



TALENT IDENTIFICATION IN ADDIS ABABA, ASELA AND AMBO YOUTH SPORT ACADEMY: TREND AND CHALLENGES

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This is to certify that the thesis prepared by Hizkiyas Mekonnen entitled:

Trend and challenges of talent identification:in the case of Addis Ababa, Asela and Ambo youth Sport Academy and submitted in partial fulfillment of the requirements of Degree of Master of Science in sport science complies with the regulations of the university and meets the accepted standards with respect to originality and quality.

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ACRONYMS AND ABRIVATIONS

FIFA Federation of International Football Association

TD Talent development

TI Talent identification

Abstract

This research paper is entitled as the trends and challenges of talent identification in the Ethiopian sport academy. The study contains sport academies which were found in Addis Ababa, Asela and Ambo. In these study 12 coaches, 10 administrators and 130 trainees were involved, purposive sampling to focus on particular characteristics of a population that are of interest, which would best enable to answer research questions. Then, purposive study is used to carry out this research two instruments such as questionnaire and interview were used to gather the data. The descriptive analysis of the data was analyzed by using both qualitative and quantitative methods, such as percentage and descriptive statements. The result of the study showed then finding these are categorized into administrators, coaches, athletes and parent these are Lack of equipments and facility Problem of understanding of applying the standard criteria Lack of series follow up by administrators Focusing mainly an game performance Lack of interest of coach to do jobs Problem seen the perception of parents Problem of finance as improvement Strengthening the marketing section so that it can make various founds and promotion activates and tackle the excising problem and the equipment and budget to conduct the talent identification process Designing continuous evaluation, using program of standard criteria talent identification Involving well trained & experienced plan power in developing talent identify criteria Serious follow ups on the application of the method and the outcome .

CHAPTER ONE

1. Introduction

1.1. Background of the study

Talent identification is considered an important task for coach. For identifying and developing of talent the role of coach is very important coaching is an organized provision of assistance to an individual athlete or a group of athletes in order to help them to develop and prove their performance Vaeyens, et al. (2009).

But many specialists involved in sport, hoping that individuals Hoping that individual and help these individual choose the sport that is best suited to their abilities (Bompa, while talent identification through the competition has in reality been operation ever since organized competitive sport began. It has only been relatively recent systematic talent identification as become a part of sport around the world (Bomp 1985)

Eastern countries like the German, Democratic republic, the Soviet union, Bulgaria and Romania are examples of countries that implemented state run, systematic talent programs as early as the 1960's and 70's (Bompa 1985). While western countries such as Australia and the United States have typically attempted to have systems in a place to develop talented individuals after they have identified themselves through competition on their chosen sport (Peltola. Several authors have written about the advantage and disadvantage of sophisticated talent identification programs. Talent identification as helping accelerate and identified individual's progression an elite level and aiding them in reaching a high performance level by the time they reach international level. As well as helping to eliminate the frustration caused by participating in sport that they are not suited to. They also see the talent identification as being advantageous to coaches by focusing their training time on athletes with higher level of talent and abilities for their particular sport.

According to (Ibid, 1985) "Scientific talent identification is a critical factor in the development of world class athletes" Identification of talent need to be as scientifically based as possible the days of relaying on the like or dislike of individuals by the coach involved are need to be over, with all the science involved in talent identification who ever, the human elements so critical to sport an often be over looked.

The researcher would like to investigate the trend and challenges of talent identification of athletes in Ethiopian sport academy.

1.2. Statement of the Problem.

Talent identification is the process of recognizing current players that have the potential to excel within football (Vaeyens, Lenoir, Williams, & Philippaerts, 2008), while *talent selection* is the acceptance of individuals into representative teams and development program. Talent identification involves an attempt to predict the future capacity of performance of an individual (Abbott & Collins, 2002).

In football, talent identification is usually based around a number of areas, these being physical attributes, physiological skills, technical skills, psychological skills, cognitive skills and social skills (Williams & Reilly, 2000).

The first stage of talent identification is to determine why you are identifying and selecting players. Many development programs are tied to regional and national competitions; with the result that winning becomes a greater focus than development. A development program should be designed to give them an opportunity to develop to their potential, and to prepare them to play at higher levels for their sport. This makes it important that the program has a clear focus that places the emphasis on identifying players with long-term potential rather than current, tournament winning ability.

The process of talent identification in the case of Ethiopian sport academies are takes place to bring talented athletes to join and develop to participate in big sport event. Sport academies identify talent but there productive to provide athletes in every sport fields to participate for club and countries are not satisfactory. However most of the sport academies graduate trainees two times but when we measure the achievement of the athletes in club and countries is not adequate.

There are literatures existing the issues under study however some research made in this concept among these (Biruk K 2015) A Study on practice and challenges of talent identification of athlete in some selected athletics clubs in Addis Ababa city. Came up with the finding lower level of competency of coaches, lack of using scientific methods, scarcity of materials which is used for test are included

The study of the paper is to investigate the problem related with trends and challenges of talent identification in the case of Ethiopian sport academy.

1.3. Basic Research Questions

In order to formulate a proper talent identification method the researcher designs the following.

1. What are the current talent identification trends of the coaches?
2. Do coaches identify youth talents based up on the basic talent identification criteria?
3. What are coaches' main challenges to identify youth talent especially in football player?
4. How the coaches managing the challenge?

1.4. Objective of the Study

1.4.1. General Objective

To examine the trends and challenges of talent identification in Ethiopian sport academy.

1.4.2. Specific Objectives.

1. To identify the current talent identification trends of the coaches
2. To examine whether coaches use the basic talent identification criteria or not
3. To identify the challenge of coaches to identify youth talent
4. To find out the method used by the coaches for managing the challenge

1.5. Significance of the study

To this end, the significance of the study will be.

- ✓ To provide accurate facts for better method of talent identification in Ethiopian sport academy.
- ✓ To incorporate the new result of the research findings in to the system in talent identification process.
- ✓ To provide favorable suggestions that would help for the development of athletes performance and how coaches identify the athletes talent in sport specific.

1.6. Delimitation of the Study

The study delimited on focusing on, Ethiopian sport academies that are found in Addis Ababa, Ambo and Asela, specifically on football trainee those who are attended in both sex and age from thirteen up to sixteen years old the research also include those who coaches and administered.

1.7. Limitation of the study

During in the process of conducting this research the researcher faces the following major problems as a limitation:

- Shortage of related literature
- Shortage of time and finance due to the wide range of the study and the location of the sample the researcher face challenges to get the desired information. And

- The willingness of some coaches to fill the questioner and to give response to the interview.

1.8. Operational Definitions

Academy: - a school or a place of training in which special art is taught

Coach: - is a person who trains an athlete to reach top performance

Identification: - refers to an act of organizing Establishment to find out, diagnosis, selection and choice of an object or a person.

Skill: - is an ability to do something acquired through practice or learning.

Talent: - a desire for something or a marked natural ability or skill

Talent identification:-is a process by which children are encouraged to succeed based on results of testing selected parameters (Bomp, 1985).

1.9. Organization of the study

This research paper is organized into five chapters. The first chapter deals with introduction that include background of the study ,statement of the problem basic research question, objectives of the study ,significance of the study delimitation of the study, limitation of the study, operational definitions of terms and organization of the study. Chapter two contains review of related literature which is relevant to the study. The third chapter comprises of research design and methodology the fourth chapter is about data analysis and interpretation of the data which is gathered through questionnaire and interview from the respondent. The final chapter five includes summary, conclusion and recommendation on the finding study.

CHAPTER TWO

2. Review of Related Literature

2.1. Talent Identification

Talent identification is the process of recognizing current players that have the potential to excel within football (Vaeyens et al, 2008), while *talent selection* is the acceptance of individuals into representative teams and development programs. Talent identification involves an attempt to predict the future capacity of performance of an individual (Abbott & Collins, 2002).

In football, talent identification is usually based around a number of areas, these being physical attributes, physiological skills, technical skills, psychological skills, cognitive skills and social skills (Williams & Reilly, 2000).

A distinction has been drawn between giftedness and talent. Talent is identified as a superior mastery of systematically developed abilities, which places a player in the top 10% for their age (Vaeyens, et al, 2008). Giftedness by contrast is described as the possession of high levels of natural abilities in at least one of four ability domains, these being intellectual, creative, socio-affective and sensory-motor. Giftedness can be recognized by the *rate of learning* rather than the level of ability, with the development process being designed to transform giftedness into talent. This has implications for selection into a development program, as talent identification involves determining if a player has the potential to benefit from a systematic program of support and training (Williams & Reilly, 2000).

It has been shown that expertise is less dependent upon natural ability, and is more a response to the time spent in a highly structured, effortful activity, with the specific goal of improving (Ibid, 2000). This suggests that identifying the correct players to enter into a development program is important, meaning that the characteristics that entry is based on must be correct.

2.2. Purpose of Talent Identification

The first stage of talent identification is to determine why you are identifying and selecting players. Many development programs are tied to regional and national competitions; with the result that winning becomes a greater focus than development. A development program should be designed to give them an opportunity to develop to their potential, and to prepare them to play at higher levels for their sport. This makes it important that the program has a clear focus that places the emphasis on identifying players with *long-term potential* rather than *current, tournament winning ability*.

What makes talent?

