

ADDIS ABABA UNIVERSITY
COLLEGE OF NATURAL AND COMPUTATIONAL SCIENCE
DEPARTMENT OF SPORT SCIENCE

**THE EFFECT OF ADMINISTRATION EFFICIENCY ON SPORT
SUCCESS IN NORTH SHOA ZONE**

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Declaration

I declared that this thesis is my own original work and has not been presented for any degree and that all sources of materials used for the study have been duly acknowledged.

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ACRONOMYS

EAF: Ethiopia Athletics Federation

EU: European Union

FDRE: Federal Democratic Republic of Ethiopia

HRM: Human Resource Management

IAAF: International Athletics Association Federation

IOC: International Olympic Committee

MoE: Ministry of Education

NASPE: National Association for Sports and Physical Education

NOC: National Olympic Committee

NSPE: National Sport Policy of Ethiopia

SDP IWG: Sport for Development and Peace International Working Group

SPSS: Statistical Package of Social Science

ABSTRACT

The purpose of this study was to examine the effect of administration efficiency on sport success in North Shoa zone of Oromia Regional State. Hence, a cross-sectional descriptive survey design of mixed-approach was employed in which 6 administrators, 25 experts and 125 athletes were selected separately using purposive, availability and simple random sampling technique. Structured questionnaire and interview are the data collecting tools used to gather the desired data respectively from primary and secondary sources. The resulting data was accordingly analyzed using both the quantitative and qualitative approaches. The quantitative data from the questionnaire was analyzed by SPSS through computations of descriptive statements such as frequency, percentage and mean. The qualitative data from the interview was analyzed through categorical coding and content analysis. As a result, it was found that the diagnosed administrative inefficiency, poor sport organization activities, and shortage of miscellaneous resources are hindering sport success. It is therefore suggested that the sports administrators should be effective and efficient with great qualities of high commitment, experience, profession, availability and competence as well as departmentalized and defined tasks in the way that promotes sport success.

Keywords: *Efficiency, effectiveness, sport activities, sport success and administration.*

CHAPTER-ONE

INTRODUCTION

1.1. Background of the Study

Sport administration is that the process by which the organization or authority manages the running of sports in an academic facility or country. This administration has responsibility for policies, regulations yet as disciplinary act (Watt, 2003). In any sport administration, there must be the structure for running sports activities in an exceedingly particular area or country. In practical sporting situations, sports administration may be a practical delivery of sound procedures and systems to make sure that sport all told its aspects happens because it should (Watt, 2003). Sports administration focuses on the organizational practices and procedures which make sure that the day to day competitions, tournaments and events happen as they must, additionally as making the organization function because it should.

The majority people know what the word “sport” means through experience and awareness. for many people, sport implies having fun, but it may also be work (professional athlete), a method of employment (sport tourism), or a business (sport marketing agency). Sport takes many forms. It might include many participants, as in team sports like soccer and volleyball, two participants, as in dual sports like tennis and badminton, or one person, as in individual sports. Sport includes a mix of those configurations when it involves team competitions, tournaments, or matches in dual sports or individual sports. Sport is defined as competitive human physical activity that's governed by institutional rules (Durdova, 2002).

Good national sport policy and appropriate coaching (Professional) programs all at once have positive impact towards country's sports development (Omari, 2002). In connection that, this study wishing on Max Weber's theory which centers on administration looked into the efficiency of the administrators who run sports activities success in terms of profession, skill, knowledge, commitment, experience, interest and sport activities organization further as resources adequacy.

Before the introduction of contemporary sports, Ethiopia has cultural sports like racing, wrestling, and field game (Gena) which are among traditional sports that are still being practiced within the nation. When it involves modern sports, athletics and football are the two popular sports of the state. In Ethiopia, modern sports are still at the infancy level. The causes for these are organizational and economical problems. Because the administration in sports lacked a preferred base during this country, it has been undergoing a series of continuous

reorganization. The focuses are even more given to limited sports, like football, athletics, volleyball and also the likes. The results registered are declining in addition. The dearth of trained personnel (administrators) sport facilities, sport wear and equipment within the sphere have also made the matter more complex (National sport policy, 2005). As indicated at this out set and incorporated within the sport policy document (2004), the policy outlines clearly selected goals, means and strategy. When we mention sport and Ethiopia, few world first-class distance runners' immediately involves our mind. In fact, at this stage one could safely and justifiably come to an agreement that Ethiopia has a number of the simplest middle and long distance runners within the world.

Accordingly, the New York Times <http://en.wikipedia.org/wiki/> called Ethiopia 'running Mecca,' due to its historical successes in the athletics program, in which it also took 5th place in the world ranking during the Olympic champion at Beijing. Excellence in athletics is among the top few subject matters Ethiopia is well known for around the world. However, now a day what athletes have registered is not promising since sport results are becoming declined. Thus, this study investigated cause of poor sports success in terms of the qualities of the sports administrators, expert performance and athletes' involvement in sports, organization structures, and how sport success will come in North Shoa zone.

1.2. Statement of the Problem

A sport office can be effective if it has apposite report on the results proposed. Sports games team's effectiveness is measured by the number of games won in a given period or championship (McClaus, 2005). Moreover, these achievements need good administration. Most of the time sport successes depend on sport administrators than any other factor. A good sports administration contributes directly to the country's distinction in the development of sports (Omari, 2002).

A modern sport has a history of over half a century in Ethiopia and within this period, many types of sports have been introduced. Despite the development of modern sport is still at the beginning stage (ENSP, 2004). Athletics, in particular, long distance running has not only brought joy for Ethiopians, but also inspiration and courage to overcome the challenges of poverty. The achievement gained so far switches only back and forth between middle and long distance running, in particular places of Ethiopia (Assefa, 2013).

As listed by Olympians, lack of financial support, conflict with roles in life, lack of coaching expertise or support, lack of support, lack of training/competition opportunities, medical problems, and lack of social support are some of the issues which hinder sport success. In addition to these different scholars mentioned various factors which hinder sport success. For example for (Mtengule, 2013) administration and coaches efficiency, commitment and persistence, family and friends, love of sport, training programs and facilities, natural talent, competitiveness, focus, work ethic and financial support are some of the factors which influence sport success. These need to run sport organization with good sports policy and strategies well organized administration systems, good relationships among the sports stakeholders, sports activities and well qualified administrators, the poor, inefficient and ineffective administration can decline sport success and development as well as indefinite sports future.

