

Eight Days a Week: Eustress and Distress among the Athletes

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Abstract The athletes who are attached to coaching and training programs for long periods will have more potential of dealing with stress. In line with this phenomenon, this study indicates that a great number of professional athletes, specifically who formally registered in sports organizations in Makassar, Indonesia, are apparently disclosed on lack of better coaching and training program achievements, decreasing on their performance during coaching and training times, etc. Through the literature review, this study discloses that there is a lack of body of knowledge, specifically in East Region of Indonesia context explaining the effect of such disorders on professional athletes of Makassar. This study hence aims to investigate whether there is a possibility that stress exists among the professional athletes through the application of quantitative approach. There are 258 athletes considered as the population and 72 athletes as the research sample in this study. The results indicate that stress is confirmed statistically to have affected athlete performance and consequently indicate that the effect of stress is negative and significantly impacts the athletes' performance. This study therefore concludes that the stress issue is crucially urgent to be managed properly, especially in the sports field.

Keywords Athlete, Training, Coaching, Eustress,

Distress, Sports, Psychology, Management

1. Introduction

Every organization needs human resource to achieve its goals [1, 2]. Human resources, once getting formally attached to the organization, have some concerns, for instance personal interests and/or objectives. On the one hand, some organization members identify that money becomes a low priority compared with some factors e.g., high appreciation from the organization received by its members and so on. On the other hands, personal expectation, such as having sufficient income for living, is becoming one of main reasons for some organization's members. Furthermore, humans are seen as one of the most important elements in the organization or company [3, 4]. Similarly, in the context of sports, the athletes are also described as one of the most essential elements in the sports organizations because with no athletes' role, even though various factors required by the organization are available, organization may not be able to operate and finally achieve its goals. Based on such situation, humans including the athletes are viewed as the driving force who determine the direction of the organization [3, 5, 6]. One of the factors that affects the success rate of an

organization in achieving its goals is its members' performance [7, 3, 8, 9], specifically the athlete's performance that is central to this study.

Moreover, in order to escalate and develop the outstanding sports achievement globally, the government of Indonesia since 1990 has planned the program called "Garuda Emas" or "Golden Garuda". This program is set by the government's representative in sports field which is Komite Olahraga Nasional Indonesia (KONI) or National Sports Committee of Indonesia to provide a better and continuously coaching and training series for the athletes [10]. Likewise, recently in Makassar, South Sulawesi of Indonesia, there are many athletes receiving coaching and training series in the training center, especially those who are prepared for making a contribution to local, national, and/or international championship event [11]. For example, in 2016, there has been 175 professional athletes attached and registered formally in public and private sports organizations and every following year until 2020, the number of athletes in such sports organizations has gradually increased from 175 to 236 athletes [11]. To be more specific, in 2017 to 2018, the number of professional athletes has escalated from 194 to 216. Similarly, in the following year, 2019, the number of athletes has increased half compared to prior year which are 6 new athletes, or from 216 to 222 athletes registered in sports organizations.

Additionally, there is an essential aspect for the athletes that should be considered which is the physical condition of athlete [12]. This physical condition has the capability to affect the performance of the athletes positively and/or negatively [13]. Every sport is competitive and every athlete are also continuously required to be more competitive in terms of skills, capability, and so on. In regard with this aspect, the athletes are seemingly fragile to become stress that may bring an impact on the athletes, specifically their performance [14]. Stressor may create a stressful condition and other physical condition disorder which may cause a distress for the athletes. The worse, such disorders may take the athletes into some negative conditions i.e., mental and physical disorder during the coaching and training programs [15, 16, 17]. Following this suggestion, this study then recommends observing the athlete who is in stress condition during the coaching and training program, particularly those who are attached in Makassar and actively and officially attached with private or public sports organizations.