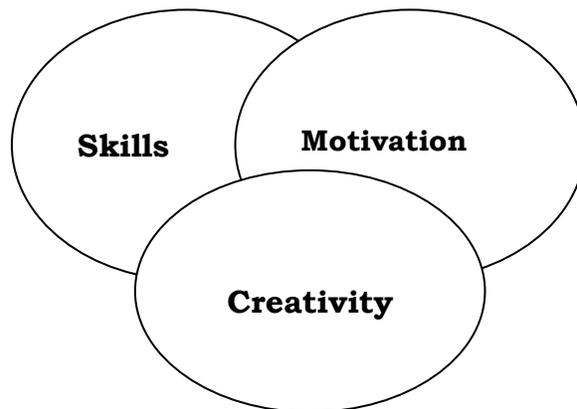


Figure 2.1 shows individuals makes talent

Multidimensional model of talent

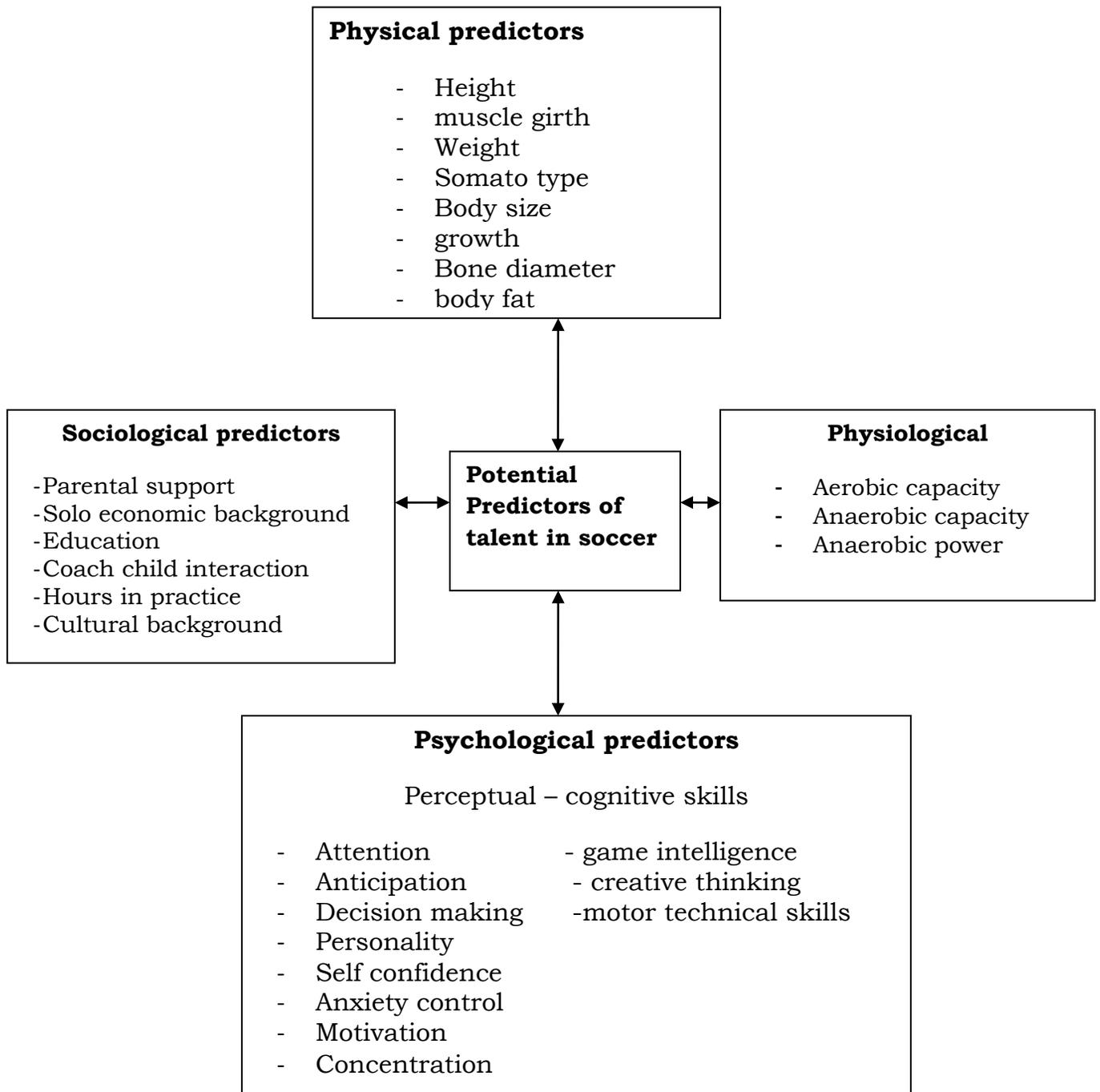


Figure 2.2. shows Williams and Reilly (2000) Multidimensional model of talent

According to Booyesen (2002) talent identification defined as identifying those individuals who possess a quality of execution or ability to perform, that is (far) above the normal or average, that stands out and makes a powerful statement about the individual's ability, with the intention of future development and nurturing of this talent to the benefit of this talent to the benefit of the individual as well as the country. Identify or detect, means to discover something which is hidden, in order to know, among a large population of youngsters, those who have a greater possibility to achieve, in the long term, the required capacities to reach top performances at the moment when his/her capacities will be optimal. There are two interdependent actions that should be considered and distinguished.

2.3. Natural versus Scientific Selection

Talent identification (TI) is big business. From sports, through art, to education, researchers in all domains are attempting to find a way to identify the best in their field. However, finding the most effective, and most efficient TI method is a complex task, which despite its apparently recent 'rise' to prominence, has been a concern for quite a while. In the late 1960s and early 1970s many East European countries realized the weakness of the traditional TI program, and attempted to develop methods of identification which could be underpinned with scientific theory and evidence (Bompa, 1999). The results were (apparently) astounding; for example, eighty percent of Bulgarian medalists in the 1976 Olympic Games were the result of a thorough TI process. Similar results were demonstrated by Romanian and East German athletes in the 1972, 1976 and 1980 Olympics; successes again believed to bedew to their scientific selection processes adopted in the late 1960s (Bompa, 1994).

In other domains, such as dance (Baum, Owen and Oreck, 1996), art (Clark and Zimmerman, 1984), and education (Rimm, 1982, 1984) it also has become apparent that potential talent often is overlooked due to poor methods of

identification. Traditional TI procedures have been categorized by many authors as 'natural selection' (e.g. Bompa, 1994, 1999), and in this setting, identification usually was aimed at individuals already in a sport. Of course, this sport involvement may have

Resulted purely from peer or parental pressure, proximity of facilities, or of the sport's popularity in that geographical area and it would be coincidental for an individual who chooses a sport in this way to excel? For the majority therefore, who had not 'happened upon' their perfect match, performance evolution in the activity would be slow, as training would have to enable them to overcome innate deficiencies.

Unfortunately, whilst East Europe has been moving away from this traditional Approach such methods have persisted in the West until this day. Current initiatives, however, are aiming to adopt a more scientific selection process. By using scientific research to identify the criteria that elite athletes, musicians and artists possess, and the optimum environment for nurturing these criteria, we are likely to produce a larger number of outstanding performers. Individuals who fulfill the correct psychobiological criteria can be introduced to sports they might otherwise never have tried (Bompa, 1999), and chances of success consequently are raised. Such procedures, which aim to identify potential elite performers who are not currently involved in the sport in question, are normally referred to as talent detection program. Procedures that only consider the potential of current participants to become elite at a sport are normally referred to as TI program this distinction between talent detection and TI will be employed throughout this review.

Advantage of using scientific criteria in the process of talent detection and identification adapted from (Ibid, 1999)

1. It substantially reduces the time required to reach high performance by selecting individuals who are gifted in sport

2. It eliminates the high value of work energy and talent on the part of the coaches. The coach's training effectiveness is enhanced by training primarily those athletes with superior abilities
3. It increases competitiveness & the number of athletes a nation is producing and reaching high performance levels. As a result there is a stronger and more homogenous national team capable of better international performance
4. It increases an athlete's self confidence because his or her performance dynamics are known to be more dramatic than other athletes of the same age who did not go through the selection process
5. It indirectly facilitates applying scientific training because sport scientists who assist in talent identification can be motivated to continue to monitor athletes training.
6. A further advantage of a scientific approach is the objectivity that it provides.

A further advantage of a scientific approach is the objectivity that it provides. Coaching staff within a sport typically have carried out talent detection and identification, but although the ability of coaches to identify talented individuals should never be underestimated, it is a very subjective process (Williams & Reilly, 2000). In addition, for coaching staff to identify talent, individuals already have to be receiving training within that particular sport, or at least be available for viewing by the scouts involved. Of course, identifying individuals through their ability to display fundamental/basic skills and attributes means that aptitude rather than current levels of achievement can be identified (Baum et al., 1996), and consequently, Williams and Reilly (2000) highlighted the importance of discovering potential rather than developed talent. In direct contrast, traditional methods, those relying on natural selection, utilize stage two of the model (TI), virtually ignoring the talent detection phase (Williams & Reilly, 2000).