There are also studies conducted on sport administration, for instance (Kalemba & Campa, 2017) show that sporting success is influenced by human capital and positive results on an international competition level. Moreover, financial support through sport organizations attributes and investments are also based on the quality of administration.

North Shoa Zone Sport office Annual Report, (June, 2019) indicates that there is no any club that represented society, youth athletics projects are declined, elite athletic development is poor, women participation in sport competition is very weak and development of sports activities is weak and the focuses are even more given to limited sports, like football and athletics, successful athlete training and recording are weak and all these might show the poor efficiency of administration on sport success in North Shoa zone. The presences of these gaps along with the scarcity of researches on the administration efficiency on the target area motivated the researcher to conduct research on the topic of this study. This study therefore aims at examining the effect of administration efficiency on sport success in North Shoa zone.

1.3. Research Questions

The following are the research questions which guide the entire process and tasks of the study towards meeting its very purpose.

- (a) What is the current efficiency of sport administrators in North Shoa zone?
- (b) What is the level of sport success in North Shoa zone?
- (c) What is the effect of sport administration efficiency on the level of sport success?

- (d) How sport activities are organized in sport offices to improve sport success in the zone?
- (e) What are miscellaneous resources hindering sport success?

1.4. Objectives of the Study

1.4.1. Main Objectives

The main objective of the study was to assess the effects of administration efficiency on sport success in North Shoa zone.

1.4.2. Specific Objectives

The specific objectives of this study are to:

- (a) Assess the current efficiency of sport administrators.
- (b) Assess the level of sport success.
- (c) Determine the effects of administration efficiency on level of sport success.
- (d) Explore how sport activities are organized in sport offices to improve sport success.
- (e) Identify miscellaneous resources that hinder sport success.

1.5. Significances of the Study

Most importantly, this study helps its very participants and their institutes. First of all, it provides the sport administrators with a more precise feedback of their achievement, areas of their success and improvements. Similarly, it enables the experts understood the general pattern of sport administration and identify priorities of their future plan of the zone and districts (woredas). In this regard, it will also enable the respective zonal and woredas' sport offices their status, potential challenges, and made informative decision for future reforms or interventions. The findings and recommendations of the study do also help the current and prospective athletes by showing potential challenges and intervening strategies.

The study is also very much important for coaches, sport professional's, societies, non-governmental partners, budget planning and approving bodies as it provide them with a more precise and timely evidences on the current status, and potential challenges and areas of improvements as priorities of their future plan.

It does also enable sport educators updated with the current status of sport success and its association with administrators' efficiency and provide a conception of timely practice for their prospective or pre-service teachers. The research will have its own due contribution to

the existing body of knowledge on the current status and hindering challenges of sport success in North Shoa zone in Oromia regional state particular and in Ethiopia in general. In line with this, it will also encourage research practitioners, sport educators to take the issue as their area of study.

1.6. Delimitation of the Study

To make the study manageable and feasible the scope of the study is purposely delimited to North Shoa zone, Oromia regional state. Within these sites, the study is also delimited to the sport sector and the responsible offices. These are *Fitche* Administrative town sport office, *Wachale* woreda sport office, *North Shoa zone* sport office, *Kuyu* woreda sport office, *Degam* and *Debrelibanos* woreda sport office. Content-wise, it is delimited to administration efficiency, sport success, and underlying activities and resources.

1.7. Operational Definitions of Terms

Administrator: Refers to the person act or process of administering; especially the management of government or large institution /www.thefreedictionary.com/adm/.

Effect: Refers to a change those results when something is done or happens (Merriam-Webster, 2008).

Effectiveness: Refers to the ability of employees to satisfy the desired objectives or target (Stoner, 2002).

Efficiency: Refers to the degrees to which objectives are achieved and the extent to which targeted problems are solved. (Blase, 2002). Efficiency is the (often measurable) ability to avoid wasting materials, energy, efforts, money, and time in producing a desired result. In a more general sense, it is the ability to do things well, successfully, and without waste (Gill, 2000).

Miscellaneous resources: Resources can be in the form of money, material, staff, energy, expertise,time and management, among otherthings /<http://www.macmillan dictionary.com>>/.

Sport Activities: means a sporting activity that is organised or controlled by an organisation, and includes a practice or training session /<http://www.lawinsider.com>> [dictionary/](#).

Sport Administration: Refers to the process by which the governing body or authority supervises the running of sports activity. This administration has responsibility for policies, regulations as well as corrective act (Watt, 2003).

Sport Organization: Refers to a social entity involved in the sport industry it is goal directed with consciously structured activity system and relatively identifiable boundary and related with external environment (Daft, 2012).

Sport Success: It's not all about the wins and losses; Success is the complex equation of over all and achievement that occurs in every sport. [/https://www.dcsdk12.org>/](https://www.dcsdk12.org/). Success tends to mean scoring points or goals. Success is peace of mind, which is a direct result of self-satisfaction in knowing that you made the effort to do your best to become the best that you are capable of becoming” [/http://front officesport.com>/](http://front officesport.com/).

1.8. Limitation of the Study

The quantitative data that was correlated in this study resulted from the perceived status and rating of both the administrators' efficiency and sport success. The major limitation of this study therefore is that the findings and drawn implications may be subjected to some extent to the level of understanding, attitudes, beliefs, ideological and political orientation of the respondents. Response rate was also a limitation due the fact that respondents were in a hurry, very busy with their daily activities and others were not at their working place sometimes. Lack of inspiration to support the researcher where the basic limitation of this study.

1.9. Organization of the Study

The study consists of five chapters. Chapter one deals with introduction, statement of the problem, research questions, objective of the study ,significance of the study, delimitation of the study, limitations, definition of key terms and organization of the study; chapter two deals with the review of related literature. The method and methodology are deals in chapter three. Chapter four consists of the discussion and analysis of data. Chapter five deals conclusions and recommendations of the study. Lastly, list of reference materials, questionnaires and appendix that are used in the study were attached at the end of the paper.

CHAPTER TWO

RELATED LITERATURES REVIEW

2.1. Concept of Administration

Administration generally refers to applying what has been instructed as shown by principles, rules, regulations, policies and laws of the country (Watt, 2003). Administration takes place in many sectors like sports, transport and communication, housing, electricity, water, mining industry and therefore the likes. But this research focused on administration within the sports sector. The aim was to appear into sports administration efficiency in sport offices of North Shoa zone. The standard of any administration is indicated by efficiency and effectiveness realized through qualified administrators, well organized activities, well related systems and well formulated policies and guidelines.

