

# Aggressive behavior in Indonesian football: Relationship between attitudes towards the field referee's leadership and team cohesiveness

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## ABSTRACT

This study examined the aggressive tendencies of Indonesian professional football players, and the relationship between team cohesion and views of referee leadership. Also, the study looked at referee leadership's views from the perspective of team cohesiveness. The relational model was used as the foundation for the survey carried out as part of this investigation. Ninety professional football players from Indonesia's Liga Satu Gojek-Traveloka participated in the inquiry, which was carried out with their cooperation. A scale named "attitude toward the referee's leadership scale," a scale titled "team cohesion scale," and a scale titled "aggressiveness behavioral tendencies scale" were utilised as research instruments. The study showed an inverse association between the cohesiveness measure and the players' tendency to engage in aggressive conduct. In addition, there may be an inverse relationship between the propensity to engage in violent conduct and the attitude quality associated with leadership in the role of a referee.

## KEYWORDS

Aggressive Behavioral Tendencies; Attitudes; Leadership; Team Cohesiveness

## 1. INTRODUCTION

Football research in Indonesia tends to examine the aggressiveness of football players very rarely. The motivations of fans and the relevance of violence to fan behavior have been investigated, with a positive and significant relationship found between fandom and aggression (Darabi & Aghaei-Shahri, 2020). Mulvariani (2022) studied the link between fan aggression and compliance among the Semen Padang FC West Sumatra Spartacks. The study on Semen Padang FC West Sumatra football supporters (Spartacks) found moderate to high levels of both conformity (42.7% moderate, 30.0% high)

and aggressiveness (51.3% moderate, 38.7% high). A notable positive correlation (0.504) indicates a significant relationship between conformity and aggressiveness among Spartacks. These findings provide key insights into the complex dynamics of fan behavior within this supporter community, emphasizing the interconnected nature of conformity and aggressiveness. Similarly, Engin & Akdeniz (2022) investigated the connection between football enthusiasm and aggression in young people. The study explored the influence of separation-individuation processes and fanaticism levels on aggressive behavior in 377 young adults (18-22 years old). Males exhibited higher physical and verbal aggression, while females showed greater separation-individuation scores. Positive correlations were found between fanaticism levels and physical-verbal aggression, as well as anger. Notably, separation-individuation levels were identified as a moderator in the correlation between aggression and fanaticism. The results suggest that fanatical supporters, facing separation challenges from parents, project their self-need onto the team-self, contributing to aggressive behaviors. Recognizing these dynamics in interventions targeting aggression linked to fanaticism can enhance their effectiveness.

To investigate if there is a correlation between when an athlete is born and their level of aggressiveness, Gülle & Bolat (2021) used a qualitative phenomenological approach. The study's findings suggest an association between players' ages and aggressive tendencies, with December-born athletes coming out on top. Football players with January or winter birthdays have been demonstrated to be less aggressive than their peers. Football players born in the winter and December have been seen as more aggressive since they get more penalties than other players. There was a significant difference in the levels of hostility among football players from different continents. European players exhibited the most significant levels of aggression, while those from Africa and Asia exhibited the lowest. The findings determined that a player's position, age, and birth month/season/continent all have a role in his or her aggressive tendencies.

Defrianto et al. (2021) investigated the factors influencing the tendency of Bobotoh Football fans to exhibit violent support towards Persib. While Bobotoh fans generally display positive traits, the study notes that these characteristics can vary from game to game. When Bobotoh acts as a model citizen during a match, the association with positive qualities persists. The study highlights that Bobotoh supporters demonstrate wisdom in reacting to match outcomes, attentiveness in acquiring tickets, and honesty in supporting Persib. However, even with these admirable traits, the emotional challenge of intense games, such as Super Big matches against rivals, can still impact fan behavior. The findings suggest that, despite their generally positive attributes, Bobotoh supporters may face

difficulties in maintaining composure during high-stakes encounters, continuing to passionately support Persib even in intense situations like the Super Bigmatch.