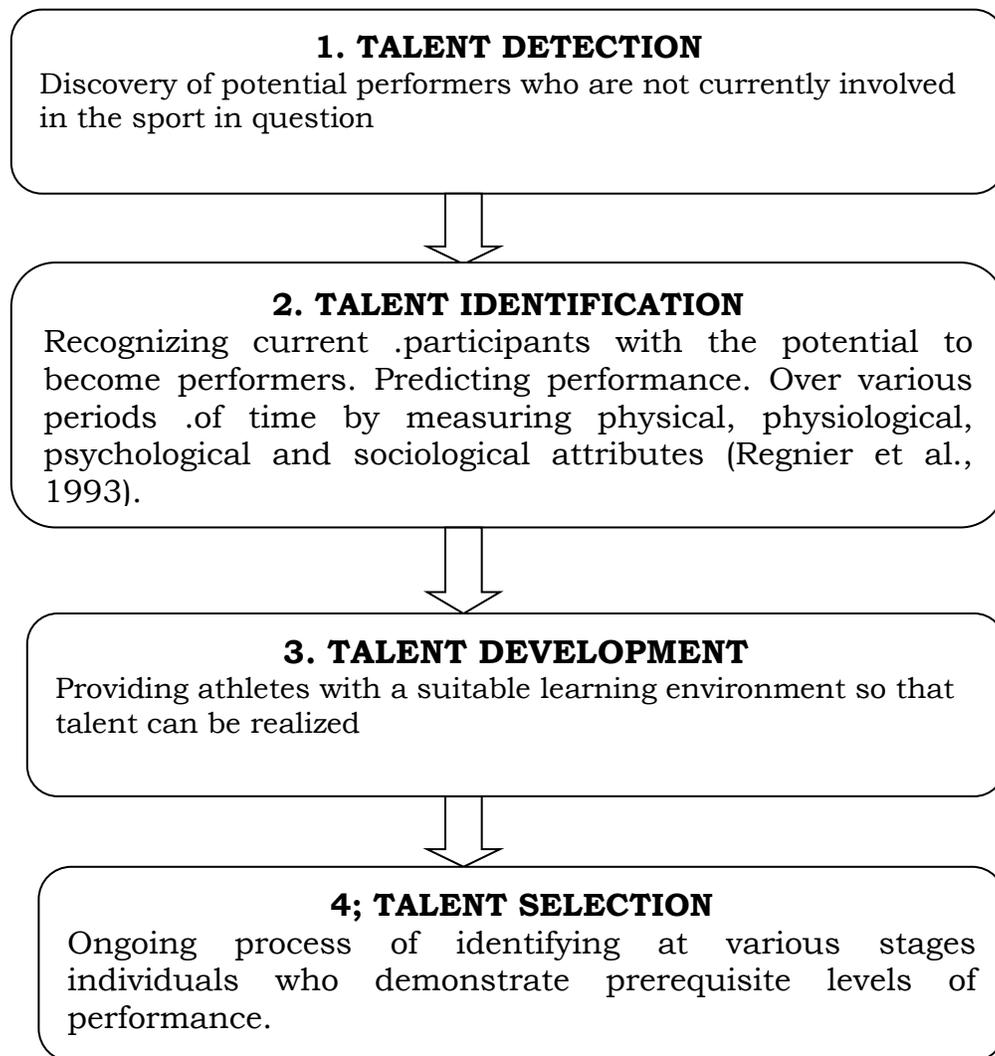


Figure 2.3. Adapted from Williams and Reilly (2000) The Stages of the 'pursuit of excellence

2.4. Factors Which Can Play an Important Role with Talent Identification.

Fisher and Borms (1990) suggested that much of what we consider to be „talent“ is actually the degree to which each player possesses certain physical, physiological or mental attributes that may contribute to performance. Many of the physical characteristics of the player are controlled by his /her genetic profile; that is, they are beyond anything that coach may do in the training program to a change these characteristics. The mature height of a player and other anatomical characteristics (these are commonly known as one’s somato type) are not easily altered.

Therefore, any talent identification systems have focused on anthropometric variables. Studies of elite players have been used to identify what general physical characteristics are common to successful athletes. The general premise is that a player's morphology influences the horizontal components of lift and drag and thereby affects the potential to generate propulsion and to minimize resistance forces.

- **Anthropometric factors:** Height, Weight, balance between lean and fat Mass, Body's Center of Gravity.
- **Physical Capacities:** Velocity of reaction and 110 tractions, endurance versus velocity, endurance versus Strength, Dynamic and Static Strength, suppleness, Co-ordination
- **Physiological Capacities:** capacity and Power of aerobic and anaerobic endurance.
- **Neuron-muscular Capacities:** Balance, tempo-spatial, rhythm expression, gliding skills
- **Cognitive Capacities:** Creativity, observation skills, analysis, adaptation, and anticipation, tactics, motor-intelligence.
- **Psychological Capacities:** Concentration, adaptation and assiduity to training, perseverance, to accept frustration, psychological endurance and motivation, psychic stability, stress control.
- **Social conditions:** Acceptation of his role, team building attitude, relations with the coach.

A. Physical factors of talent

There is research evidence to suggest that players anthropometric characteristics (e.g. height, mass, body composition, bone diameter, limb girth, hand length, finger length), are related to performance in important and sometimes complex ways (Borms, 1996). Successful young soccer players, for instance, appear to have similar somato types/ physiques to older successful performers (see Pena Reyes et al. 1994; Malina and co-workers, this issue). In particular, adult stature, which is commonly used for prediction, is strongly influenced by

genetic factors (Liken, 1992) whilst other physical attributes (e.g muscle mass, body fat) are seen as being more amenable to training, and dietary influences.

A wealth of research evidence indicates that elite youth handball players have greater biological age (i.e. more physically mature) than their less proficient counterparts and coaches appear to favor players advanced in morphological growth during the selection process (Panfiletal, 1997).

Many of the physical qualities that distinguish elite and sub elite players may not be apparent until late adolescence, confounding the early selection of performers (Fisher and Borms, 1990). The implication is that the predication of future elite players from anthropometric measurements may be unrealistic in younger age groups because performance could be affected by the player's rate of physical growth and maturation. Since late maturing, children can compensate for any apparent disadvantage in size, height and strength by working on their technical capabilities or by improvements in other areas (such as agility, speed and muscular explosive power), it is important that the talent identification process is not overly biased toward the early maturing child. Any potential bias can result in late maturing players are more likely to miss out on the experience of high quality coaching. The key message is that young players should be selected on skill and ability rather than on physical size. Helsen and colleagues suggest some potential solutions to the problem of seasonal birth date distribution in this issue. A reduction in age- band range and closer matching of players into groups based on maturational rather than chronological age may be fruitful avenues to explore.

B. Physiological factors of talent

According to (Jankovic and Matkovic, 1997) expressed, Physiological measures have also been employed in an attempt to identify key factors of performance compared successful and less successful 15 to 17 year olds using measures of maximal oxygen up take (Vo₂ anaerobic power, grip and trunk strength measures, and heart volume (absolute and relative).

The successful players had superior physiological fitness compared to others. Janssensetal. (1997) showed that performance in short (30m) and prolonged

„shuttle“ running discriminated between successful and less successful 11 to 12 year old hand ball players. Similarly, in a study by Ibid (1997) elite 16 year old recorded better performance in running and jumping than their less elite counter parts. Such findings led Jankovic et al. (1992) to conclude that physiological measures could be useful in predicting later success in handball (Carter, 1985). Never the less, the possibility remains that in the above studies part of the physiological superiority of the successful players was due to a more systematic approach to training prior to their induction in to the specialized under age squad. Physiological measurements may be useful alongside subjective judgments of playing skills for initial talent detection but such measures do not appear sensitive performance indicators on global basis and cannot be used reliably on their own for talent identification and selection purposes. Moreover, while research using twin siblings has indicated that physiological characteristics are highly genetically predisposed appropriate training can have a pronounced influence (Bouchard et al. 1997). Although some people may be more favored genetically than others to adapt and benefit from training, reticular with regard to the relative distribution of muscle fiber types (Simoniés and Boucher, 1995), physiological responses to exercise are highly dependent on regular training practice.

As well as taking muscle biopsies in an effort to determine, the type of sport an individual's is most likely to be successful in by assessing the muscle fiber distribution in particular athlete. Assessing muscle strength via tests on devices such as the cyber dynamometric can also be aid in the evaluation of physiological factors that influence sporting performance Hahn (1990).

C. Psychological factors of talent

Au wheele et al (1993) through the successful players are distinguished from less successful players on the bases of psychological factors the assumption is that a talented player possesses personality characteristics that facilitate learning, training and competition. Although coaches and scouts may argue that talented and less talented players can be differentiated on the basis of their psychological makeup. Researchers have yet to identify specific

personality characteristics, or an overall psychological, physiological profile that is predictable associated with success in sport.

More recently , sport psychologists have examined the importance of more transient or changeable personality characteristics using “state”(as opposed to trait)or integrationist based on personal and situational factors approach including sport specific measures of anxiety, self confidence, motivation and attention style. Researchers have typically reported that talented players are more committed self-confident and less prone to anxiety, both prior to and during competition, able to employ various psychological coping strategies effectively, more highly motivated, and better at maintaining concentration during performance (auweele Y.V 1993)

In line with this, Fische and Borms (1990) pointed out, at present, the use of psychological tests for talent identification purposes cannot be endorsed scientifically. It seems unrealistic to expect that expert performance could be explained purely by personality variables. The range of “Personalities” evident at a typical top professional club in any of the major handball playing nations would confirm this suggestion. To use for talent identification a psychological test that has not been validated for such purposes would be a mistake. The views of experienced coaches and scouts could be claimed to have greater validity. If there is a role for personality profiling in talent identification, it is likely to be in conjunction with other measures, in certain situations only and with the probability of explaining only a small proportion of the variance in performance (Morris, 1995).

Elsewhere in this issue, Morris argues that administrators and coaches are advised to allocate resources to the development of psychological skills among the widest range of young players. Although personality traits are to a certain degree inherited, with heritability estimates between 30-60% (Savdino, 1997) research suggests that psychological skills highly amenable to specialized training. Sports psychologists have made not worthy progress in this regard and there is an extensive array of resources and suitably qualified sport psychologists to help facilitate this process (Hardy, 1996). Motivation, anxiety

managements, concentration, self- confidence and attention style, amongst others, are psychological skills that can be refined through appropriate training.

2.5. Tests of Talent

The choice and the validation: Usual methodological criteria: Congruency, no redundancy, accessibility, fidelity, validity, and productivity.

Predicative:

A test can be defined predictive if independently from the age and level of education and training of the subject, the correlation between two or more results remains significant: knowing one of them allows you to forecast the other.

2.7. Limits of Talent Identification?

The limit can be emanated from different levels like Ethical and social level which reflects mainly on the future destiny of the athlete. Technical level can also be taken as the other means of limits and it focuses on the technical aspects that the athlete need to acquire or develop as an aspects for the formulation of a precious prediction. In general the limit has/have several consequences.

Modern Tendencies

There are three aspects which help to judge if a certain subject as a real talent:

- ✓ The status of development of his capacities which should be much higher than the average at a certain biological age.
- ✓ The velocity of development of his capacities giving the possibility to find favorable conditions.
- ✓ The motivation showed constantly by him for reaching the top level in a certain sport.

The Follow-up

The discovery of a talent is never due to chance but comes from a precise policy of a certain sport organization which needs: A process which includes a programmed of evaluation this process needs clear answers to the following two questions:

- Why establish a talent identification process?
- How to organize it?