Generally any administration needs well qualified administrators, good organization of activities, good interaction of assorted departments and institutions and well formulated policies. This can be because of the very fact that various scholars, (Omari, 2002; Watt, 2003) during a study of disciplines have seen the importance of those elements in an administration. The concept of administration which consists of sports administrators, the structure of the activities and their relationships with other activities and other institutions and also the policies. When it first started within the early 1950s, sport administration was about the administration of education programmers and therefore the organization and administration of athletics.

Our focus is now on the administration of sport administration which is completed by government organization. Organized administrative which are coordinated within the sport organization originate significant implementation within the development of the sports are running; as a result, they try to meet essential administration and other necessary things.

However, government support for sport is about quite simply the amount of individuals that play sport. What really matters is that the value that individuals derive from playing sport. That may be improved health outcomes from becoming more physically active, better educational attainment linked to playing top quality sport at school, improved skills that then cause better employability, a stronger sense of social integration or a discount in reoffending linked to participation in an exceedingly sporting programmed. This can be why the involvement of virtually every office sport activity department is so important.

The power of sport extends across almost every area of government activity and it is this universality that we are seeking to harness through this strategy. Government would welcome views on: whether administrators should be encouraging particular types of participation, if so, what these particular types of participation should be, and how whatever forms of participation in sport and physical activity we seek to encourage should be measured in future and how they return on sport success can be proven (A New Strategy for Sport, 2015).

Administration and organizational structure various authors define the term administration in different ways but with identical conceptual framework. Sport administration is as guidance and control of the efforts of a group or individuals toward some common sport goal. Administration commonly implies the arrangement of human and material resources and programs available the process. Administration in sport consists of similar process and function as in other aspects of education and for successful and effective activities. Good personality, e.g. friendly, open, creative, supportive, fairness is expected from administrators. Administrative units and personal should be frequently visited. The administrator has to be well-educated, trained, mentally and morally experienced in the field.

Sport Organization administrative style responsibility and direction are a few of the benefits that a Sport organization can offer its members. Sport organization members are responsible for writing and implementing the organization constitution, recruiting new members, establishing organization duties, developing a financial plan, planning and publicizing the organization's upcoming activities, and overseeing the organization's sport activities in a manner consistent with national and region requirements. The activity of each sport offices' sport organization is monitored by the administration from each of the sport organization, the Sport organization coordinator and the regional sport commission. These individuals should collaborate and communicate regularly to ensure the overall sport success of each organization, (Jess & Brownell, 2001, as quoted by Frost *et al.*, 2002).

2.2. Theoretical Framework of Administration

The theory that guided this study was Max Weber's theory centers on administration and management. As a German academician, Weber was primarily interested in the reasons behind the employees' actions and in why people who work in an organization accept the authority of their superiors and comply with the rules of the organization (Cutajar, 2010).

Administration is a blueprint for organizing human activities for a desired end. It is a sociological phenomenon that has evolved throughout the history of civilization. The theory of Max Weber has been some extent of departure for the event and modification of organization structure to influence the flow of interrelationships within organizations (Hall, 1963). The degree of administration in a company sets the boundaries for act. Weber defines administration as “the means of carrying community action over into rationally ordered social action”. Key features of the best kind of administration that Weber presents are division of labor, hierarchal order, written documents, well trained staff and experts, application of impersonal rules and actualization of resource demand .

The hierarchical order is important for separating superiors from subordinates whereas impersonal rules are meant to make sure that administration are confined to prescribed patterns of conduct or performance imposed by legal rules. The foundations are meant to facilitate a scientific control of subordinates by their superiors, “thus limiting the opportunities for arbitrariness and private favoritism”.

Weber believes that administration is that the most rational and efficient organizational form devised by man. Weber’s administration “is rational therein it involves control supported knowledge, it's clearly defined spheres of competence, it operates per intellectually analyzable rules, and it's calculability in its operations”. Within the same vein, Weber’s “administration is efficient due to its precision, speed, consistency, availability of records, continuity, possibility of secrecy, unity, rigorous coordination, and minimization of interpersonal friction, personal costs, and material costs”(Al Habi, 2011).

When viewing the factors that differentiate the administrators from their followers, we will distinguish between administration traits (i.e., personality traits that are considered to be stable over time), administrator attributes (i.e., characteristics which will change over time), and administration behaviors'. With relation to administration traits, sport organization might characterize by higher levels of dominance, ambition, competitiveness, and responsibility revealed that competitive trait anxiety and masculinity were also characteristic traits for sport administrators.

2.2.1 Expressiveness Theory

In the search for characteristic administration attributes, most research focused on age (Bucci, Bloom, Loughhead & Caron, 2012) and team tenure (Loughhead *et al.*, 2006) (i.e., emotional,

able to devote self completely to others, gentle, helpful to others, kind, understanding of others, aware of feelings of others, and warm in relations with others). Moreover, administrators are often selected based up on their skill level, starting status, or sport administration septic experience (Loughead *et al.*, 2006; Price & Weiss, 2011) examined the quality of the provided administration.

2.2.2. Formalization Theory

Refers to the degree to which rules, procedures, regulations and task assignments exist in written form. Written documentation indicates the procedures for acting, deciding and communicating. They are designed to direct and regulate the organizational behavior after one has positioned into formal position as administrator (Cutajar, 2010)

2.2.3. Instrumentalism Theory

Expresses the notion that the organization is like a tool or machine designed to achieve a particular purpose. When we say at something is instrumental, we are viewing it as means to an end. The rational administration is an instrument designed to achieve some objectives. The formal structure positions, procedures, rules, planning clearly, interactional patterns are also regarded as instruments in the service between the structures and the tasks of the organization (the means) and the objectives/goals of the organization (the ends), that makes a rational organizational instrument (Loughead *et al.*, 2006). Further extended the list of characteristic administration traits with instrumentality traits (i.e., independent, energetic, competitive, make decisions easily, never gives up, feels superior, self-condense, and stands up well under pressure) by (Moran & Weiss, 2006).