Attitude is an evaluation of aspects of the social world and how this evaluation gives rise to likes or dislikes, agrees or disagrees with the attitude object (Ortín et al., 2016; Tannoubi et al., 2023). Attitude objects can be ideas, issues, people, or social groups (Kerlinger, 2022; Jusoh et al., 2023). One source that shapes our attitudes is social learning, the lessons we get when we interact with others or observe a behavior (Ahmed et al., 2021). In this study, football players feel and observe how the referee's leadership is displayed on the field so that the experience will shape the attitudes and can influence the behavior of these players. Players' attitudes can vary and be positive or negative, but negative attitudes are often formed due to experience and observation of bad referee leadership.

Kerlinger (2022) explains that attitudes can influence a person's behavior. It was further explained that attitudes formed directly from one's experience will often have a more substantial influence on the emergence of behavior than attitudes formed based on indirect experience or the experiences of others. This is because directly experienced experiences will be easier to remember and significantly impact behavior. Especially if the experience formed results from individual reflection on the bad refereeing leadership that has been felt repeatedly as a football player, the consequence is the emergence of aggressive behavior by football players, such as pushing, hitting, spitting, and cursing, and this is a representation of aggressive behavior formed based on their experiences (Bolotin & Bakayev, 2017; Zurita-Ortega et al., 2018).

The prevalence of complaints about the referees' performance is evident across different news sources (JPNN, 2022; Jawapos, 2022; Pojoksatu, 2023). Thus, it is common when we see how the players leave the field because of the disappointing decisions and leadership of the referee. Statements that appeared varied from coaches, players, or supporters, and included the emergence of memes, yells, and chants with goblin referees and other harsh statements.

This is associated with the poor state of Indonesian football, characterized by players' aggressive antics. Tests of team cohesion and referee confidence in preventing aggressive play among Indonesian football players interest researchers. Based on the above, the issue statement in this research asks whether or not a combination of team cohesion and attitudes towards referee leadership may predict aggressive behavior tendencies in Indonesian professional football players. This study empirically examines whether or not aggressive behavior tendencies among Indonesian professional football players can be predicted by team cohesion and attitude towards referee leadership.

## 2. METHODS

### 2.1. Design and Participants

The population of this study are all Indonesian football players who play in the Indonesian League 1. Using a purposive sampling technique, this study involved Indonesian professional football players consisting of seven teams that met specific criteria (Etikan et al., 2016; Waty et al., 2023). The specific criteria are: (a) the player is registered with one of the Indonesian professional teams. In other words, the club he plays for is registered with the PSSI (Indonesian Football Association); (b) Professional players in the highest league in Indonesia recognized by PSSI, namely Liga 1; and (c) The players are of Indonesian origin, not naturalized and foreign.

The subjects in this study were 90 Indonesian professional football players and were currently playing in the highest league of Indonesian football, League 1 Gojek Traveloka. The research subjects were taken from seven Indonesian professional clubs: Bhayangkara FC, Madura United, Sriwijaya FC, Persib Balikpapan, Arema Malang, Persela Lamongan, and PS TNI. All the participants in this study were male because there are no professional female teams in Indonesia. The description of the research subjects can be seen in Tables 1 and 2.

**Table 1.** Team-based research subject description

Name of Team	Total of Players	Percentages
Bhayangkara FC	14	15.6%
Persiba Balikpapan	14	15.6%
Madura United	15	16.7%
Arema Malang	10	11.1%
Persela Lamongan	10	11.1%
Sriwijaya FC	16	17.7%
PS. TNI	11	12.2%
Total	90	100%

**Table 2.** Description of research subjects based on player level

Level	Total of Players	Percentages
National	53	59%
Regional	37	41%

This research uses a quantitative approach, which is synonymous with a deductive approach that departs from general issues to specific matters, so this research must have a theoretical basis (Hartas, 2015; Hidayati et al., 2023). According to Agresti & Finlay (2009), statistical tools are used to analyse numerical data under the quantitative approach. The effect of two independent factors on a

single dependent variable was investigated. This study aimed to determine whether or not aggressive tendencies may be predicted by factors such as team cohesion and perceptions of referee leadership. This research examined how aggressive tendencies in Indonesian professional football players were related to factors including team cohesion and perceptions of referee leadership. A relational survey model was conducted. In this study, three variables are to be measured: the tendency toward aggressive behavior, cohesiveness, and attitude towards the referee's leadership.