Why?

- To establish a sort of initial perspective to the benefit of the youngster.
- To offer opportunities, to all those who show the capacities and the motivation, to orientate towards a high level programmed.
- To increase the number of athletes who can achieve a high level of performance.
- To reduce the investment of a National Federation, the volume of work and the Coach's time dispersion.
- To increase the number of high level athletes in a Country without affecting the health of their young athletes.

How to do it?

The process should satisfy the following three conditions:

- To obtain a consensus from the grassroots to the top (family, officers, school, teachers, clubs, coaches, federation, ministries of sport and education)
- To utilize a consolidated model.
- To have appropriate structure for: accommodation, studies, training and a follow up to propose to each detected athlete

2.6.The Role of Gene Analysis for Talent Identification

Patel (2002) stated that “If you want your kids to be great athletes marry a great athlete” (p12). This school of thought places a large emphasis on having the right gene structure in order to succeed at sport. On the other hand, a greater number of researchers conclude that it is a combination of numerous factors (including genetics and environment) that towards creating an elite performer potential use of gene assessment for TID has unearthed the age old debate of nature versus nurture

Indeed some researchers are of the belief that a “sports gene” exists that can help predict talent from a very age (Patel and Gueydan 2002). However this

theory is certainly not plausible when looking at the work of peruse identified go different gene entries in their human gene – map for performance.

When considering then use of gene based technologies for TID, one must consider the degree to which a physical ability is determined by genetic makeup. Aerobic performance and Vo2 max commonly appears in the literature as a factor that is largely determined by genetics patel and Gueydan"s (2002) offer that 30-70% of an individual"s cardiac structures and response to cardio pulmonary exercise is genetically pre- determined.

Mac Arthur and North (2005) state that genes account for more than 40% of variance in oxygen up take at the ventilator threshold Skinner, (1998) explain that the percentage of Vo2, max attributed to genetics has shifted from 90% in the 1979"s approximately 50%.

Current talent identifications methods

TID is not a new concept with initials research into "Giftedness" beginning in the 1970"s (Hohmann and seidel 2003). These authors cite a report that details TISD at its most primitive.

"The first talent identification test I saw was at school" when classes marched into the pool the teacher stood by the door, looking down at the ground and pulling various people out of the line. The ones who walked with the feet splayed out. He made them concentrate on breast stroke. That school always did well in breaststroke event".

Since the 1970"s two models have been formulated for the detection of talent. Are prospective model involves interviewing elite athletes in order to "look backwards" at the steps that were taken to achieve athletic excellence, whereas prospective studies examine the same individual over time Falk (2004). Although the former model has revealed some interesting information about the habits of elite performer, many coaches and athletes have made the mistake of copying the champions in every aspect to replicate their success. More recently, TID studies have revealed that success (in team sports especially) is the result of a complex interaction of variables that are not fully understood. Therefore copying the champions certainly neglects the individual aspects that contribute

to talent. The importance of early talent detection and describe three aspects of TID – physiological, psychological and sociological. Early TID methods are designed to identify those individuals (children) with favorable physiological traits (genetics) for particular sports. Hoare and Ware (2000) state that this method is suited to individual and team sports where success depends on anthropometric and physiological attributes. The following characteristics are having large genetic influence.

- ✓ Height, length of arms
- ✓ Muscle size, strength and muscle fiber composition
- ✓ Heart size, and resting heart rate
- ✓ Lung size, and volume
- ✓ Flexibility of joint
- ✓ Reaction time
- ✓ Speed, agility, and power.

2.7. Facilities, Practice and the Role of the Coach

Carlson, (1988, 1993) argued that the behavior of coaches and their involvement with a child are more important in the development of talent than initial ability levels. The child's maturational readiness (biological, social, psychological) for intense involvement in sport is also essential to experience satisfaction. Fulfillment and enjoyment (Singer and Janelle 1999). Good coaches know when to push players and when to reduce the intensity of training and their expectations. Moderation of effort and potential drop out may occur if harmony does not exist between coach and player. Some effort should be made to prevent this loss of talent by encouraging the player to return to systematic training. Elite players are more likely to think highly of their coaches from early years of involvement (Carlson, 1993).

According to Bloom (1985), identified three important phases in the development of expertise: initiation, development and perfection. Bloom's work suggests that social environments help to shape young talented individuals across the early, middle and late stages of their careers. The implication is that various

situational factors and the role of family members and mentors override the natural ability of the performer.

What is Talent and How to Identify Athlete's Talent

“Talent” or „potential“ are ways that some of us think about the inequality in ability, or variation in the way that different people seem to benefit from training “talent” is alleged a potential trait, a symptom of nascent ability, a foreshadowing of future performance advantage on the other hand paradoxically- the concept of talent is a way of understanding why some experts are more proficient than others; unlike a concept like *jeito*, Bulgarian term for something like a „knack; talent is usually quite task specific or specialized even though a “talented” person is often quite versatile. Howe (1998:2) offer five properties alleged to be true of “talent; and compare each with extant research that either demonstrates or undermines these propositions implicit in folk ideas of „talent;

1. It originates in genetically transmitted structures and hence is at least partly innate.
2. Its full effects may not be evident at an early stage, but there will be some advance indications, allowing trained people to identify the prescience of talent before exceptional standards of mature performance have been demonstrated.
3. These early indications of talent provide a basis for predating who is likely to excel.
4. Only a minority is talented; if all children were talented, then there would be no way to predict or explain differential success.
5. Talents are relatively domain- specific. (Howe's 1998). An entire specialized research literature, much of which is not published hold privately by various sport

CHAPTER THREE

3. RESEARCH DESIGN AND METHODOLOGY

3.1 Research design

The research was designed to investigate the trend and challenge of talent identification of athlete in Ethiopian sport academy. To conduct this study descriptive type with mixed type of both qualitative and quantitative survey research were applied. Quantitative methods were used to get information from appointed coaches, athletes and administrators. In the qualitative aspect interview was used to collect data from the sport academies, coaches and administrators. The reason for choosing descriptive study is due to the fact that the research focused on investigating individual's attitude and depends on response of respondents.

3.2. Population of the study

Considering the Ethiopian sport academy which is found in Addis Ababa, Assela and Ambo that are directly involved in football those are coaches trainees and administrators. so in Addis Ababa currently there are (5) coaches,(29)male ,(44) female trainees and (5) administrators where as in Ambo there are (2) coaches,(28)male ,(21) female trainees and (2) administrators and in Asela there are (5) coaches,(29)male trainees ,(44) female trainee and (3) administrators. Therefore the total populations of the study are 244.

3.3. Sample size and Sampling technique

Depending on the importance of the study the researcher choose both purposive sampling techniques were used to include samples that has direct relationship to the study including educational background work experience and random sampling technique which includes coaches, athletes and administrators from Addis Ababa, Ambo and Asela sport academy. The target populations were at Ethiopian sport academy. It is difficult to consider the total

populations as a sample. To determine the correct sample size the researcher use Yamane's (1986) formula.

$$n = \frac{N}{(1+N(e)^2)}$$

$$n = \frac{244}{1+244(0.05)^2}$$

$$\frac{244}{1.61}$$

$$\underline{\underline{=151.1 \sim 152}}$$

Key

n is correct sample size

N population size

e margin of error (0.05)

3.4. Source of data

The data for the study were gathered through two major sources these are primary and secondary sources. The data gathered from coaches, administrative body and athletes.

3.2.1. Primary source

The primary source of data are the first source of information the researcher obtained from those response which were given by the respondent through the use of different data collection techniques.

3.2.2. Secondary source

The secondary data is directly from written documents that are found in books, articles, journals that can be used local, national and international.

3.5. Data collection instrument

The researcher used as more than one instrument to make the study more reliable and valid. These instruments are questionnaires and interview. The questions were designed to make the purpose of the study successful after the result has been ascertained.

3.5.1. Questionnaires

The questionnaires are research instrument consisting of series of questions and other prompts for the purpose of gathering information from respondent. The questionnaires of the study are design taking into consideration the objectives of the research. To conduct the necessary information the researcher used both open and close ended questions.

3.5.2. Interview

An interview is a conversation between two or more people (the interviewer and interviewee). In this study structured interview was used to conduct the important information.

3.6. Data Collection Procedure

First the researcher informed those who are selected as a sample of the study about the purpose and benefit of the study for participants and willingness to fill the questionnaire as well as interview.

3.7. Methods of data analysis

After the necessary data for the study is collected. the processing and analyzing was done. In this study the descriptive analysis were used because of its simplicity and clarity to drown inference. The questionnaire is manually sort out by editing, classifying and collecting. So, that they are suitable for further analysis.

The data collected from survey questionnaire and interview were thoroughly coded and checked for consistency and entered into SPSS version 20 spreadsheets. Descriptive statistics was employed to analyze the data and the results were tested with non-parametric tests of significance.

After classifying and processing the data which is the base for the study, the analyses were doing. The analyzes data organized in tables using percentages as to present some parts of the data. The data collected processed and analyzed by using tables and percentage computation.

3.8. Validity and Reliability

Serious precaution in determining the sample for this research was made so that respondents are only those who have direct relationships to the study. Also the research is based on the result of the whole sample which is reliable and valid way of gathering information. Concerning the questionnaire, before provide in to the total sample pilot study was taken by distributing for ten randomly selected respondents to test its understandability, simplicity and consistency after if result was found out to be affirmative it confirmed that the questionnaire is clear and easily understandable. Furthermore the interview prepared for this research w being guiding by briefly prepared questions which can lead to detailed responses well oriented sample. In addition the age, educational background and the level of understanding of the respondents indicate that all are reasonable and responsible while responding the questionnaire as well as the interviews.