2.2.4. Rational-legal Authority

Is the third central model was the most efficient and rational means to gain compliance of human members. It has been argued that teams may be capabilities of providing their own feedback (Salas, Sims & Burke, 2005). Rather than commanding authority on the basis of tradition (e.g. residing on the family name) or charisma (authority stemming from extraordinary personality or administration traits) legitimate authority is based on the formal position (therefore legal) of the authority figure coupled with the belief by the subordinates that these arrangements represent the best means to achieve organizational objectives (therefore rational). As noted in the administration organizational model administrators

should be recruited on the basis of ability and qualification professionalism merit rather than personality, connection or ascribed characteristics. This ends further legitimacy to the exercise of authority. The relationship between the study and the theory is a very important component in the study. Therefore the relationship between the study and the theory is more described in the following information: Division of labor is the extent to which work tasks are subdivided by functional specialization within the organization (Hall, 1968). This means how the activities are arranged in a particular sport organization to the sports workers. In the zone proper distribution of responsibilities is important to ensure the effective and efficient performance of sports activities.

Therefore this study looked into how responsibilities were divided among the experts and administrators for good administration in the districts of zone. This means that who should be the top administrator, who should administer athletics, football, table tennis, basketball, netball, etc. for easy administration. Well trained staff and experts should professionals in a particular field. Max emphasizes that in order for an organization to prosper in marvelous manner, well trained staff and experts are important.

Max Weber argues that appointment to a position within the organization should be made on the grounds of technical competence and the experience of the individual (Cutajar, 2010). Likewise for sports administration in the zone and districts it needs well trained sports administrators and experts who have been appointed based on the technical competence and experience in the field of sports.

This study investigated the presence of qualified sports man power for successive sports activities in North Shoa zone districts in terms of technical competence and experience in the field of sports. Max Weber believes that the application of impersonal rules is important as it avoids arbitrariness or disorder in the performance of activities. A bureaucracy should follow a consistent set of rules that control the functions of the organization. The top administration controls the lower levels of the organization's hierarchy by applying established rules in a consistent and predictable manner (Cutajar, 2010).

2.3. Efficient Sport Administration

Organizations go a step further by categorizing desired as their effective administrators. Such administrators are the types of administrators who not only influence subordinates or followers to achieve specific goals, but who also do so by giving the organization the

capability to achieve and maintain its competitiveness in the increasingly complex and challenging work environment characterized by opportunities and threats (Lear, 2012). Administrators, in current complicated organizations, lay the most important role among the human workforce and have the most effective role in improving organizations' performance. On the other hand, the efficiency of administrators is associated with administrative skills that enable them for different roles and responsibilities.

Thus, beside the knowledge and experience, administrators should gain some special skills (Harandi, 2003). It is the performance evaluation that makes these skills better and prepares the ground ready to develop them. Performance evaluation analyses the managers' skills and performance by determining their strengths and weaknesses. In fact, performance evaluation counts as a tool for developing managerial skills.

Sport administration needs well qualified administrators, good organization of activities, good resource supplies and well formulated activities to success sport. This is due to the fact that various scholars (Omari, 2002) in a variety of sport disciplines have seen the importance of these elements in an administration. The concept of efficient administration which consists of sports administrators, the structure of the sport activities, resource supply and can generally be summed up in the achievement of sport success. Sport administration is qualified administrators, structure of activities, using resource demand properly to achieve sport success (Watt, 2003).

Emeruwa (2002) argues that sport administration should not be regarded as an accidental field of endeavor whereby it is assumed that anyone and everyone can easily fit into its operations, but regarding high quality of sport knowledge, skill and performance. Such erroneous perception of this field is a product of what is currently experienced today as a nation because cases of non-professionals still administering sport are present. Wright & Cote (2003) corroborated these endings by highlighting four important central characteristics in sport administrators: high skill and knowledge level, a strong work ethics, an advanced tactical to planning ,implementing and evaluating task knowledge, and a good report with experts, coaches and athletes.

With respect to the task-related behaviors, effective communication skills, guiding group tasks, and fostering goal attainment for sport success were established as key elements for administrator effectiveness (Price & Weiss, 2011; Wright & Cote, 2003). However, high

quality administrators go further than only preaching what to do and which tactical guide lines to follow; they walk the talk. By behaving like a role model and demonstrating a good work ethic, they set an example for their stockholders (Bucci et al., 2012; Dupuis et al., 2006; Holmes et al., 2010). Moreover, controlling their emotions and remaining positive during the work were established as key motivational administration behaviors (Dupuis et al., 2006). The idea that social identity lays the platform for effective administration is at the core of the social identity approach and interest to administration (Haslam, Reicher & Platow, 2011).

All these research endings provide useful information for administrators selection (i.e., which traits are characteristic for high-quality administrators) and administrator development (i.e. which attributes and behaviors can be tap roach to administration argues that administrator's effectiveness depends on the extent that leaders are able to create and manage a shared identity within an organization.

2.4. Sport Administration Skill

The first scientific and structured discussion of administration skill was presented by Robert L. Katz. The article by weber's theorist, skills of an affective administrator was published in Harvard Business Review (Seyedinejat et al.,2014). He has classified the required skills for an administrator in three groups here in mentioned briefly in the following sections, due to their pivotal role, each is explained separately and completely. According to his theory, technical skill, conceptual skill and human skill are regarded equally important in all administration levels.

Technical skill: are the ability to use methods and techniques to perform a task. It is relatively easy to for us to visualize the technical skill of the sport administration when each is performing his/her own special function. Technical skill involves special knowledge, analytical ability within that specialty and facility in the use of the tools and techniques of the specific discipline (Katz, 2014).

Human skill: Human skill is the ability to understand, create motivation and work with employees. Human skill is the ability of administrator to work effectively as a group member and to build effective understanding and cooperative effort in the team he leads (Katz, 1991; 2011; Robbins & Decenzo, 1998).

Conceptual skill: One of the triple sport administration skills is conceptual skill also known as perceptual skill, analytical skill, the skill based on general understanding, theoretical skill

and cognitive skill. Are the ability to understand organization or department as a whole and the relationship among its part? The skill based on general understanding is referred to as the power to consider organization as a whole unity i.e. administrator must recognize how different functions of organization depend on one another and change in each part necessarily influences other parts. This skill can be extended to the understanding of the relationship between the sport organization and society, political, social and economic factors of an entire nation. By recognizing such relationships and understanding the important elements in any situation, the administrator would be able to act in a way that leads to the improvement of sport organization). Furthermore, the validity of the administration categorization was further established when taking into account not only the best athlete administrator, but the complete administration structure in the team (Fransen, Van Puyenbroeck, et al. , 2015).