2. Materials and Methods

2.1. Literature Review

2.1.1. Sport Psychology

Sport psychology is considered as one of the vital elements in sports [18] and it has developed significantly

since few decades ago within the academic discipline as well as the applied practice [19]. The most influencer, who brings this sport psychology rapid development in both academic discipline and applied practice, is the cold war. During war period, great amounts of cash and research grants have been allocated in order to acquire the comprehensive and effective growth of sports. Although the fast development and scientific progress have occurred in sport psychology ever since such period mentioned above. Nevertheless, scholars [19, 20, 21, 22] suggest that there have been several unwanted impacts e.g., on sport community, especially on the athlete that may result in the performance of the athlete. Following this phenomenon, this study therefore aims to observe the performance of the athlete in Makassar, Indonesia, which may deal with stress during the coaching and training session.

2.1.2. Training and Coaching

According to the literature, the training and coaching management of athlete has been considered as the vital factor for sports researchers [20]. Since few past decades, training of the athlete, on the one hand, has been extensively discussed by scholars especially the role of training played in the athlete performance. Literature explains, for example, Foster et al. [20], training management is considered as a tool for monitoring what the training accomplishment of the athletes including the performance as well as to improve the communication among the coach and the athlete. Furthermore, on the other hand, coaching is concerned about both coach and athlete who create a unique relationship that may result in a huge strength which helps achieve individual relationship goal. However, little literature shows investigation in terms of training and coaching in South-East region, particularly the athlete's performance during training and coaching period who are from Makassar, Indonesia.

2.1.3. Athlete Performance

According to Judge et al. [15], performance is considered as the level of success achieved by individual both quantitatively and qualitatively. The behavior of organizational members both personally and in groups reinforces the performance of organizational [28]. The reason is that the motivation of person affects the organizational performance [15, 8]. Similar in the sports context, the studies of De Kok et al. [16] and Setiawan et al. [17] illustrate that the athlete performance is viewed as the quality and quantity of an individual or group's manifestation within a number of particular activities which is caused by natural abilities or abilities gained through the learning process as well as the motivation to be successful.

Moreover, the performance of the athlete has been discussed extensively by scholars e.g., Jackson and Roberts. [21] only highlight how the athlete perform either better or worse performance with less focus on the

cause (why). In line with this phenomenon, some scholars [19, 20, 21, 22] suggest that the athlete who partakes in sport potentially deals with stressful experience, for example, discouragement, frustration, and worry. To explain more detail on the athlete's performance especially whether the athlete has stressful experience or not, this study intends to conduct a research in Makassar in order to fulfill the gap found in the body of literature given the fact that little literature focuses on South-East region especially in Makassar to explain the athlete's performance with the stress as the central issue.

H1: Stress has an effect on athlete performance during coaching and training program

H2: Stress has a significant effect on athlete performance during coaching and training program

2.1.4. Stress

Stress is a condition in which a person experiences mental disorders as a result of strong pressure that arises due to unfulfilled wants or needs [17, 3, 9]. A number of scholars such as De Kok et al. [16] and Setiawan et al. [17] indicate that stress of individual is strongly recommended to be handled. If individuals are often absent, often late, and/or often violate organization's regulation, there is a possibility that the individual is in whether unserious or serious mental disorders. Moreover, Sattler et al. [18] denote that humans actually need stress – at proper standard scale – in order to normally do their activities, however, stress beyond the standard level may have a negative impact on humans. Figure 1 shows the level of stress happened on people both at health and unhealthy circumstance [29].

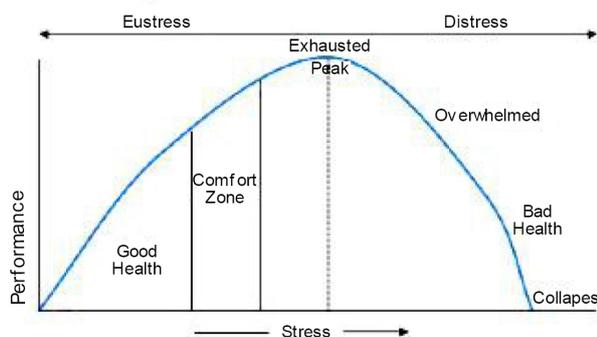


Figure 1. The Level of Stress [19]

Additionally, most people have an optimal range of stress level, so called comfort zone which makes those feel relaxed, happy, comfortable, and so on. Once individual exceeds their comfort zone, fatigue will develop, which is a sign that the stress level is being reduced from the exceeding phase to the normal or optimal phase of stress level. If there is no action undertaken to reduce the stress level after exceeding such comfort zone, then people tend to have less energy, get sick, and eventually collapse [29]. The assignments/jobs e.g., tasks and responsibilities in above normal level taken

by the athletes may make the athlete vulnerable to stress [14].