CHAPTER FOUR

4. DATA PRESENTATION, ANALYSIS, AND DISCUSSION

The general purpose of the study was to assess the trend and challenges of talent identification process in Ethiopian sport academy the data is presented in tables and analyzed by using percentage. This chapter deal with presentation and analysis of data collected through questionnaire and interview from athlete coach and administrators. The questions were organized based on the sequences which were provided in the questionnaire. A total 152 respondents were taken to fill the questionnaires. From these 12 respondents were taken from coaches, 10 respondents were taken from administrators and 65 man and 65 female athletes in total 130 respondents were taken from trainees.152 questionnaires distributed and turned back with full consent of respondents.

Table 1 back ground of Ethiopian youth sport academy coaches

As the table 1 shown that 17 percent of respondents are year old 83 percent of respondent are aged 36 and above years old. According to age majority of respondents are with the productive age since it ranges from 25 – 35 years old. This productive age of respondents have positive contribution for coaching activities.

As table 1 indicated respondents have educational status 67% of respondents have first degree 33% of respondent have second degree.

As table 1 show that respondents have trainer's qualification 33% of respondents have C licensee 50% of respondent have B license and 17% of the respondent A license.

Table 2Way of selecting athlete

1. How do you select athlete?

Item	No of respondent	Percentage
Natural		
Scientific	12	100%
Total	12	100%

As table 2 shows 12 of which is 100% of the respondent thinks methods which is used by the sport academy to identify talent of athletes focuses on the scientifically selected athletes. According to the response of the respondent all coach's believed the selecting method is scientific as it is known scientific method is appropriate to bring about individual who have good sport persons.

Advantage of using scientific criteria in the process of talent detection and identification from Bompa 1999 it substantially reduces the time required to reach high performance by selecting individuals who are gifted in sport and also It eliminates the high value of work energy and talent on the part of the cache. The coach's training effectiveness is enhanced by training primally those athletes with superior abilities

Table 3 response on coaches' competence

2. Do you feel you have the competence to select athletes?

Item	No of Respondent	Percentage
Agree	12	100
Disagree	0	0
Total	12	100

As table 3 shows 12 of which is 100% of coaches believes that they have the capability to search talented athlete to be a good footballer, coaches are good believes they have educational background and trainers qualifications. According to the response of the respondent all coaches whom they work in the field of football have the capability to select athletes

Carlson, (1988, 1993) argued that the behavior of coaches and their involvement with a child are more important in the development of talent are initial ability levels. The child’s maturational readiness (biological social, psychological) for intense involvement in sport is also essential to experience satisfaction

Table 4 response on standard criteria

3. Do you select athlete based on the standard criteria prepared by the academy?

Item	No of Respondent	Percentage
Yes	6	50
No	6	50
Total	12	100

As table 4 shows 6 of which is 50% of the respondent believe that they use the standard criteria which are prepared by the academy and 6 of which is 50% of the respondent that they do not use the standard criteria. According to the above table 50% of the coaches do not used the standard criteria while selecting athletes.

Cote, J, Salmela, J, Trudel, P. Baria and Russell, S. (1995) suggested that Talent selection is long term procedure and it requires careful planning in order to achieve the expected results. In the following text it is accepted that talent identification and selection is a long term procedure over several years of on athlete’s career. At present there appears to be no particular selection method that would allow instantaneously and precisely to identify talent for a particular event.

Table 5 response on scientific measure to identify talent

4. Do you use scientific measure to identify talent?

Item	No of Respondent	Percentage
Yes	8	67
No	4	33
Total	12	100

As table 5 shows 8 of the respondent which is 67% believe that they use scientific measure to identify talents and the rest of 4 of which is 33% of the respondent believe that they are not use the scientific measure to identify talents. According to the response of the respondent most coaches believes that scientific measures are used to identify talent.

Scientific methods are designed to identify those individuals with favorable physiological traits (genetics) for particular sports. Hoare and ware (2000) state that this method is suited to individual and team sports where in success depends an anthropometric and physiological attributes. The following characteristics as having large genetic influence. Height, length of arms Muscle size, strength and muscle fiber composition Heart size, and resting heart rate Lung size, and volume Flexibility of joints Reaction time Speed, agility, and power.

Table 6 response on measurement identify talent

5. Do you use physical fitness test to identify talent?

Item	No of respondent	Percentage
Yes	12	100
No	0	0
Total	12	100

Based on the data obtained from the respondent 12 of which are 100% of the respondent agrees that they use physical fitness test as a means of talent identifications.

According to table 6 the respondent response physical fitness test is one means of talent identification method because it shows the important fitness quality if the athletes are acquired or not and also it can shows to the coaches what fitness component is important for the athlete to achieve maximum performance.

Table 7 response on game as a means of identifies talent?

6. Do you use game as a means of talent identification?

Item	No of respondent	Percentage
Yes	12	100
No	-	-
Total	12	100%

Based on the data obtained from the respondent all coaches agree that game is the key element in the process of talent identification because it enhance the coach to understand a player technical, tactical and psychological levels that he/she is have and it gives it how he/she can play in different game situation

Grosser and Schönborn (2002): “the majority of young players follow the path of rapid and early tournament success. These children miss all basic training and basic fundamentals. Because they are not prepared for the high performance demands, they remain under their potential possibilities they soon disappear within the multitude of nameless, average players”.

Table 8 response on evaluation of the criteria

7. The criteria you use to select athletes have ever been evaluated?

Item	No of Respondent	Percentage
Yes	-	-
No	12	100
Total	12	100

As table 8 indicate that 12 which is 100% of the respondent agrees that the selection criteria and methods has never been evaluated as it is known evaluation is a key element in the development and achievement of a given program because it gives if the plan useful and gives what it intended or it is not work properly.

Table 9 response on the challenges of talent identification

8. Do you face challenge during talent identification?

Item	No of Respondent	Percentage
Yes	12	100
No	-	-
Total	12	100

As table 9 indicate that 12 which are 100% of the respondent agree that they face challenges during the process of talent identifications challenges are

somehow it is good if it is provided appropriate solutions which can create and bring a change to achieve the intended goal otherwise if it does not hinder the overall talent identification process.

According to data obtain challenge are contribute in both positive and negative outcome talent identification. Coach and sport administrators have to work in join hand together to overcome the challenge and also to bring talented individuals who can represent clubs as well as countries

Response on open ended questions

9. What kind of preparation do you take to identify talent?

Based on the data obtain 12 which of 100% the respondent response that they use physical fitness test, technique, and tactic are used to select athletes.

According to the response of respondent majority the sport academy use major measurement are used to identify talent

10. Do you use scientific methods for evaluate to identify talent?

Based on the data indicate most of the respondent respond that they use physical fitness test, speed ,strength flexibility , cardio respiratory test where as in technical test dribbling passing receiving and shooting in tactical aspect space creating understand game situation are tested.

It is necessary to identify what aspects selectors should be assessing in order to place players into a development programmed, and then for selection into competitive squads. The key components that have been identified are as follows: Physical characteristics such as size, strength, maturation level, Physiological such as speed, agility and fitness, Technical skills such as dribbling, passing, control and shooting, along with defensive skills, Cognitive such as game understanding and perception and Psycho-behavioral such as attitude, desire and effort. (Vrljic and Mallett, 2008).

11. If your response is no for Question number 10 please explain your reason?

Based on the data obtained most of the coach's mention that related to administrators these are lack of understanding about the process of talent identification, not giving to much attentions and also not using time properly to evaluate the talent identifying criteria.

12. What kind of challenge do you face during talent identification?

Based on the data obtain from the respondent 11 which is 91%of the respondent agree that challenges like facility and equipment ,finance date given to conduct the test ,lack of contributions from parent and region are mentioned

According to the response problem mention plays a big role in the process of talent identification as in sport academy if it is not given immediate solutions.

13. What kind of action should be taken to overcome the challenge?

Based on the data obtain from the 10 which is 83% of respondent believe that to overcome the problem the academy has to play key role these are finding ways of fund raising and sponsorship to solve financial problem and create communications with regions and parent to create awareness where athletes are found and to create location which is center for local regions and have facilities that can be suitable to conduct test.

Table 10 background information of athletes

As the table 10 shown that 95 of respondents are year old 73 percent of respondent are aged 13-15 years old and 35 of the respondent which is 27% According to age majority of respondents are with the productive age since it ranges from 13 – 15 years old. This productive age of respondents have positive contribution for coaching activities.

As table 1 indicated respondents have educational status 12 of which is 9% are 5-7 grade, 92 of the respondent which is 71% from 8-10 and the rest of the respondents 110and above grade are 20 %.

Table 11 response on selection of athletes

1. As an athlete are you selected based on your talent?

Item	No of Respondent	Percentage
Yes	115	88
No	15	12
Total	130	100

As table 17 shows 115 of which 88% of the response of the respondent believes that they have the ability to join the sport academy and the rest of 15 of which is 12% of the respondent believes that they have not had the ability to join the academy.

According to the table more than 88% of the athletes are believed they were selected to join the academy by their own ability.

Table 12 response on scientific methods

2. Do coaches select athlete's talent based on scientific method?

Item	No of Respondent	Percentage
Yes	100	77
No	30	23
Total	130	100

As the table 18 shows that 100 of which 77% of the respondent are believes that the coaches who select athletes are the capable to select athletes and the rest of which is 23% of the respondent believes that the coach who conduct talent identification has no capacity talent.

According to the response of the respondent 77% of the respondent believes the coach have the capability to select athletes by using scientific measures like physical fitness test.

Table 13 response on the criteria

3. Does your coaches know about the selection criteria?

Item	No of Respondent	Percentage
Yes	31	24
No	99	76
Total	130	100

As table 19 shows 31 of which 24% of the respondent believes that the coaches knows scientific measures to select athletes and 99 of which 76% of the respondent believes that the coaches don't know the criteria to identify talent.

According to the respondent they believe those coaches who select athletes dose not knew the selection criteria this shows that the process of talent identification is facing some difficulties because coaches are the main responsible and highly authorized person on the talent identification.