With regard to the administration' behavior, it states that they should: setting out clear and discrete roles;

- Effective delegation and empowerment of responsibilities;
- Setting out clear, unambiguous terms of reference wherever appropriate; and Monitoring performance of the organization as a whole, the Board, staff members and its sub-committees be fully informed and act in good faith and in the best interests of the organization.
- Act fairly and comply with the law and act in the interests of the stakeholders;
- Exercise objective judgment in corporate affairs, independently from management;
- Devote sufficient time; and have access to accurate, relevant and timely information.

(Voca sport 2004): on sport administration administrative function.p.79

The task of the administration is also by no means over, for it needs to monitor progress of the operational plans, using performance indicators, and to ensure that budgets, having been set, are obeyed to IOC on governance body of sport organization (2008/9).

Managing and Monitoring Risk: The administration must also ensure that it carefully monitors the risks facing the organization. This is achieved by ensuring that there is a robust risk management process in place so that all possible risks are anticipated.

Administration Structure: It has a responsibility to ensure that there is an effective and efficient administration structure in place and this entails appointing people to key positions,

fixing appropriate remuneration for them and ensuring that their performance is kept under review.

Succession Planning: There should also be a policy in place to plan for succession in organization.

Compliance Ensuring: The administration must ensure the compliance of the organization in areas where this is appropriate, such as compliance with:- local and national laws; the Olympic Charter if the organization is an NOC, or the statutes of an International Federation, if a national and regional federation; the organization's own constitution; best practice, such as with regard to the conduct of the administration or conflicts of interest.

Integrity of Accounting Systems: The administration must ensure the integrity of the organization's accounting system and regular, transparent reporting on the state of the organization's accounts. This will include independent, annual auditing of the organization's accounts, taking note of any recommendations by the auditors, tight budgetary control, ensuring value for money for expenditures, and establishing clear, transparent financial practices throughout the organization. There should be regular, up-to-date and clearly presented financial reporting.

Monitoring and Evaluating Performance: The administration should monitor its own performance on a regular (annual or biannual basis), reviewing how it has handled the business over a period and setting standards for future performance.

The development of strategic plans, operational plans, performance indicators, risk and financial management, marketing practices, human resource management and many other modern management practices all ensure that effective and efficient organizations appropriately lead by the administration. Furthermore, linking operational and strategic objectives will significantly contribute to good organizational practice (IOC sport management manual, 2010).

2.5. Strategic Sport Administration Principles

In the simplest terms possible, sport strategy is the match or interface between an organization and sport activities. At the heart of strategy is the assumption that these two elements are of equal importance. Furthermore, strategy concerns the entirety of the organization and its operations as well as the entirety of the resources supply. Such a holistic

approach differentiates the strategy administration process from other dimensions of administration. One troublesome aspect of strategic administration relates to its complex, multi-faceted nature. Johnson et al. (2014), for example note several important features associated with strategic decision-making:

- Strategy affects the direction and scope of an organization's activities.
- Strategy involves matching an organization's activities with the environment.
- Strategy requires the matching of an organization's activities with its resource capabilities.
- The substance of strategy is influenced by the views and expectations of key stakeholders.
- Strategic decisions influence the long-term direction of the organization.

2.6. Performance of Sport Experts

Employee performance is generally checked out in terms of outcomes. However, it can also be checked out in terms of behavior (Armstrong, 2000). Kenney et al. (1992) stated that employee's performance is measured against the performance standards set by the organization.

There are variety of measures that may be taken into consideration when measuring performance as an example using of productivity, efficiency, effectiveness, quality and profitability measures (Ahuja, 1998) as 28 briefly explained here after. Profitability is that the ability to earn profits consistently over a period of your time. it's expressed because the ratio of profits to sales or return on capital employed (Wood & Stangster, 2002). Efficiency and effectiveness -efficiency is that the ability to provide the specified outcomes by using as minimal resources as possible while effectiveness is that the ability of employees to satisfy the desired objectives or target (Stoner, 2002).

Productivity is expressed as a ratio of output there to that of input (Stoner, Freeman & Gilbert Jr, 1995). It's a measure of how the individual, organization and industry converts input resources into goods and services. Developing a distinct plan and involving all told upcoming organization activities, initiating substantial member support within the area of sport success raising all officers and office administrators are required to attend administration retreat at the start of the plan of the organization. Ensuring policies are followed by experts. Ensuring risk management policies are followed.

Sport office experts play a crucial role not only within the organization of every activity, but by communicating directly with the organization members. Experts are to blame for dispersing information regarding organization activities, policies and procedures, rules, and basic information to their organization stakeholders and athletes (Research Journal of International Studies Sport Issue 16 September, 2010).

2.7. Responsibility of Athletes

Having special talent, strong motivation and a willingness to figure extremely hard are all characteristics of a successful athlete. Finding such individuals and inspiring them to pursue their talents to the fullest are often major challenges. Sometimes, for a sport to achieve developing athletes to a fairly high level, a talent identification program must be implemented, together with developmental programs to assist them. It's obvious that, in countries with limited human resources, facilities, competition opportunities and financing, there could also be little opportunity for kids to search out a sport during which they will excel.

By necessity, sport administrators might have to concentrate limited resources on only some sports so as to realize some improvement. It's important for sport administrators to grasp what the goals are for a selected sports program so as that they'll adopt the proper approach to athlete development and have effective and wonderful commitments to their objectives. Another responsibility of athletes associated with entertain society.

The social organization of sport refers to the way within which the sport is physically structured and played, the way during which athletes are promoted, divided, creating repeated competition and rewarded. As an example, one structure (of most sports) is that they're performed so as to work out a sole winning individual or winning team over other losing individuals or teams. Yet, this is often not the sole structure upon which one can play sport (Anderson, 2005b; Oxendine, 1988).

2.8. Factors Affecting Sport Success

The consequence of the presence of facilities, equipment and other supplies to the effective running of organization sport program has been severally emphasized elements for sport successes activities. As (Mgbor, 2005) explained, the level of sport success most programs is greatly dependent on the degree of availability and adequacy of up-to-date equipment and facilities as these form the hub around which such program revolve.