## 2.2. Data Collection Tools

The data collection method in this study is to use a scale (Sileyew, 2019; Handrianto et al., 2023). The scale to be used is the Likert model scale, which uses a scale of four on two independent variables (cohesiveness and attitude towards the referee's leadership) and a semantic differential scale on the dependent variable (the tendency for aggressive behavior). A scenario was used to portray the dependent variable in this research, which was the inclination of aggressive conduct. In accordance with the research ethics regarding all three scales used in the study, permissions for scale use were obtained before the research.

### 2.2.1. Aggressive Behaviour Tendency Scale

The aggressive behavior tendency scale in this study will use the aspects proposed by Buss and Perry (1992). These aspects are physical aggression, verbal aggression, hostility, and anger. For this study, the Cronbach alpha reliability coefficient of the scale was found to be .822. The aspects and blueprints for aggressive behavior tendencies can be seen in Table 3.

**Table 3.** Blue print of aggressive behavior tendency scale

Aspects	Indicators	No. Item		Total
		Favorable	Unfavorable	
Physical Aggression	Making physical contact with the opponent or match equipment (stamping, punches, elbows).	3,4,5,8,10,20	-	6
Verbal Aggression	Violence by players is verbal (cursing, dirty words, insults).	6,11,13,14,17	16*	5
Hostility	a. Make a threatening move.	7	15	4

	b. Carry out more supervision of opposing players who commit hard violations.	1,9		
Anger	a. Spitting and showing anger indirectly.	18,19	-	4
	b. Stare sharply.	2,12	-	
<b>Total</b>		<b>18</b>	<b>1</b>	<b>19</b>

*Note: Item numbers marked with (\*) are invalid items*

### 2.2.2. Cohesiveness Scale

The cohesiveness scale in this study is an adaptation of the Youth Sports Environment Questionnaire scale compiled by Eys et al. (2009). The reliability of this measurement tool has an alpha value of 0.89 on task cohesiveness and 0.94 on social cohesiveness. For this study, "The Cronbach alpha reliability coefficient" of the scale was found to be .893. This measuring instrument consists of 17 items with two aspects. The following blueprint for the cohesiveness scale can be seen in Table 4.

**Table 4.** Blue print of the cohesiveness scale

Aspects	Indicators	No. Item		Total
		Favourable	Unfavourable	
Task cohesiveness	There is a commitment to the tasks that have been distributed.	1,2,3,4,5,6,7	8*	7
Social cohesiveness	Players who are members of the team do not only relate during training sessions or matches	9,10,11,12,13,14,15,16	17*	9
<b>Total</b>		<b>15</b>	<b>1</b>	<b>16</b>

### 2.2.3. Attitude Scale towards Referee Leadership

The attitude scale in this study uses a scale based on the aspects put forward by Azwar (2016). These aspects are: cognitive, affective and conative. For this study, the Cronbach alpha reliability coefficient of the scale was found to be .916. The aspects and blueprints of the attitude scale towards referee leadership can be seen in Table 5.

**Table 5.** Blue print of attitude scale toward referee leadership

Aspects	Indicators	No. Item		Total
		Favorable	Unfavorable	
Cognitive	Facts, knowledge, beliefs and views regarding refereeing leadership.	1,2,3,4	5*,6,7,8	7
Affective	Emotional involvement (likes, dislikes, hate, suspicion of referee leadership).	9,10,11	12,13,14,15	7
Conative	Behavioral tendencies that arise towards the leadership of the referee. Responses can be either verbal or non-verbal.	20	16,17,18,19	5
Total		8	11	19

## 2.4. Data Analysis

The analysis model used in this research is the bivariate Pearson correlation analysis technique. This analysis is used to predict how much influence (effective contribution) the (independent) predictor variable has on the criterion variable (Uyanık & Güler, 2013). This research is quantitative, so it is processed using a statistical approach. The statistical method used in this study is the bivariate Pearson correlation analysis technique. Winarsunu (2012) states that multiple regression analysis or two predictors is a statistical technique used to test two predictors (X1 and X2) with the criterion variable (Y). To simplify calculations, researchers used Statistical Packages for Social Science (SPSS) for Windows version 20.0.