Table 14 response on coaches using the criteria on the process

4. Do you think coaches used the detail criteria to identify talent?

Item	No of Respondent	Percentage
Yes	42	33
No	88	67
Total	130	100

As the table 20 shows 42 of which is 33% of the respondent believes the coach use standard criteria to identify talent and the 88 of which is 67% of the respondent believes that the coach do not use standard criteria to select athletes.

According to the data obtained the athletes believes that coach do not uses whole criteria to identify talents.

Table 15 response on the knowledge of coaches

5. Do you think that the coaches have enough knowledge about the selection of talent identification athletes?

Item	No of Respondent	Percentage
Yes	18	14
No	112	86
Total	130	100

As table 15 shows 18 of which 14 % of the respondent believes that the coaches do have the knowledge about the talent identification process whereas 112 of which 86% of the respondent believes that the coaches who are involved in the process of talent identifications.

According to the data obtained the coach knowledge are that much satisfactory. So coach must have to develop to plan and apply the scientific approach as talent identification

Table 16 response on the use of equipment

6. Do coaches use equipment for selection of athlete?

Item	No of Respondent	Percentage
Yes	19	15
No	111	85
Total	130	100

As table 22 shows 19 of which is 15% of the respondent believes that the coach do not use equipment to conduct test where as more than 111 of which 85% of the respondent believes that coach do not use equipment to conduct test.

According to the data obtained most of the respondent agrees that the coach do not use equipment but in scientific approach of talent identification must be identify by using equipment and measurement.

Table 17 response of satisfaction on selection

7. How satisfied are you about the selection criteria?

Item	No of Respondent	Percentage
Always	97	75
slightly	33	25
Not satisfied	-	-
Total	130	100

As table 17 shows 97 of which 75% of the respondent are satisfied with the process of talent identification and 33 of which the 25 % of the respondent are not that much satisfied by the process.

According to the above table the higher number of respondent believes that the identification process is satisfactory.

8. In your opinion how an athlete should be selected for training?

As the response of respondent shows that 112 which are 86% of respondent agree that talent should be identified by focusing athlete's physical, technical and tactical level of the athlete by using game continuous observation and physical fitness test.

Table 18 response on carry out of selection criteria

1. Do the trainers and sports professionals of academy carry out selection setting appropriate criteria?

Item	No of Respondent	Percentage
Yes	10	100
No	0	
Total	10	100

As table 18 shows 10 which is 100% of the respondent of agree that the sport professionals and coaches together prepare and carried out the criteria. The

criteria prepared by the sport academy is useful for the application of talent Identifications process According to the data obtained the administrators who involves in the research agrees that criteria were prepared to select athletes.

Table 19 response on athlete selection based on skills

2. Do the trainers in your club select athletes on the basis of their skills and talent?

Item	No of Respondent	Percentage
Agree	10	100
Disagree	0	0
Total	10	100

As the data obtained from the respondent 10 of which is 100% agree that Trainees are join in the academies are by the use of scientific measurement so the scientific measures are very useful to identify the skills which the athletes acquired.

According to the data obtained all of the athletes who involves in football are selected with their ability only as it shows if the player are capable of achieving success in the future.

Table 20 response on the knowledge of coaches

3. Do your trainers have adequate knowledge and skills to select athletes?

Item	No of Respondent	Percentage
Yes	4	60
No	6	40
Total	10	100

As table shows 20 shows 6 which is 60% of the respondent believes that all the coaches involves in the process of talent identification are not well experienced and knowledgeable were as 4 which is 40% of the respondent agrees that coaches who conduct talent are well knowledgeable and experienced

According to the response of the respondent in each sport academies having problems of coaches with a very good understanding and knowledge of applying scientific measures to identify talent.

Table 21 response on coach's methods

4. What kind of method do coaches use to select athlete?

Item	No of Respondent	Percentage
Natural	0	0
Scientific	10	100
Total	10	100

Based on the data obtained 10 which is 100% of the respondent who involves in the research agree that the sport academy coaches have knowledge and application of scientific measurement.

According to the data obtained the data shows that if coaches are used scientific methods it will be useful to get the intended goal.

Table 22 response on selection criteria of caches

7. Do you evaluate the selection criteria of your coaches?

Item	No of Respondent	Percentage
Yes	2	20
No	8	80
Total	10	100

As table 22 shows that 8 which is 80% of the respondent believes that coaches criteria for talent identification is not evaluated if it is useful or have had problems were as 2 which is 20% of the respondent agree that the criteria is evaluated throughout times .

According to the data obtain evaluation of the criteria is not perform by the administrators which is difficult for the achievement of intended goal.

Table 23 response on preparation on criteria to identify footballers

9. Do you prepare talent selection criteria for foot ball players?

Item	No of Respondent	Percentage
Yes	10	100
No	-	-
Total	10	100

As table 23 show 10 of which 100% of the respondent believes that in the academy they prepare talent identification criteria that is useful for select athletes criteria which can meet to the standard and the attended goal is very important to get athletes who can be promising to the future.

It is difficult to draw conclusions in terms of the practical utility of a systematic or scientific approach to talent identification, as opposed to relying purely on subjective assessment of performance as evidence of giftedness. Research concerned with the physical and physiological predictors of talent has highlighted a number of potentially important measures such as somatotype, aerobic capacity and anaerobic power. Nevertheless, there is no clear consensus regarding the relative importance of these measures in predicting talent in soccer. Fitness and anthropometric prolong can generate a useful database against which talented players may be compared to identify strengths and weaknesses.(Carlson, 1988,1993).

Table 24 response on the tools of talent identification

10. Do you have standard talent identification tools for different sports?

Item	No of Respondent	Percentage
Yes	10	100
No	-	-
Total	10	100

As table 24 shows 10 which is 100% of the respondent agrees that the sport academies are prepare ,plan for the use of talent identification talent in each and every sport that individuals required to be join. Depending the type of sport the trainees are joining coaches and administrative are plan and prepare standards to identify talents based on the standard criteria.

Table 25 response on challenges of talent identifications

12. Do u face challenges in the process of talent identification?

Item	No of Respondent	Percentage
Yes	10	100
No	-	-
Total	10	100

As table 25 shows 10 which are 100% of respondent are agree that there where face problem during the process of talent identification. Challenges are useful and sometime it is difficult what to achieve.

Response for open ended question

6. In your opinion how should athlete selected?

As the data obtained from the respondent 10 which is 100% of the respondent agree that talent should be identified based on the standard criteria prepared by the academy scouting from regions which have good experienced on particular sport fields and by using game performance which includes vision ability to create space and basic techniques like passing, receiving and dribbling.

8. If your response is no for Question number 7 please explain your reason?

As the data obtained from the response of the respondent majority of the respondent agree that the reasons are why they did not evaluate the criteria is

because of lack of attentions not using time properly and lack of knowledge the way how to evaluate the selection criteria.

11. What is your current talent identification trend?

Based on the data obtained from the respondent the sport academy use the talent identification criteria prepared and organized by the coaches and the sport administrators who work in the academy. The criteria which is prepared by the academy is modified to be useable in the process of talent identification

13. If your response is yes for question no 12 list out the challenges

As data obtained from the responses of respondent 9 which is 90% of the respondent respond on the solution of the problem is that planning, preparing criteria that can meet the intended goals, preparing and conducting research that can be fit to the program and also enhancing the process of talent identification and finally creating suitable condition for coaches to upgrade their knowledge about scientific measurement and the overall process of talent identification.

Interview Results

Interviews were also used as one means to collect information for this research. The researcher prepared seven interview questions and used them as a guide to interview eight respondents. The results were summarized as follows. The summary shows five of the seven interview questions in order to avoid redundancy.

Interview responses

1. Why coaches have no competence to select athletes?

As coaches and administrators responded agree that coaches have lack of motivation to do the task, lack of understanding lack of knowledge and experience

2. Why scientific methods are complex to apply?

According to the response of coaches agree that scientific method is very difficult to apply in the case of talent identification this is because of The facility and equipment it require to apply test The capacity of the coaches to apply it.

3. Do the academy criteria are appropriate to be used?

According the response of the respondent agree that there is a criteria that the academy has but it was not been evaluated if it is appropriate to the intended target.

4. Do the academy criteria are appropriate to be used?

The interviewee agrees that the criteria somehow it is not appropriate because the process requires great deal of attention and a good implementation technique.

5. Do coaches have knowledge to apply physical fitness test

Based on the response from the interview the respondent agree that the coach can apply the test even though there are some issues raised this are Lack of skills and experience, lack of equipment and facilities .

6 At this time; does the academy implement scientific methods of talent identification process?

According to the response of respondent the academy try to implement those methods which is highly focused on Physical fitness test Technique tactical Game as way of identifying talent.

7. What solution can be taken to solve the problem?

In administrative perspective hiring skilled man power who have a deep knowledge about the process of preparing and applying of the process where as on coach's perspectives they should provide continuous training to update their knowledge. Finding solution to overcome the financial problem

From the collected data of coaches, administrators and trainees major finding are

- Lack of equipments and facility
- Problem of understanding of applying the standard criteria
- Lack of series follow up by administrators
- Focusing mainly an game performance
- Lack of interest of coach to do jobs
- Problem seen the perception of parents
- Problem of finance

Chapter Five

Summary, conclusion and Recommendation

The chapter gives a summary of key findings of the study presented according to the objectives of the study. Conclusion are drawn from the finding and recommendation are given to help improve the talent identification process in Ethiopia youth sport academy

5.1. Summary

The main purpose of the study was to assess the trends and challenges of talent identification in Ethiopian

Youth sport academy. The general objective of the study is to examine trend and challenges of talent identification in order to conduct the study the researcher use descriptive type of study the information is gathered through. Questionnaires and interview

To conduct the study the researcher used both purposive and random sampling technique from coach, administrative and athletes. Total number of 152 the data which were collected through questionnaire and interview are analyzed based on both qualitative and quantities expressions.

According to the interpreted data, findings are summarized as follows.

- Lack of equipments and facility
- Problem of understanding of applying the standard criteria
- Lack of series follow up by administrators
- Focusing mainly on game performance
- Lack of interest of coach to do jobs
- Problem seen the perception of parents
- Problem of finance
- Problem of creating suitable conditions for coaches to improve their knowledge & skills.