Longman (2003) explains available as something that is able to be used or can easily be found and used. In other words they are those resources that are committable or usable upon demand to perform their designated or required function. According to Okoro (1991) facilities, equipment and supplies are very vital in organization. Similarly Awosika (1992) asserts that facilities and equipment are program related in any sport program and should be provided in sufficient quantity to meet the needs of the success sport programmers.

National Association for Sports and Physical Education (NASPE, 2002) advocates that sufficient sport resources are needed to meet the standard for sport success program. Owoeye & Olatunde (2011) opined that availability of sport facilities is a potent factor to quantitative sport success. Environment here refers to facilities that are available to facilitate athletes training outcome. Similarly, Ugwu (2002) regretted the attitude of some organization heads that show great apathy to Physical activities and sports. He added that such situations found in schools are not healthy development since many sports stars could be left behind.

National sport Institute (2002) outlined the following as the major factors affecting the availability of sport facilities, equipment and supplies in sport organization. Utilization of resources according to Chakraborty, Islam, Chowdhury, Bari & Akhter (2011) is a complex behavioral phenomenon; however it is always related to the availability and quality of such resources or services as the case may be. Individual performance is likely to be affected by a variety of factors that are unique to the individual such as situational influences, ability, and personality (Wright & Kehoe, 2005). Commitment positively influences various organizational outcomes such as employee motivation (Naquin & Holton, 2002) and performance (Kontoghtorghes & Bryant, 2001), tenure on the job (reduced turnover and absenteeism), and accomplishment of organizational goals (Pratt & Rosa, 2003).

According to FDRE sport policy document (2006), the bases for sport is the community and the nation at large participating in sport not only empowers the individual with health physique and brain but also strengthens bondage by creating harmony with others. The document further indicates the declining condition of Ethiopia sport saying that limited role of the community in sports. Even if the field of athletics event (running) has been widely, practiced sport activities in Ethiopia, famous athletes exist in, it is not free of problem.

2.9. Organization Structures and Activities

2.9.1. Activity Specialization

Creating roles for individuals that enable them to specialize in performing limited number of tasks is work specialization. This concept can easily be applied in sport event organizations, manufacture things such as sporting goods, or need to process a large volume of resources such as distributing uniforms and information to volunteers for a large sporting event. The advantage of breaking jobs down to a set of routine repetitive tasks is an increase in employee productivity and reduced costs for a lower skilled labour force (Shilbury, D. & Moore K., 2006). This advantage must be balanced against the risks of making work too boring or stressful for individuals which can lead to poor quality, lower productivity, absenteeism and high job turn over.

The majority of sports organizations do not have large numbers of staffs are often required to perform a diversity of tasks over a day, week or year. In these cases, the structure of the organization will require a low level of work specialization. A good example would be a sport development officer for a zone or wordas sporting organization whose role may involve conducting skills of training with athletes, designing coach education courses, managing expert staff, or representing the organization to budget allocation. These roles require very different skill sets and in such an organization the structure would benefit from a low level of work specialization (Fahlen, 2006).

2.9.2. Departmentalization

Departmentalization is the bringing together of individuals into groups so that common or related tasks can be coordinated. In essence, people are assigned to departments in order to achieve organizational goals. Organizations can departmentalize on the basis of functions, products or services, processes, geography or customer type. The most common form of departmentalizing is based on assigning people or positions to various departments according to professional function a person may perform (Hoye, 2008). For example, an athlete administration firm may offer arrange of services under financial planning, career development, life skills and public relations training. Again each department would administer their own marketing, human resource, and financial systems (Slack & Cousens, 2006).

Sport organizations can also design departments on the basis of geography. For example, the operations for a sports law firm may be split into departments for capital city offices, regions, zones, woredas. Each of the offices or regions would have responsibility in regard to their operations in a designated geographical region. Finally, sport organizations can arrange their departments on the basis of their various customer types. It is important to note that organizations may choose to use more than one criterion to devise departments and their choice will depend on organizational size, capabilities and operational requirements (Cunningham & Rivera, 2007).

2.9.3. Chain of Command

The chain of command is the reporting trail that exists between the upper and lower levels of an organization. In essence it is the line of authority that connects each position within an organization to the commissioner. It encompasses the notions of establishing clear authority and responsibility for each position within the organization. Authority refers to the rights managers have to give orders to other members in the organization and the expectation that the orders will be carried out. If managers at certain levels of an organization are provided with the authority to get things done, they are also assigned a corresponding level of responsibility, (Kikulin, 2001). Having a single person to whom an employee is responsible is known as the unity of command. Having a single boss avoids employees having to deal with potential conflict when juggling the demands of two or more managers and it helps clarify clear decision -making.

Basic tenets of the chain of command are less relevant today due to the increase in use of information technology, and the corresponding ease with which most employees can communicate with each other at all levels of the organization and access information that was previously restricted to top level managers. Nevertheless, managers of sports organizations should be cognizant of the basic principle of the chain of command when designing their organizational structure, (Robbins et al., 2004).

2.9.4. Span of Control

Span of control refers to the number of staff which any administrator can directly supervise without becoming inefficient or ineffective. The exact number which any administrator can effectively control and supervise is determined by the level of expertise or experience of the staff the logic being that more experienced and skilled staff requires less supervision.

The span of control impacts on how many levels of management are required in any given organization. The wider the span of control, the more employees can be supervised by one manager which leads to lower management costs. However, this reduced cost is a trade off with effectiveness as this single manager must devote more of his or her time to liaison and communication with a large number of staff. The trend of organizations supervision to introduce wider spans of control and a subsequent flattening of organizational structures must be done in conjunction with providing more employee training, commitment to building strong work cultures and assisting staff to be more self-sufficient in their roles (Garrett. R., 2004).