## 3. RESULTS

Table 6 presents the minimum, maximum, mean, and standard deviation values for three variables—tendency to aggressive behavior, cohesiveness, and attitude toward refereeing leadership—comparing the mortgage (reference) data with the empirical data used in the study.

**Table 6.** Data description for study variables

Variable	Mortgage Data				Empirical Data			
	Min	Max	Mean	SD	Min	Max	Mean	SD
Tendency to aggressive behavior.	0	95	47.5	15.8	3	66	25.70	15.1
Cohesiveness.	16	64	40	8	46	64	55.68	4.38
Attitude towards refereeing leadership.	19	76	47.5	9.5	33	76	54.01	8.03

Based on Table 6, hypothetical and empirical scores are obtained. The hypothetical score is the score obtained from the scale that has been compiled, and the empirical score is obtained from research. Comparing empirical and hypothetical scores helps see the tendency of research subjects in each research variable (Azwar, 2016). Table 7 shows that the subjects in this study have a high tendency for cohesiveness and attitudes toward referee leadership, while aggressive behavior tends to be lower.

Once the mean and standard deviation are known, categorization will be carried out using three categories, high, medium, and low, for each variable (Azwar, 2016). Furthermore, to find out the level and determine the distance in each category by giving a standard score. The scoring is based on the mean and hypothetical standard deviation used to compile category points.

### 3.1. Categorization of Aggressive Behavior Tendencies

The categorization of aggressive behavior tendencies can be seen in Table 7.

**Table 7.** Categorization of tendencies to aggressive behavior

Value Range	Category	n	Percentage (%)
$63.3 \leq X$	high	3	3.3
$31.7 \leq X < 63.3$	moderate	27	30.0
$X < 31.7$	low	60	66.7
<b>Total</b>		<b>90</b>	<b>100</b>

Table 7 shows each category's frequency and percentage level of aggressive behavior tendencies. The most dominant level of aggressive behavior tendencies is in a low category, namely 60 (66.7%) subjects. The high aggressive behavior tendencies category included only 3 (3.3%) subjects, and the medium category included only 27 (30%) subjects.

### 3.2. Categorization of Team Cohesiveness

The team cohesiveness categorization can be seen in Table 8.

**Table 8.** Team cohesiveness categorization

Value Range	Category	n	Percentage (%)
$48 \leq X$	high	87	96.7
$32 \leq X < 48$	moderate	3	3.3
$X < 32$	low	0	0
<b>Total</b>		<b>90</b>	<b>100</b>

Table 8 shows each category's frequency and percentage of team cohesiveness. The most dominant level of team cohesiveness was in the high category, namely 87 (96.7%) subjects. The



moderate team cohesiveness category consisted of 3 (3.3%) subjects, while in this study, no subjects showed low team cohesiveness.

### 3.3. Categorization of Attitudes towards Referee Leadership

The categorization of attitudes towards referee leadership can be seen in Table 9.

**Table 9.** Categorization of attitudes towards referee leadership

Value Range	Category	n	Percentage (%)
$57 \leq X$	high	36	40
$38 \leq X < 57$	moderate	49	54.4
$X < 38$	low	5	5.6
Total		90	100

Table 9 shows the frequency and percentage of attitudes towards the referee's leadership in each category. The level of attitude towards the leadership of the most dominant referee is in the medium category, namely, as many as 49 (54.4%) subjects. Attitude towards the leadership of the high category as many as 36 (40%) subjects—and the low category only 5 (5.6%) subjects.

### 3.4. Normality Test

The normality test determines whether the variable data under study is close to a normally distributed population or normally distributed data. The results of the data normality test can be seen in Table 10.