5.2. Conclusion

According to the data gathered and analysis made on the trend and challenges is multidimensional. However most of the issues detected by this research are issues which can be improved

Based on the study findings

- Administrative factors can be judged as the main factors because the major actions like finance facility and equipment skill improvement training and evaluations of the selection of criteria
- Coaches related factors the analysis shows this factors is also highly affecting the process the study shows problems like motivation lack of competency
- Athletes related factors has also on contribution to the problem according the analysis the study lack of awareness, afraid of the test and lack of understanding
- Parent related factors parents especially found in local areas are not willing to let go of their children to join the academy are indicated in the analysis
- Since problems of a complex and multidimensional nature can be solved by taking consecutive actions targeting each of the problems separately. In order to treat each problem individually the management system which impacts almost every aspect of talent identification process must be dealt with first.
- therefore, taking into account the fact that administrative issues are the causes of the other problems to a very large extent and improving the administrative problems basically improves the other factors considered by this research, the administrative factors must be dealt with step by step and continuous evaluation and improvement programs must be developed so as to solve each problem independently.

5.3 Recommendations

In the previous section of the chapter, it had been concluded that to improve the talent identification process

Hence the researcher recommends the following actions to improve talent identification

- Strengthening the marketing section so that it can make various founas and promotion activates and tackle the excising problem an the equipment and budget to conduct the talent identification process
- Design continuous evaluating program of standard criteria talent identification process by using international standard and making it suitable to our country
- Involving well trained & experienced plan power in developing talent identify criteria
- Serious follow ups on the application of the method and the outcome of the methods by using skilled man power
- Design a training program for the improvement of coaches by negotiating from other countries which are succeeded in youth developing programs.

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APPENDIXS

Appendix
Addis Ababa University
Graduate program
Sports sciences Department
Survey Questionnaire

Questionnaire coaches

First of all I would like to thank you for your cooperation to fill the questionnaires. The objective of these questionnaires is to assess trends and challenges of talent identification in Ethiopian sport academy the information to be collected through these questionnaires will be used only for research purpose. So your response is very important for the success of the study your. Hence you are sincerely requested to fill each of the questionnaires.

PART ONE

Personal information (please put “√” to our response)

1. Age
A.18 – 20 B.21 – 25 C.26 – 30 D.30& above
2. Sex
A. Male B. Female
3. Educational Status
A. Certificate B. Diploma C. Degree D. Master & above
4. Trainer’s qualification
Primary level trainer Secondary level trainer Level C trainer
Level B trainerLevel A trainer
5. For how long have you work for the academy
A.1 years B.2-5 years C. more than 10 year
6. For how many years you work for the institution
A. From 6 month-1 years B. From1-2 years C. above 2 years

PART TWO

Questionnaire related with the study

1. How do you select athlete?

Traditional

scientific

2. Do you feel you have the competence to select athletes?

Yes

No

3. Do you select athlete based on the standard criteria?

4. Do you use scientific measure to identify talent?

Yes

No

5. If your response is no for Question number 4 please explain your reason?

6. What kind of measurement do you use to identify talent?

7. What kind of preparation do you take to identify talent?

8. Do you use game as a means of talent identification?

Yes

No

9. If your response is no for Question number 8 please explain your reason?

10. The criteria you use to select athletes have ever been evaluated?

Yes

No

11. If your response is no for Question number 10 please explain your reason?

12. Do you face challenge during talent identification?

Yes

No

13. What kind of challenge do you face during talent identification?

14. What kind of action do you take to overcome the challenge?

Appendix
Addis Ababa University
Graduate program
Sports sciences Department
Survey Questionnaire

Questionnaire athletes/trainees

First of all I would like to thank you for your cooperation to fill the questionnaires. The objective of these questionnaires is to assess challenges on talent identification in Ethiopian sport academy the information to be collected through these questionnaires will be used only for research purpose. So your response is very important for the success of the study your. Hence you are sincerely requested to fill each of the questionnaires.

PART ONE

Personal information (please put “√” to our response)

1Age

A.12 – 14 B.15 – 17 C. 18 and above

2Sex

B. Male B. Female

3Educational Status

B. Elementary B. high school above

5. For how long have you trained in the academy?

A.1 years B.2-4 years

PART TWO

Questionnaire related with the study

1. As an athlete are you selected based on your talent?

Yes No

2. Do coaches select athlete's talent based on scientific method?

Yes

No

3. Does your coaches know about the selection criteria?

To some extent sometimes always

4. Do you think coaches used the detail criteria to identify talent?

Yes No I do not know

5. Do you think that the coaches have enough knowledge about the selection of talent identification athletes?

Yes No I don't know

6. Do coaches use equipment for selection?

Yes No I do not know

7. How satisfied are you about the selection criteria?

Slighting Always sometimes I am not satisfied

8. What can you say about the importance selection criteria?

9. In your opinion how an athlete should be selected for training?

Appendix
Addis Ababa University
Graduate program
Sports sciences Department
Survey Questionnaire

Questionnaire administrators

First of all I would like to thank you for your cooperation to fill the questionnaires. The objective of these questionnaires is to assess challenges on talent identification in Ethiopian sport academy the information to be collected through these questionnaires will be used only for research purpose. So your response is very important for the success of the study your. Hence you are sincerely requested to fill each of the questionnaires.

PART ONE

Personal information (please put “√” to our response)

1. Age

A.18 – 20 B.21 – 25 C.26 – 30 D.30& above

2. Sex

C. Male B. Female

3. Educational Status

Certificate B. Diploma C. Degree D. Master & above

4. Trainer’s qualification

Primary level trainer Secondary level trainer Level C trainer

Level B trainerLevel A trainer

5. For how many years you work in the academy

A. From 6 month-1 years B. From1-2 years C. above 2 years

PART TWO

Questionnaire related with the study

1. Do the trainers and sports professionals of your club carry out selection setting appropriate criteria?

Yes sometimes No I do not know

2. Do the trainers in your club select athletes on the basis of their skills and talent?

Yes No I do not know

3. Do your trainers have adequate knowledge and skills to select athletes?

Yes No I do not know

4. What kind of method do coaches use to select athlete?

Scientific traditional

5. If your response is traditional for Question number 4 please explain your reason?

6. In your opinion how should athlete selected?

7. Do you evaluate the selection criteria of your coaches?

Yes No

8. If your response is no for Question number 7 please explain your reason?

9. Do you prepare talent selection criteria for foot ball players?

Yes

No

10. If your answer is yes for question number 9 please explain your reason?

11. Being as an academy, do you have standard talent identification tools for different sports?

Yes

No

12. What is your current talent identification trend?

Addis Ababa University

Graduate program

Sports sciences Department

Structured Interview

On

Trends and challenges of talent identification

1. Do you think coaches have the competence to do the selection?

2. Do the scientific methods are complex to apply?

3. Do you think the criteria are appropriate to be used?

4. Do you think physical fitness test provide accurate talent of the athlete?

5. Do coaches have knowledge to apply physical fitness test?

6. What solution can be taken to solve the problem?
7. At this time; does the academy implement scientific methods of talent identification process?
 - 7.1. If you say no what is the major problem to implement scientifically?

Appendix

አዲስአበባዩንቨርሲቲ

ድህረ ምረቃ ፕሮግራም

ስፓርት ሳይንስ ትምህርት ክፍል

ለአሰልጣኞች የተዘጋጀ መጠይቅ

ክፍል አንድ

በቅድሚያ ጊዜ ያለውን ወስደው ይህን መጠይቅ ለመሙላት ፈቃደኛ ስለሆኑ አመሰግናለሁ የዚህ መጠይቅ ዋና ዓላማ የስፓርት አካዳሚያዎች በስልጣኞች አመላመል ሂደት እና ችግሮች ዙሪያ ላይ ሲሆን ይህ ጥናት የሁለተኛ ዲግሪ መሞያ ሆኖ የሚያገለግል ሲሆን በጥናቱ ላይ የሚሰበሰበው መረጃ ለትምህርት ዓላማ ብቻ ስለሚውልም ላሽዎት ለዚህ ዓላማ ብቻ እንደሚውል በቅድሚያ ላረጋግጥልዎት እወዳለሁ ስለሆነ ምክር ስም ላሽለጥና ቱፕ ራት ለሚገኝው ውጤት ከፍተኛ ጠቀሜታ ነይሱ ጣል።