Furthermore, scholars [22, 28, 32] suggest that stress in the sports context becomes one of vital factors that affects the athlete's performance. In regard with this suggestion, this study hence proposes investigating the athletes of Makassar whether they are in stressful condition or not and if they are in such condition. This is attributed to the recommendation of scholars above [22, 32] that stress appraisals, emotions, coping, and performance satisfaction are all related and future research could explore some of the underlying mechanisms such as how coping self-efficacy or personality influences appraisals, coping, and emotions.

Furthermore, stress, according to Netemeyer et al. [30], is categorized in two forms: (a) eustress. The first category is a positive result caused by stress. Joyful, feeling proud and competent and capable in doing something, highly-motivated to achieve the goal, high confidence, high productivity, more creative under competitive circumstances are considered as e results of stress; and (b) distress. This second category is considered as the stress results in a negative pattern such as feeling frustrated, disappointment, exhaustion, sleeping disorder, bad temper, decreasing in motivation, high absence level in office, laziness, and so on.

H3: Stress has a negative effect on athlete performance during coaching and training program

H4: Stress has a negative significant effect on athlete performance during coaching and training program

2.1.5. The Factors and the Indicators of Stress

Scholars such as Krantz et al. [21] indicate that there are three factors which may trigger stress during jobs. The factors are: (1) environmental factor including economic, political, and technological uncertainty; (2) organizational factor such as duty requirements, role demands, interpersonal requests, organizational structure, organizational leadership, and organizational life level; and (3) individual factor that consists of personal life issues such as family problems, personal economic problems, and congenital personal character. Moreover, some of the studies explain that the stress which comes from jobs/assignments describes six patterns of indicators, namely: (1) tasks load; (2) leader's attitude; (3) tasks time; (4) conflict; (5) communication; and (6) tasks authority [32, 33].

2.2. Research Method

The method of this study is quantitative approach. This study then suggests distributing the questionnaires, which is the data collection method, to 72 athletes who are the sample selected from 258 athletes. The sample of this study is considered to be actively attached to the sports organizations in Makassar. The sampling technique used

in this study is stratified sampling technique. Moreover, this study consists of two variables, namely the independent variable (X) and the dependent variable (Y). The independent variable is stress, while the dependent variable is athlete performance. Work performance is the level of success achieved by the individuals both quantitatively and qualitatively in accordance with the criteria and measures set for the job itself [15, 34, 35]. The performance of sports organizations in Makassar is the result of the competency that has been determined in the athletes' key performance indicator, measured and evaluated in a predetermined period of time. It is formatted according to advice of some experts.

2.2.1. Research Variable, Indicator, and Measurement Tool

In order to differentiate the research variable of this research, Table 1 is accordingly presented below. As shown in Table 1, all the research variables which are X and Y have the research indicators. For instance, the athlete performance has indicators such as quantity and quality of tasks (training and coaching) results, efficiency during tasks, and timeliness. However, tasks load, leader's attitude, tasks time, conflict, communication, and tasks authority are considered as research indicators of stress. Each research indicator is then measured through the application of Likert Scale.

Table 1. Research Variable, Indicator, and Measurement Tool

No	Research Variable	Research Indicator	Tool
1	Athlete Performance (Y)	Quantity of tasks results	Likert Scale
		Quality of tasks results	
		Efficiency during tasks	
		Timeliness	
2	Stress (X)	Tasks load	Likert Scale
		Leader's attitude	
		Tasks time	
		Conflict	
		Communication	
		Tasks authority	

Source: Data Processed (2020)

Moreover, Likert scale is helpful in measuring the attitudes, opinions, and perceptions of a person or group of people about social phenomena [23]. Through the application of questionnaire, this study then constructs the questions for the respondents that can be answered using Likert Scale method. The Likert Scale takes five options that should be picked by the respondents to respond to each question in the questionnaire. Five options which can be chosen by the respondent are strongly agree, agree, neutral, disagree, and strongly disagree and later scored

successively 1 to 5 [23, 24].