**Table 10.** Normality test results

Variable	Z K-S	P	Description
Tendency to Aggressive Behavior.	.979	.293	Normal
Cohesiveness	.805	.535	Normal
Attitude towards refereeing leadership	1.098	.179	Normal

Table 10 shows that the three variables have normally distributed data distribution. All variables have a significance value (p) greater than 0.05 ( $p > 0.05$ ).

### 3.5. The relationships among Cohesiveness, Attitudes towards Referee Leadership and Tendency to Aggressive Behavior

The relationships among cohesiveness, attitudes towards referee leadership levels and football players' tendency to aggressive behavior were examined. The results obtained are conveyed in Table 11.

**Table 11.** Correlation between research variables

Variables	1	2	3
Cohesiveness	1		
Attitudes Towards Referee Leadership	0.324	1	
Tendency to Aggressive Behavior	-0.180	-0.508	1

Table 11 shows that the cohesiveness variable has a negative correlation with the tendency of aggressive behavior of players, with a correlation value ( $r$ ) of  $r = -0.180$   $p < 0.05$ . The attitude variable towards referee leadership also negatively correlates with aggressive behavior tendencies, with a correlation value of  $r = -0.508$ ,  $p < 0.01$ . Thus, based on the results of bivariate Pearson analysis, it is known that team cohesiveness and attitudes towards referee leadership do not have correlation to the tendencies of aggressive behavior of Indonesian football players. This is not consistent with the hypothesis of this study that team cohesiveness and attitude toward referee leadership correlate to the tendency of aggressive behavior of Indonesian football players, so the hypothesis in this study was rejected.

## 4. DISCUSSION

In this study, the behavior that was measured was the aggressive behavior tendencies of Indonesian professional football players. The results of this study indicate that attitude towards referee leadership is negatively correlated with tendencies of aggressive behavior in Indonesian professional football players, with a correlation value of  $-0.508$  ( $p < 0.01$ ). So, in this study, it can be said that if the attitude of football players is low or negative towards the referee's leadership, then these players will tend to carry out aggressive behavior; conversely, if the attitude of football players is high or positive towards the referee, then the players tend not to behave aggressively, either towards the referee or towards other players. as a target for aggressive behavior. The results of this study are in accordance with research from Faiqoh & Falah (2009), which states that there is a significant negative relationship between attitudes and aggressive behavior tendencies with a correlation value of  $-0.508$  ( $p < 0.01$ ).

This study also found that team cohesiveness cannot be a significant predictor of the aggressive behavior tendencies of Indonesian soccer players. The results of this study align with research conducted by Drew & Braun (2005), which states that there is no relationship between cohesiveness and the aggressive behavior of athletes. Drew and Braun conducted a study on 174 athletes in the Midwest. This study tried to see the role of team cohesiveness on athletes' negative behavioral tendencies, such as consuming alcohol, cheating, and behaving aggressively. The results showed no relationship between cohesiveness and the variables mentioned above. The research results on team cohesiveness and aggressive behavior tendencies in Indonesian professional football players align with the research above. Team cohesiveness is often associated with something positive, such as the achievement of a team or the success of a team.

Cohesiveness can be described as the unity of the group, the feeling of being attracted to group members, and the extent to which members concentrate their efforts on achieving group goals (Sabin & Marcel, 2014). In groups and organizations, sports teams play a unique role compared to most other teams or organizations. Sports teams have consistency regarding member abilities, goals, roles, relationships, team structures, and clearer rules compared to other organizations or types of teams (Wolfe et al., 2005; Yang et al., 2022). Based on the description above, every team in the Indonesian League 1 event must have one clear goal before participating in the league event. The goal of each team is to win the league game. Winning every game is how to come out on top in the league and fulfil the common goal.

In order to achieve a common goal, team cohesiveness is needed to support players' performance on the field and achieve victory, meaning that players must channel team cohesiveness into positive things and get the team they are defending closer to winning the title (Smpokos et al., 2018; Sanmiguel-Rodríguez et al., 2022). The results of research by Anderson (2015) state that a team with friendly relations is more successful in terms of performance as a team than a team where the players are only connected and related because of a task. In line with the above, Muthiane et al. (2015) also stated that teams with strong cohesiveness tend to get more wins than losses.