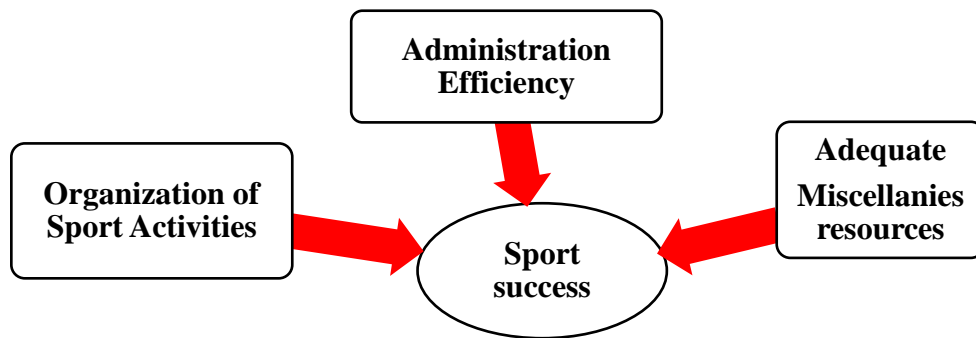
2.9.5. Formalization

Formalization refers to the extent jobs are standardized and the degree to which employee behavior is guided by rules and procedures. These rules and procedures might cover selection of new staff, training, general policies on how work is done, procedures for routine tasks, and the amount of detail that is provided in job descriptions. Formalizing an organization increases the control managers have over staff and the amount of decision-making discretion individual staff may have. An organization such as a local sport club may have very few procedures or rules for how things are done, but the tribunal for a professional sports league will have a very detailed set of procedures and policies in regard to how cases are reported, heard and prosecuted. The core concepts of work specialization, departmentalization, and chain of command, the span of control, centralization and formalization are reflected in its structure (Washington, 2010).

2.10. Conceptual Framework of Administration

For any administration to work properly there must be the proper arrangement of the activities. This is well clarified by Max Weber's theory of which portrays that good administration consists efficient administrators, the application of impersonal rules, well trained staff and experts and division of labor, organizational activities structure and resources utilization. These are what any administration in any sector be it like sport, health, education, transport and communication, electricity, water, etc. can consider ensuring effective and efficient performance of the organization ensure the survival of the organization. Kontsas (2006) in his study on the sports administration has disclosed the problems related to sports administration, He argues that poor sports organization, few

professional experts, lack of motivation and interest to sports masters, causes organization failure.



Source: modified conceptual frame work from (Mtengule, 2013).

Figure 1: Conceptual frameworks of sport administration

2.11. Effectiveness and Competence in Sport Organizations

A sport organization can be effective if it has a positive report on the results proposed. Sports games team's effectiveness is measured by the number of games won in a given period (championship), it may well improve if the players understand their roles and accept them. Clarifying roles can be achieved through effective program of targeting and clear communication of expectations of the coach for each team member (Claus, 2005). Performance means both process and result of actions or demands imposed on a person. From the normative point of view, performance is the skill or performance of a task completion as close to the maximum level proposed by considering the outcome dependence of current skills and existing skills (talent) of the subject (O. Oana, 2005).

2.12. Human Resource Training and Development

As one of the major functions within HRM, training has for long been recognized and thus attracted great research attention by academic writers (Gordon, 1992; Beardwell, Holden & Claydon, 2004). This has yielded into a variety of definitions of training. Employee competencies change through effective training programs. It therefore not only improves the overall performance of the employees to effectively perform their current jobs but also enhances the knowledge, skills an attitude of the workers (Wright & Geroy, 2001).

CHAPTER THREE RESEARCH METHODOLOGY

3.1. Research Design

To achieve the objective of the research, cross-sectional descriptive survey method was used in order to collect data once from respondents. In this descriptive survey method, quantitative and qualitative approaches were used throughout this study. Quantitative approach was used to collect the responses that were collected through questionnaire and qualitative approach was used to the deeper understanding of the respondents from interview that was collected from administrators.

3.2. Study Area



Figure 2: The Research Site

The study was conducted in Oromia regional state North Shoa Zone, such as Degam, Kuyu, Wachale, Debrelibanos woredas, Fitcha administrative town and North Shoa zone sport offices. The research was conducted on 6 (six) selective sport offices' of North Shoa zone, sport administration.

3.3. Source of Data

Primary and secondary data was used as the source of data for this study. The primary data was collected through questionnaire and semi-structured interview from sport administrators, experts and athletes of selected sport offices'. The secondary data was collected from different document review, materials or sources like books, journals, internet, different researches, and other materials related to the study.

3.4. Population of the study

3.4.1. Total Population

North Shoa Zone has 13(thirteen) woredas and 1(one) administrative town sport offices. There are 15 (fifteen) sport administrators, 60 (sixty) experts and, 484 (four hundred eighty four) athletes in the total of North Shoa zone sport offices. Included the North Shoa zone sport offices the total population of this study was 559 (five hundred fifty nine).

3.4.2. Target Population

This study mainly focus on only 6 sport offices of North Shoa Zone, namely Fitch Administrative town sport office, Wachale woreda sport office, North Shoa zone sport office, Kuyu woreda sport office, Degam woreda sport office and Debrelibanos woreda sport offices. In order to get clear and relevant information; from 6 (six) North Shoa zone selected sport offices' administrators, experts and athletes 6 (six) administrators, 25 (twenty five) experts and 182 (one hundred eighty two) athletes, totally 213 (two hundred thirteen) were the target population of the study.

3.5. Sample Size and Sampling Techniques

The total sample of the study were 156 (one hundred fifty six) and Purposive sampling technique, availability sampling technique and simple random sampling technique was employed in order to select sample from the target population. For the case of 6(six) selective sport offices purposive sampling technique was employed and availability sampling techniques was employed to select 6 (six) administrators and 25 (twenty five) experts, because of small numbers of sport administrators and experts in each sport offices. For the case of athletes simple random sampling techniques were employed. Samplings were employed from workers attendance and from list of athletes files accordingly from their organization for the case of athletes: Yamene (1967) provide a simple formula $n = \frac{N}{1 + Ne^2}$ to calculate sample sizes. This formula was used to calculate athletes sample size that computed as if samples were taken from a population.

Where N = target population size, n = sample size,

E = the error of sampling

$$n = \frac{N}{1 + Ne^2}$$

$$n = \frac{182}{1 + 182(0.05)^2}$$

$$n = 125$$

Proportionnel allocation:

As mentioned below the target population of each sport offices had been 36, 38,38,32,38 for Degam, Kuyu, Wachale, Debrelibanos woredas' and Fitch administrative town sport offices, respectively. Based on this, from each sport offices namely Degam, Kuyu, Wachale, Debrelibanos woredas' and Fitch administrative town sport offices sample size with 25, 26,26,22 and 26 athletes' were selected by simple random sampling techniques, respectively, which sum up 125 athletes.