Table 2. Questionnaire: Questions and Likert Scale Scoring

Score	Answer
5	Strongly agree
4	Agree
3	Neutral
2	Disagree
1	Strongly disagree

Source: Likert [24], Albaum [23]

2.2.2. The Validity Test

This validity test which is applied in this study, suggests that if the Rcount value is equal or higher than the Rtable value, then the questionnaire is considered to be valid. However, if the Rcount value is lower than the Rtable value, then the questionnaire is confirmed to be invalid. According to Sekaran and Bougie [25], validity test is carried out before the questionnaire is distributed. In addition, this test is also applied in order to find out whether there is a question in the questionnaire that should be replaced due to irrelevant consideration [26]. Based on the above discussion, this study aims to apply validity test.

2.2.3. The Reliability Test

Scholars, e.g., Atkinson and Nevill [27] suggest that reliability test is considered as the test of the reliability level of all the questionnaire parts, indicating whether an instrument can measure something consistently over time. This test applies the Cronbach's Alpha measurement technique and the results of this test summarizes whether the questionnaire at whole is reliable and can be further applied, distributed, and processed statistically after sent back. If the results of this test show the Cronbach's Alpha higher than 0.6 ($\alpha > 0.6$), then the questionnaire is reliable. Following the above discussion, this study intends to apply reliability test.

2.2.4. Hypothesis Test (R² Determination Analysis)

According to Sekaran and Bougie [25], the coefficient of determination (R²) basically measures how far the ability of the model to explain the variation found in the dependent variable. The value of R² is between zero and one (0 < R² < 1). If the value of R² less than zero, it means that the ability of the independent variables to explain the variation in the dependent variable is very limited. However, if R² value is close to one (higher than zero), it means that independent variables provide almost all the information needed to predict the variation in the dependent variable.

2.2.5. T-Test

T -test is conducted in order to test whether the hypothesis is accepted or not. If the value of Tcount \geq

Ttable value at the 5% of the significance level is the results of T-test, then H0 is rejected and H1 is accepted. In contrary, if the value of Tcount \leq Ttable at the 5% of the significance level, then H0 is accepted and H1 is rejected. Additionally, after collecting data and obtaining the necessary data, the entire data analysis design above will be processed using the application called SPSS statistical tool.

3. Results

The results of the descriptive statistical test help to investigate the answer of respondents on both variables of this study, namely independent variable, which is stress (X), consisting of 17 questions and the dependent variable, which is athlete performance (Y), covering 11 questions within the questionnaire. The application of this test consequently supports this study to perform statistical measurement using descriptive analysis on variable X and Y.

3.1. Descriptive Analysis

3.1.1. Variable Data Description (X) - Stress

In describing the independent variable more detail, this study suggests that the respondents are guided to answer 17 questions using 5 models of answer from Likert Scale namely: strongly disagree, disagree, neutral, agree, and strongly agree followed by the scale point is 1 to 5. 1 shows the perception of strongly disagree and 5 specifies strongly agree related to the questions asked. Using the application of descriptive statistics test, the test results in Table 3 shows that the highest value of frequency answered by the respondents is 653. In other words, the majority of respondents or 53.35% of all respondents agree that tasks load, leader’s attitude, tasks time, conflict, communication, and tasks authority play a role in affecting the stress level of the athlete during their training and coaching progress.

Table 3. Descriptive Statistics Results of Respondents' Answers for Stress

Scale	Frequency	Percentage (%)
1 = Strongly disagree	0	0
2 = Disagree	41	3.35
3 = Neutral	391	31.94
4 = Agree	653	53.35
5 = Strongly agree	139	11.36
Total	1224	100

Source: Data Processed (2020)

3.1.1. Variable Data Description (Y) – Athlete Performance

Variables of the athlete performance consist of quantity, quality, efficiency and timeliness where this dependent

variable consists of 11 questions attach inside the questionnaire. The results from respondents answering the question in describing their performance are shown in Table 4 as follows.