Thus, if the cohesiveness of these players is directed towards something positive, they will be closer to the team's goal, which is to become champions at the end of the league. If the team's cohesiveness moves in a negative direction, such as aggressive behavior towards other players, it can keep the team from its common goal of winning every match and coming out as champions at the end of the league. In a match, if a player is provoked into tending toward aggressive behavior based on cohesiveness, it can be detrimental to the team. The most likely thing to come from aggressive behavior

is a red card and expulsion from the field. The expulsions obtained will make the team short of players, so it will be difficult for the team to continue the match steadily; the result of a lack of players is a defeat that will distance the team from the championship as the team's goal.

The rationality of the players towards the sanctions that will be received due to aggressive behavior can also explain how team cohesiveness cannot be a predictor of the tendencies of aggressive behavior in Indonesian professional football players. Strong team cohesiveness can lead to de-individuation so that players make group-think decision-making. This can be explained in match conditions. Players with strong team cohesiveness and the emergence of rationality towards sanctions such as life bans and fines can weaken the emergence of aggressive behavior from these players.

In this study, the researchers also discussed the research variables' results, including how to describe aggressive behavior tendencies, team cohesiveness and attitudes towards the leadership of Indonesian professional football referees. Based on this research, it was found that the aggressive behavior tendencies of Indonesian professional football players were dominant in the low category, namely among 60 soccer players (66.7%) of the 90 players who were the subject of the study. The category of high aggressive behavior tendencies includes only 3 players (3.3%), and the moderate category includes only 27 players (30%). This is because the players who are the subject of this study are in the category of the best players currently owned by Indonesia and are currently competing in the highest league in Indonesia. Apart from the league level, another thing that can cause the tendency for aggressive behavior in Indonesian professional football players to be low is the quality of the players and the level of the Indonesian football players who are the subject of this study.

It is hypothesised that the low prevalence of aggressive conduct among Indonesian professional football players stems from the fact that 53 (59%) out of 90 are Indonesia's top players, also members of the Indonesian National Team. The researcher also made a comparison between subjects labelled with the national team and players who were not labelled with the national team, and it was found that players who were not labelled with the national team had a higher mean than players who were labelled with the national team, namely 32 and 21.3. This means that players not labelled as part of the national team have a greater tendency to engage in aggressive behavior than players on the national team. The above statement is in accordance with research conducted by Coulomb & Pfister (1998), who researched the aggressive behavior of football players divided into 3 league levels: national, regional, and department. The results show that the team players who play at the national level show aggressive behavior of the hostile aggression type, which tends to be low compared to the regional and department levels. A player's propensity for physical play is correlated with his or her league, consistent with

Indonesian soccer's Tier 2 competition being more difficult and rough than the significant competition, the Indonesian First League.

The tendency for aggressive behavior by players can have an impact on Indonesia's achievements in the field of football on the international stage. It is common knowledge that aggressive behavior by players is a distraction that can result in poor performance for these players and that aggressive behavior also tends to disrupt the team as a whole (Krishnaveni & Shahin, 2014; Giakoni et al., 2022). Research by Montse & Yuri (2011) states that anger impacts performance. It will appear better if anger can be managed properly and used to form energy. Meanwhile, if anger cannot be adequately controlled, it will have a negative impact on a person's appearance, including in deciding a match.

As a result of the national team's tendency to play aggressively and preferring to be rough in the Indonesian league, the team often commits penalties and makes needless moves that give the other side an edge in international events. We can see the effects of the aggressive behavior of Indonesian football players in the 22-year-old national team's failure to advance to the 2017 AFF Cup finals in Malaysia. The analysis carried out by football observers (Panditfootball, 2017) is that the absence of 2 of Indonesia's pillar players at that time was the cause of Indonesia's failure to secure a ticket to the top match of the AFF Cup, aged 22 in 2017. The absence of the two key players was due to each receiving a yellow card in the previous match, which was a consequence of what they did on the field.

