.

Problem.

The need for training and ethical and professional updating of the sports referee.

General objective of the program:

Provide the judges and referees, during their training, with the basic skills to develop their performance based on the Management by Values.

Specific objectives:

- Value the importance of ethics in the performance of judges and sports referees.
- Define the principles to be taken into account in the training of judges and sports referees.
- Explain the educational role of the sports referee in the training of the young athlete.

Content:

Topic 1. Ethics in sports arbitration.

- Concept.
- Importance of ethics in sports arbitration.
- Ethical principles that should govern sports arbitration: impartiality and independence.
- Ethical duties of sports referees: disclosure, communication, diligence, reliability.
- Qualities of the sports referee: personality, presence, posture, conduct, position, observer, voice, gestures, determination, assessment and penalty and prohibited acts.

Topic 2. Ethical principles that govern the process of training the sports referee.

- Selection principle.
- Principle of the critical, morally significant and responsibly active conscience of the practical intellectual activity.
- Theoretical intellectual principle of practical reality.
- Principle of the transfer of values.
- Principle of anti-value denial.

Topic 3. Educational role of the sports referee in the sport of initiation.

- Pedagogical influence on the athlete's ethical and technical performance.

Methods:

- ✓ Exhibition.
- ✓ Joint elaboration.
- ✓ Independent work.

Teaching means:

- Board.
- Sheets.
- Printed materials.
- Information technology and communications.

Evaluation:

It will be based on a theoretical and a practical exercise, which will evaluate the skills in the action of sports arbitration, linked to the ethical and educational work.

Methodological guidelines:

- The program consists of 12 hours: 6 teaching hours, 2 non-teaching hours, and 4 hours for the evaluation.
- For the development of the teaching-learning process, the conference, the workshop and the practical class will be exploited as forms of organization.
- The use of new information technologies and communications must be induced for the development of independent work.
- In the development of the classes, the media must be exploited in a creative way, which fosters an interactive and innovative process.

Distribution of contents:

Table 1. Content distribution.

Meeting	Content	Hour class	Mean
1	Concept of ethics. Importance of ethics in sports arbitration. Ethical principles that should govern sports arbitration. Ethical duties of sports referee. Qualities of the sports referee.	2	Conference
2	Ethical principles that govern the process of training the sports referee.	2	Conference
3	Pedagogical influence on the ethical and technical performance of the athlete.	2	Conference
4	Evaluation.	4	Seminar, Practical class

To validate the relevance of the proposal, the Nominal Group Technique was used. This exercise involved 4 methodologists, 4 judges and referees with national category, and two university professors specialized in ethics. The steps followed were:

- Statement of the question.
- Reflection and registration of ideas.
- Exhibition of ideas.
- Debate on the ideas presented.
- Voting of the main ideas.

A workshop was held where the following questions were presented:

- Is there correspondence with the training objectives of the referee judge?
- Is the content proposed by the program peremptory to help raise the professional efficiency of the referee?
- How do you evaluate the proposal in terms of viability?

The results obtained reflect that there is full correspondence between the objectives of the program and the objectives in the formation of the referee judge. The need to train judges and referees with knowledge of the sport and its regulations, impartial and independent, must be accompanied by the transmission and acquisition of knowledge, which will allow it to raise its professional efficiency. In this, the practice of ethics plays a very important role, enriched by the development of an integral general culture, which allows it to give a way out to its mission.

The content of the program has been exactly selected, according to the needs of those trained, and to the weaknesses of the process. Treating principles, duties and qualities of the arbitrators from the theory of education in values, enriches the possibilities of a fair and balanced performance. Being clear of the principles that govern the formation of the referee, from an ethical approach, leads to raise awareness, that this process must necessarily be very responsible. It is necessary to provide instruments that allow the sports referee in the early categories, to be more than a judge, and to interact in the training of that young athlete.

Much of the content is novel, by the way of being conceived as a program with its theoretical and methodological arguments, and by the way to evaluate. It is practical, because it addresses information on the referee's incidence and professional performance. It is understood that the level of complexity is affordable, for the duration of the dynamic and direct program, endorsing as viable and feasible to apply.

CONCLUSIONS

The ethics for the content that it sustains, becomes for the referee a powerful tool to ensure its professional efficiency. The process of training judges and arbitrators

in the municipality Sagua de Tánamo, lacks a component that is essential: the ethical.

The components of the program are in correspondence with the referee training process, particularly with its objectives. The program for its content is relevant to incorporate it into the process of training and updating the sports referee.

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