

REFERENCES

- ASHTON, C. 1996. How competencies boost performance, *Management Development Review*, Vol.9, nr.3, pp.14-19, 1996.
- BERGE, Z.; DE VERNEIL, M.; BERGE, N.; DAVIDS, L. & SMITH, D. 2002. The increasing scope of training and development competency, *Benchmarking: An International Journal*, Vol.9, nr.1, pp.43-61, 2002.
- Blue Bulls Rugby Referees Society Annual Report 2002, pp 2-18.
- BRACEWELL, K. 2001. *Principles of Refereeing*, Official website of the English Rugby Football Union.
<http://www.rfu.com/index.cfm/fuseaction/RFUHome.refereeing> (accessed April 2003)
- COOPER, D.R. & SCHINDLER, P.S. 1998. *Business Research Methods*, sixth edition. Irwin McGraw-Hill publishers.
- DE BEER, J.J. 2003. Unpublished interview, Pretoria.
- DICK, B. 2000. *Delphi face to face*,
<http://www.scu.edu.au/schools/gcu/ar/arp/arphome.html> (accessed September 2003)
- DICKSON, S. 2000. *Competencies of Rugby Referees*, Australian Rugby Union, Sydney, 2000. Received by personal e-mail, 28 January 2003.
(sdickson@pobox.une.edu.au)

- ELKIN, G. 2001. Competency-based Human Resource Development, *Industrial and Commercial Training*, Vol.22, nr.4, pp. 20-25, 1990.
- GARCIA & ASSOCIATES, INC. 2002. <http://garcianassociates.com> (accessed 6 November 2003).
- GREEN, P.P. 1999. *Building robust competencies: Linking Human Resource Systems to Organisational Strategies*. Jossey-Bass Publishers, San Francisco, 1999.
- HARTILL, L. 1998. Hey, Ref!, *Christian Science Monitor*, Vol.90, Issue 252, pp.22, 24 November 1998.
- HEALY, S. 1999. *Guide to Refereeing in Handball*. Irish Olympic Handball Association (IOHA) Refereeing Information Index Website. <http://www.olympichandball.org> (accessed June 2003)
- <http://www.bullrefs.co.za> (accessed March 2003)
- www.canadaref.tripod.com/nat-guide.htm (accessed May 2003)
- <http://www.supersportzone.co.za> (accessed various times during 2003)
- HOFFMANN, T. 1999. The Meanings of Competency, *Journal of European Industrial Training*, Vol.23, nr.6, pp.275-286, 1999.
- HORN, J.D. 2002. Unpublished interview, Pretoria, November 2002.
- HORN, J.D. 2003. Unpublished interview, Pretoria, January & March 2003.

- KAYNAK, E.; BLOOM, J. & LEIBOLD, M. 1994. Using the Delphi Technique to predict future tourism potential, *Marketing Intelligence and Planning*, Vol.12, nr.7, pp.18-29, 1994.
- MACMAHON, C. & STE-MARIE, D.M. 2002. Decision-making by experienced rugby referees: use of perceptual information and episodic memory, *Perceptual and Motor Skills*. Vol.95, Issue 2, pp.570, Oct 2002.
- MARSBERG, A.F.W.; TWENTYMAN-JONES, P.S.; CAROLIN, H.W. & HEATLIE, B.H. 1933. *Supplement to the first edition of the history of South African Rugby Football*. The specialty press of South Africa LTD, Cape Town.
- MASCARENHAS, D.R.D.; COLLINS, D. & MORTIMER, P. 2002. The Art of Reason Versus the Exactness of Science in Elite Refereeing: Comments on Plessner and Betsch, *Journal of Sport and Exercise Psychology*. Vol.24, Issue 3, pp.328, 2002.
- MEYER, T. 1996. *Competencies: Currency for the 21st century*. Knowledge Resources (PTY) LTD.
- NEHILEY, J.M. 2000. *How to conduct a Delphi study*, <http://www.scu.edu.au/schools/gcu/ar/arp/arphome.html> (accessed September 2003)
- NEUMAN, W.L. 2000. *Social Research Methods: Qualitative and Quantitative Approaches*. 4th edition, University of Wisconsin at Whitewater, 2000.

- NEVILL, A.M.; BALMER, N.J. & MARK WILLIAMS, A. 2001. The influence of crowd noise and experience upon refereeing decisions in football, *Psychology of Sport and Exercise*. Vol. 3, pp.261-272, 2001.
- RAINEY, D.W. & HARDY, L. 1997. Ratings of stress by rugby referees, *Perceptual and Motor Skills*. Vol. 84, Issue 3, pp.728, 1997.
- RAINEY, D.W. 1999. Sources of Stress, Burnout, and Intention to Terminate among Basketball Referees, *Journal of Sport Behaviour*. Vol. 22, Issue 4, pp.578, December 1999.
- RAINEY, D.W. & HARDY, L. 1999. Assaults on Rugby Union Referees: A Three Union Survey, *Journal of Sport Behavior*. Vol. 22, Issue 1, pp.105, March 1999.
- RHOODT, A.G. 2003. Unpublished interview, Pretoria, January 2003.
- ROWE, C. 1995. Clarifying the use of competence and competency models in recruitment, assessment and staff development, *Industrial and Commercial Training*, Vol.27, nr.11, pp.12-17, 1995.
- ROWE, G. & WRIGHT, G. 1999. The Delphi technique as a forecasting tool: issues and analysis, *International Journal of Forecasting*, Vol.15, pp.353-375, 1999.
- SERB, C. 1999. Calling 'Em Like He Sees 'Em, *Hospitals & Health Networks*, Vol.73, Issue 9, pp.32, Sept 1999.
- SNYMAN, T. 2002. Rugby Bylaag. *AFFIES alumni*. December 2002, pp.8.

- STEYN, A.G.W.; SMIT, C.F.; DU TOIT, S.H.C. & STRASHEIM, C. 1994. *Moderne statistiek vir die praktyk*. J.L. van Schaick, Hatfield, Pretoria.
- VIVIER, F.L.; SWANEPOEL, A. & SWART, N.G.N. 1994. *Basiese Wiskunde vir Ekonomiese en Bestuurswetenskappe*. J.L. van Schaick, Hatfield, Pretoria.
- WEIGHTMAN, J. 1994. *Competencies in Action*. Institute of personnel and development, The Cromwell Press, Wiltshire.