This study also found that the dominant cohesiveness of Indonesian football players was in the high category, namely, as many as 87 players (96.7%). Team cohesiveness in the medium category was 3 players (3.3%), while in this study, no subjects showed low team cohesiveness. Wolfe et al. (2005) stated that sports teams are unique compared to most other teams or organizations in groups and organizations. Sports teams have consistency in terms of member abilities, goals, roles, relationships, team structures and clearer rules than other organizations or types of teams.

In this study, group size can influence the strength of a football team's cohesiveness. Carless and Paola (2000) explain that group size can determine cohesiveness. It can be argued that higher cohesiveness tends to occur in smaller rather than larger groups. Football is a group that can be categorized into small groups based on the fact that a soccer team only consists of 20–24 players. Muthiane et al. (2015) also added that the size of a team could affect its level of cohesiveness, so he suggests that coaches or those in authority on a team consider the composition of a team.

In addition to group size, which affects the high level of cohesiveness in this study, the intensity of meetings and the amount of time spent together can also affect the cohesiveness of a team. Football teams in Indonesia generally provide a guest house or residence for the players who play for the team so that after practice, they can meet at the house and spend time together; this can affect the team's cohesiveness. In addition, this research was conducted in the final phase of the Indonesian League 1 event, meaning that team members have lived together and spent time together for approximately ten months, which can also affect the cohesiveness of a team. The attachment between players creates a strong sense of belonging and kinship. The interaction of team members or the familiarity between players positively influences the team, increasing team cohesiveness (Hogg, 1992).

This study also found that the attitude of Indonesian football players towards the leadership of the dominant referee was in the "medium" category, namely 49 players (54.4%) of the 90 players who were the subject of the study. The attitude towards the leadership of the high category referee is 36 players (40%), and the low category is only 5 players (5.6%). According to Azwar (2016), one's attitude is a reflection of their opinion. As people are exposed to stimuli that need responses, they begin to form judgments about those stimuli based on good, bad, positive, negative, pleasant, and unpleasant values, which may subsequently be applied to attitude objects. In the context of this study, it provides an overview of the attitude of Indonesian professional football players towards referee leadership. The study results show that the players' attitude towards the dominant referee is in the medium category (54.4%), while only (5.6%) is in the low category.

Several things can shape individual attitudes, according to Azwar (2016), one of which is the role of someone who is considered important to the individual. Football coaches and team managers are two influential people in this research since they are always present with the players and have a say in how they conduct themselves during games (Duarte et al., 2014; Hsu et al., 2022). The coach is considered an important figure because he is the one who will determine the game strategy, including the composition of the players who will be deployed in a match. At the same time, the manager is the person who is responsible for the team, the exit or entry of players into a team is also through the decisions of the team manager, and the manager is someone who also has power in a team.

## **5. CONCLUSIONS**

The study and subsequent debate have led to the following findings about the aggressive tendencies of Indonesian football players: Firstly, team cohesion and views towards leadership as a referee can predict such inclinations. Then, the attitude towards the referee's leadership is negatively

correlated with the tendency for aggressive behavior and can predict the tendency for the aggressive behavior of Indonesian football players. This shows that the lower the players' attitude towards the referee's leadership, the higher the tendency for aggressive behavior among Indonesian football players. Furthermore, team cohesiveness cannot predict the tendencies toward aggressive behavior of Indonesian football players. For PSSI, football teams, coaches, player agents, players, and parties involved in Indonesian football, the results of the study state that team cohesiveness and players' attitudes towards referee leadership can predict the tendency of players' aggressive behavior by 25.9%. Hence, it is necessary to form an attitude towards the referee for Indonesian football players. Instilling an attitude early on in players needs to be done to prepare players who can contribute to the achievements of this country. For PSSI, in particular, the refereeing committee should be able to improve the quality of Indonesian referees to reduce the occurrence of aggressive behavior by Indonesian football players towards referees and opposing players as targets for aggressive behavior.

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## CONFLICTS OF INTEREST

The authors declare no conflict of interest.

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