Table 4. Descriptive Statistics Results of Respondents' Answers for Stress

Scale	Frequency	Percentage (%)
1 = Strongly disagree	0	0
2 = Disagree	8	1.01
3 = Neutral	135	17.05
4 = Agree	561	70.83
5 = Strongly agree	88	11.11
Total	792	100

Source: Data Processed (2020)

Table 4 shows that most of the respondents that the athlete performance is affected by six research indicators of athlete performance, namely: quantity and quality of tasks (training and coaching) results, efficiency during tasks, and timeliness. To be more specific, the results show that there are 561 or 70.83% of respondents agree that such six research indicators of athlete performance affect the athlete performance.

3.2. Validity Test

Table 5. Validity Test of Stress

Ques.	R _{count}	R _{table}	Information
1	0.4279	0.228	Valid
2	0.4139	0.228	Valid
3	0.4709	0.228	Valid
4	0.4632	0.228	Valid
5	0.5376	0.228	Valid
6	0.467	0.228	Valid
7	0.4259	0.228	Valid
8	0.5679	0.228	Valid
9	0.3744	0.228	Valid
10	0.4089	0.228	Valid
11	0.4105	0.228	Valid
12	0.5739	0.228	Valid
13	0.4839	0.228	Valid
14	0.3518	0.228	Valid
15	0.2609	0.228	Valid
16	0.306	0.228	Valid
17	0.3553	0.228	Valid

Source: Data Processed (2020)

Based on the results of validity test of stress, described in Table 5, this study suggests that all Rcount values are higher than Rtable values. Based on the recommendation from Sekaran and Bougie [25], this study proposes that the questionnaire is confirmed to be valid, especially the variables of the stress, and the questionnaire; thus, it is able to be further processed.

Likewise, according to the result of Table 6 that all

Rcount values are higher than Rtable values, accordingly, this study recommends that all the variables of the athlete performance in the questionnaire are confirmed to be valid and it is strongly suggested that the questionnaire applied in this study is able to be further processed.

Table 6. Validity Test of Athlete Performance

Ques.	R _{count}	R _{table}	Information
1	0.3316	0.228	Valid
2	0.3253	0.228	Valid
3	0.4092	0.228	Valid
4	0.3839	0.228	Valid
5	0.439	0.228	Valid
6	0.3876	0.228	Valid
7	0.4171	0.228	Valid
8	0.4321	0.228	Valid
9	0.2801	0.228	Valid
10	0.2738	0.228	Valid
11	0.3393	0.228	Valid

Source: Data Processed (2020)

3.3. Reliability Test

According to Table 7, all the variables applied in this study are considered reliable because the test results based on the above Table 7 show that Cronbach's alpha value of both variables, namely: (a) X is 0.72; and (b) Y is 0.65, are considered above or higher than 0.60. This study therefore suggests that each variable constructed within the questionnaire will offer a consistent data and eventually support all the instruments to be further processed.

Table 7. The Results of Reliability Test

Variable	Cronbach's Alpha	(α)	Results
X	0.720	0.6	Reliable
Y	0.652	0.6	Reliable

Source: Data Processed (2020)

3.4. Hypothesis Test

Table 8. Determination Coefficient Test

Model Summary				
Model R	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	1 .502 ^a	.252	.242 ^a	2.506
a. Predictors: (Constant), Stress				

Source: Data Processed (2020)

In line with the results found in the Table 8 above, this study then suggests that stress is able to explain the athlete performance and provide almost all the information needed by this study in predicting the variation of the

athlete performance. To this knowledge, this study eventually suggests that the stress does have an effect on the athlete performance with the value of R square is higher than zero or 25.2%.