የግል መረጃ

እባክዎን በሳጥን ውስጥ ምልክት ያድርጉ

ዕድሜ

25-30

31-35

ከ36 በላይ

ፆታ

ወንድ

ሴት

የትምህርት ደረጃ

ሰርተፊኬት

ዲፕሎማ

ዲግሪ ማስተሰርስ እና ከዚያ በላይ

ስልጠና

የመጀመሪያ ደረጃ

ሁለተኛ ደረጃ

ሲላይሰንስ ቢላይሰንስ

ኤላይሰንስ

ክፍል ሁለት

በዚህክፍልውስጥከጥናቱጋርተያያዥነትያላቸውጥያቄዎችይቀርባለሁ

1. ሰልጣኞች በምንዓይነት መንገድ ይመረጣሉ

በተለምዶ ሳይንሳዊ

2. እንደ አሰልጣኝ ሰልጣኞች ለመመልመል የሚያስችል ብቃቱ አለኝ ብለው ያምናሉ

አምናለሁ አላምንም

3. ሰልጣኞችን ለመመልመል የሚያስችል በአካዳሚው የተዘጋጀ መስፈርት አለ

አለ የለም

4. ሰልጣኞችን ለመመልመል ዓለም አቀፍ መስፈርትን ትጠቀማላችሁ

እንጠቀማለን አንጠቀምም

5. ሳይንሳዊ መስፈርት እና የአካል ብቃትን ለመመልመል ትጠቀማላችሁ

አዎ አንጠቀምም

6. ለአምስተኛው ጥያቄ መልሶ አንጠቀምም ከሆነም ክንያቱን ቢያብራሩ

7. ሳይንሳዊ መስፈርቶችን የሚጠቀሙ ከሆነ የምትጠቀሙትን መስፈርት ቢያብራሩልን

8. እንደ አሰልጣኝ ሰልጣኞችን ለመመልመል የሚያደርጉትን ዝግጅት ቢያብራሩ

9. እግር ኳስ ጨዋታ ተጨዋቾችን ለመመልመል ያገለግል ይችላል ብለው ያምናሉ

አምናለሁ አላምንም

10. ለዘመናዊ ጥያቄ መልስ ለስጥዎትል። አይስጥዎትልም ከሆነ ምክንያቱን ይጻፉ።

11. ሰልጣኞችን ለመመልመል የምትጠቀሙት መስፈርት አዋጭነቱን ተገምግሞ ያውቃል

ያውቃል አያውቅም

12. ለአስራ አንደኛው ጥያቄ መልሶ አያውቅም ከሆነ ምክንያቱን ይጻፉ።

13. ሰልጣኞችን በሚመለመሉበት ወቅት ችግር ይጋጥማል

ይጋጥማል አይጋጥምም

14. በምልመላው ወቅት ችግር ይጋጥማል ካሉ ችግሮቹን ይጻፉ።

15. ምን ደረጃ ችግርን ለመቅረፍ የተሸለሰው ጥያቄ መጣልብለው ይሞናሉ

Appendix

አዲስአበባዩንቨርሲቲ

ድህረ ምረቃ ፕሮግራም

ስፓርት ሳይንስ ስምህርት ክፍል

ለአመራሮች የተዘጋጀ መጠይቅ

በቅድሚያ ጊዜ ይህን ወስደው ይህን መጠይቅ ለመሙላት ፈቃደኛ ስለሆኑ አመሰግናለሁ የዚህ መጠይቅ ዋና ዓላማ የስፓርት አካዳሚያዎች በስልጣኖች አመላመል ሂደት እና ችግሮች ዙሪያ ላይ ሲሆን ይህ ጥናት የሁለተኛ ዲግሪ መጥፎ የሚያገለግል ሲሆን በጥናቱ ላይ የሚሰበሰበው መረጃ ለስምህርት ዓላማ ብቻ ስለሚውልም ላሽዎት ለዚህ ዓላማ ብቻ እንደሚውል በቅድሚያ ላረጋግጥልዎት እውዳለሁ ስለሆነ ምክንያት ለመሙላት ለሽግግር ጥራት ለሚገኝው ውጤት ክፍተት ጠቀሜታን ይስጣል።

ክፍል አንድ

የግል መረጃ (እባክዎን በምላሽ ዎፊት ለፊት “✓” ምልክት ያድርጉ)

ዕድሜ

25-30

31-35

ከ36 በላይ

ፆታ

ወንድ

ሴት

የትምህርት ደረጃ

ሰርተፊኬት

ዲፕሎማ

ዲግሪ ማስተሰርስ እና ከዚያ በላይ

ስልጠና

የመጀመሪያ ደረጃ

ሁለተኛ ደረጃ

ሲ.ላይ.ሰንስ ቢ.ላይ.ሰንስ

ኤ.ላይ.ሰንስ

ክፍል ሁለት

በዚህ ክፍል ዘጠና ተጋርተዎት ነገር ያላቸው ጥያቄዎች ቀርቦ ዋል። እባክዎ ከታች ለተዘረዘሩት ጥያቄዎች ምላሽ ይስጡ።

1. አስልጣኞች ስልጣኞችን ለመመልመል የሚያስችል መመሪያ ዘጋጃ ለ-

ሀ. አዎ

ለ. አያዘጋጅም

2. ስልጣኞች ወደ አካዳሚያዊ ጉዞ ትክክለኛ ስራ ታች ወይን ወይን ስለው ያምናሉ

ሀ. አምናለሁ

ለ. አላምንም

3. አስልጣኞች ስለ መላላማካሄድ የሚያስችልበቸው ቀት አላቸው ስለው ያምናሉ

ሀ. አላቸው

ለ. የላቸውም

4. አስልጣኞች ስለ መላላማካሄድ የሚጠቀሙት ምን ዓይነት መንገድ ነው

ሀ. ተለምዶ ይደረግ

ለ. ሳይንሳዊ

5. ለአራተኛው ጥያቄ መልስ መስጠት ለሁሉም ክፍሎች ያስፈልጋል

6. በእርሶዎ ዕይታ ስልጣኞች እንዴት መመልመል አለባቸው

7. የአስልጣኞች የመመልመያ መስፈርት ንገምግሙ ያውቃሉ

ሀ. አውቃለሁ

ለ. አላቀወቅም

8 መልስ መስጠት ለሁሉም ክፍሎች ያስፈልጋል

9 ለእግር ኳስ ስልጣኖች የሚሆን መስፈርት ይዘጋጃል

ሀ. ይዘጋጃል

ለ. አይዘጋጅም

10. አዎ ከሆነ መልስ ለምን ያስፈልጋል

11. እንደአካዳሚያዊ ደረጃው ንግግር መሰረታዊ መሥሪያ ቤቅ አለ

ሀ. አለ

ለ. የለም

12. አሁን እየተጠቀሙት ሁለት ያሉ መሥሪያ ቤቅ ንድፈት ለውጥ አለባቸው

13. ሰልጣኞችን ለመሥሪያ ቤቅ ወቅት ችግር ይጋጥማል

ያጋጥማል

አያጋጥምም

14. በምሥሪያ ቤቅ ወቅት ችግር ይጋጥማል ካሉ ችግሮች ንቢዘረዘሩ

15. ምን ደረጃ ችግር ን ለመቅረፍ የተሻለው ጥያቄ መጣል ብለው ያምናሉ

Appendix
አዲስ አበባ ዩኒቨርሲቲ
ድህረ ምረቃ ፕሮግራም
ስፓርት ሳይንስ ስም ህርት ክፍል
ለሰልጣኞች የተዘጋጀ መጠይቅ

በቅድሚያ ጊዜ ያን ወስደው ይህን መጠይቅ ለመሙላት ፈቃደኛ ስለሆኑ አመሰግናለሁ የዚህ መጠይቅ ዋና ዓላማ የስፓርት አካዳሚዎች በስልጣኞች አመለካከት ላይ ደጋጅ ጥያቄዎች ዙሪያ ላይ ሲሆን ይህ ጥናት የሁለተኛ ዲግሪ መሞያ ሆኖ የሚያገለግል ሲሆን በጥናቱ ላይ የሚሰበሰበው መረጃ ለትምህርት ዓላማ በቻ ስለሚውል ምላሽዎት ለዚህ ዓላማ በቻ እንደሚውል በቅድሚያ ላይ ጋግጥልዎት እውዳለሁ ስለሆነ ምክር ስምምላሽ ለጥናቱ ጥራት ለሚገኘው ጤነኛ ጥናት ለመቀጠል ታን ይስጣል።

ክፍል አንድ

የግል (እባክዎን በምላሽ ዎች ላይ “✓” ምልክት ያድርጉ)

ዕድሜ

10-12 13-15 ከ16 ዓመት

ፆታ

ወንድ ሴት

የትምህርት ደረጃ

ሰርተፊኬት ዲፕሎማ ዲግሪ ማስተሰር ስእና ከዚያ በላይ

ለስልጣኞች የተዘጋጀ

1. የተመለመደሁት ባለፈው ስድስት ወር ውስጥ ሲሆን

ሀ. ለ.

2. አስልጣኞች ላይ ንሳዊ መስፈርቶችን ተጠቅመው በለው ይመለምላሉ

ሀ. አምናለሁ ለ. አላምንም

3. አስልጣኞች የመመልመያ መስፈርቶችን በአግባቡ ያውቃሉ

ሀ. ያውቃሉ ለ. አያውቁም

4. ስልጣኖችን ለመመልመል የሚያስችል መስፈርት ይጠቀማሉ

ሀ. ይጠቀማሉ ለ. አይጠቀሙም

5. አስልጣኞች ምልመላውን ለማካሄድ የሚያስችል ቁጥጥር አላቸው በለው ይምናሉ

ሀ. አላቸው

ለ. የላቸውም

6. አሰልጣኞችም ልመላው ንለማካሄድ የሚስች ልመሳሪያዎችን ይጠቀማሉ

ሀ. ይጠቀማሉ

ለ. አይጠቀሙም

7. በምልመላው ሂደት ደስተኛነዎት

ሀ. ነኝ

ለ. በመጠኑ

ሐ. አይደለሁም

8. መልስዎ አይደለም ከሆነ ምክንያቱን በግልጽ ይጻፉ

9. በእርሶይታ ሰልጣኞች እንዴት መመልመል አለባቸው ብለው ያስባሉ

ቃለመጠይቅ

1. አሰልጣኞች ተጨዋቾችን የመመልመል አቅም አላቸው

2. አሰልጣኞች ሳይንሳዊ የምልመላ አካሄዶችን ይከተላሉ

2.1 አይከተሉም ከሆነ ምክንያቱን ይጻፉ

3. ሳይንሳዊ የምልመላ ማከናወን ውስብስብነት

4. ሳይንሳዊ የምልመላ ተጨዋቾችን ለመመልመል ምቹነት

5. የአካል ብቃት ምዘናን የሰልጣኞችን ሎታለመ ለየት ምቹነት ብለው ያምናሉ

6. የአካል ብቃት ምዘና ለማካሄድ የሚያስችል ዕውቀት አሰልጣኞች አላቸው

7. ይህንን ግርሰመፍታት ምን መደረግ ይቻላል

DECLARATION

I declared that this thesis is my original work and has not been presented for a degree in any other university, and that all sources of materials used for the thesis have been appropriately acknowledged.

Name: Hizkiyas Mekonnen

Signature: -----

Date: -----

This thesis has been submitted for examination with my approval, as a University advisor.

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Signature: -----

Date: -----