3.5. Linear Regression and T- Test

To explain the relationship between stress and athlete performance, this study then applies the analysis of linear regression. The results of such analysis are presented in Table 9:

Table 9. Result of Linear Regression Test

Coefficients ^a			
Unstandardized Coefficients			
	Model		Sig
1	(Constant)	61.261	0.000
	Stress	-0.286	0.000
a. Dependent Variable: Athlete Performance			

Source: Data Processed (2020)

As shown in the results of linear regression test in Table 9, this study finds that the regression coefficient of independent variable to the other variable is -0.286 with 61.261 of unstandardized coefficients constant value. This study, hence, suggests that there is a negative relationship between stress and the athlete performance and statistically confirmed that the higher level of stress has a strong effect on the athlete performance. In addition, using the T-Test analysis, this study finds that the Tcount value of stress is 4.860 with a Ttable value is 1.997. This study suggests that if the value of Tcount is greater than the value of Ttable, H0 is rejected and H1, H2, H3, and H4 accepted. In other words, this study recommends that the stress affects significantly the athlete performance and to be more specific, the effect of the stress is negative on the athlete performance.

4. Discussion

In regard with the results found in this study, this study suggests that stress is considered as one of the factors that has an effect on the performance of the athletes especially those who are from sports organizations in Makassar. Likewise, given the fact that the stress affects negatively and significantly some athletes' performance in Makassar, this study also interestingly reveals that the stress on the athletes has a potential impact on sports organizations performance. To be more detailed, such stress exists in the athletes and eventually affects negatively the organizations, such as the profit, they are attached. This indication is strongly supported due to the results of the linear regression test in this study, which discloses that the value of stress effect is negative on organization performance.

Furthermore, this study recommends that with no proper stress management, the athlete may have a critical condition such as lack of ability in completing the tasks and responsibilities that have been assigned before. Worse result occurred is the declination of athlete performance in the organization internal environment and may jeopardize both the athletes and the organization's performance as well as objectives e.g. the expectation of coaching and training result, the growth of profit, unfriendly organization internal environment, etc. Additionally, this study finds that the athletes who are 21-25 years old tend to have experienced stress because of many factors such as the length of service in the organization. If the athletes attached to the company for short particular periods, there will be less experience obtained in stress management and less defense on the great potential occurrence of distress rather than transform such distress into eustress. Contrary with the others who have longer time of service in the organization, they may acquire more experience in dealing with stress. This study also finds that the athletes up to 30 years old are considered to have a strategy to manage the stress, specifically to overcome the potential of distress occurrence. This is in line with the study of Gupta and Beehr [34] and Kirby [37], which suggests that someone who lasts a long time in his/her job will be more able to deal with job stress and have some strategies and efforts to control the occurrence of distress.

In addition, as stated by previous literatures [38, 39], this study suggests that the stress issue is possible to be turned over into a good pressure that may result a motivation to stimulate the athletes in completing the tasks and responsibilities efficiently and effectively during both coaching and training program as well as the championship events.

Despite the contribution made by this study, there are several limitations need to be addressed. Firstly, this study merely focused on a particular team, which will influence the results in the bigger picture. Therefore, a future comprehensive study is needed to answer this limitation, Secondly, in this study, questionnaires were employed to obtain data, consequently the specific description of various research variables, particularly those relating to personal experiences on stress or the perceived reality of the stress itself had not been captured properly. In order to tackle this issue, a qualitative approach is recommended to do the justice.

5. Conclusions

According to the results of this study that have been explained in prior section, this study suggests that stress affects the athletes' performance in negative and significant way and interestingly, such stress also have an impact on organization performance. To be more specific, this study hence suggests that the stress issue is crucially

urgent to be managed properly. This paper offers such practical and theoretical implications. For practical implication, it is expected that the decision makers in sport committee or sport organization must be able to manage the stress level in order to achieve optimum performance. On the other hand, for theoretical implications, this research answers the gaps in the current knowledge in the field.

6. Recommendations

Based on the results:

1. This study recommends every sports organization in Makassar should give more attention to athletes' psychological condition as well as maintain its athletes' positive psychological condition that may bring a great potential to increase the athletes' performance continually and develop the profit of organization constantly [40, 41, 42] and sticks to the plan and strategy in achieving both company and athletes' objectives.
2. This study finds that athlete performance is affected by stress with 25.2% value of R^2 , however, there is 74.8% of R^2 value which is derived from other variables is uninvestigated. This study therefore suggests that the future research should be conducted emphasizing on such other variables but stress that affect the performance of the athletes.

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