Target study area	Target Population			Sample size		Sampling technique
	M	F	T	N ₀	%	
Degam woreda sport offices	28	8	36	25	69.4	Simple random sampling
Kuyu woreda sport offices	28	10	38	26	68.4	
Wachale woreda sport offices	30	8	38	26	68.4	
Debrelibanos woreda sport offices	26	6	32	22	68.75	
Fitch administrative town sport offices	28	10	38	26	68.4	
Total	140	42	182	125	68.68	

Table 1: Summary of sampling size and Sampling techniques of Athletes

Target study area	Target Population			Sport administrators			Sport experts			Sample size		Sampling technique
	M	F	T	M	F	T	M	F	T	T	%	
Degam woreda sport offices	4	-	4	1	-	1	3		3	4	100	Availability
Kuyu woreda sport offices	2	2	4	1	-	1	1	2	3	4	100	
Wachale woreda sport offices	5	-	5	1	-	1	4	-	4	5	100	
Debrelibanos woreda sport offices	2	3	5	-	1	1	2	2	4	5	100	
Fitche administrative town sport offices	4	1	5	1	-	1	3	1	4	5	100	
North Shoa zone sport offices	8	-	8	1	-	1	7	-	7	8	100	
Total	25	6	31	5	1	6	20	5	25	31	100	

Table 2: Summary of sampling size and sampling techniques of Sport experts and sport administrators

3.6. Data Collection Instruments

In order to collect adequate and reliable data, the researcher was used questionnaire and semi-structured interview as data gathering tools.

3.6.1. Questionnaire

A questionnaire is also very important instrument in the process conducting research for the collection of data. The standardized questionnaire which is developed by Mtangule (2013)

was modified for experts and athletes as both open-ended and close-ended items, in order to collect relevance data from respondents.

3.6.2. Interview

It is also a very useful instrument to understand reasons why and how things happen and the way they are happening. The major way in which any researcher seeks to understand the perceptions, feelings and knowledge of people in programs is through in- depth and intensive interviewing. Some literature indicates that interview has three forms. These are structured, semi structured and unstructured. To gather more detailed information from sport offices' administrator's the researcher was employed Face to face semi –structured interviews.

3.7. Pilot Study

The pilot test was held to check if the data gathering instruments were appropriate to collect the data that help to answer the research questions. And to establish that the instruments are clear and understandable to the research participants (to avoid confusion). For this reason, 31 questions were given for the participants.

3.7.1. Validity and Reliability

Before the actual study was carried out, a pilot study was conducted with ten respondents who were not part of the sample group (who were from Hidabu Abote and Girar Jarso woredas sport offices experts).

Purpose of the pilot study was to assess the reliability, validity and relevance of the questionnaires. After that the experts were asked to fill in the questionnaire with 31 items. The reliability coefficients were fixed between 0.82 and 0.86 of cronbach's alpha as follows. This shows a good reliability.

No.	Item of questionnaires	Number of items	Number of participants	Cronbach's Alpha
1	Effectiveness of sport administrators	8	10	.86
2	Level of sport success	11		.84
3	Organization of sports activities	5		.82
4	Miscellaneous resources hindering sport success	7		.82

Table 3: Reliability and validity of the instruments

The participants were asked to respond to the questionnaire on a 5-point Likert scale, ranging from 5 (strongly agree) to 1 (strongly disagree).

3.8. Procedure of data collection

The following procedures were used to collect data to assess the effect of sport administration efficiency on sport success.

First- Relevant literatures were assessed and review from hard and soft copies to get adequate information with the issue under consideration.

Second- Basic research questions are formulated which help to show the direction of the study.

Third- Appropriate data collection tools are prepared and the necessary question was set and then pilot test were used to check the appropriateness for all respondents by preparing questioners. The questioners were administered for sport experts and athletes. The necessary correction and amendment were made on prepared questioners based on the comments and giving criticism during pilot study.

Fourth- The interview questions were conducted for 6(six) sport administrators. The researcher was made the objectives of the study clear to all of the sample respondents and a close follow-up were also made to immediately correct problems that arose during the filling in of the questionnaires.

3.9. Method of Data Analysis

The data secured from different sources were analyzed and interpreted using both quantitative and qualitative approaches. Therefore, the questionnaires were first collected, organized, tabulated and coded in SPSS version 26 and analysis through descriptive statistics like, frequency, percentage, Mean, sample t-test and standard deviation. Data collected using qualitative tools were coded and analyzed narratively.

3.10. Ethical Consideration

Ethical issue was under consideration and taking into account that the objectives of the study were explain to administrators, experts and athletes in the six selective sport offices which are responsible bodies. Information or data was collect only forming the voluntaries, discrimination in religion & gender was not ethical & also it was not allowed in this research.

CHAPTER FOUR RESULTS AND DISCUSSION

4.1. RESULTS

This chapter presents the analysis and interpretation of the data gathered by different instruments, mainly questionnaires and interview guides. The summary of the quantitative data had been presented by the use of tables that incorporates various statistical tools. Next to this, the qualitative data were analyzed thematically.

A total of 150 questionnaires papers were distributed to sport expert and athletes, all the questionnaires were filled and returned. In addition, 6 office holder respondents were interviewed and have given the necessary information on the issue under investigation. In general 156 (100 %) of respondents participated and gave the necessary information on the issue raised through questionnaires and semi-structured interviews. Therefore, the total answer rate was adequate and safe to analyze and interpret the data.

4.1.1. Demographic Characteristic of Respondents

4.1.1.1. Demographic Characteristic of Administrator and Sport Expert

Respondents	Gender	Professional field						Total
		PHED/SPORT			OTHER			
		Level of education			Level of education			
		Diploma	Degree	Masters	Diploma	Degree	Masters	
Administrator	M	1 (16.6%)	1 (16.6%)	0	0	3 (50%)	0	5 (83.3%)
	F	0	1 (16.6%)	0	0	0	0	1 (16.6%)
Sport Expert	M	3 (12%)	9 (36%)	1 (4%)	3 (12%)	4 (16%)	0	20 (80%)
	F	0	3 (12%)	0	0	2 (8%)	0	5 (20%)

Table 4: Demographic Characteristics of Administrator and Sport Expert

Table 4 shows that out of 25 Sport experts 9(36%) and from 6 Administrators 3(50%) were other professions and 16(64%) sport experts and 1(16.6%) administrator were Physical

education /Sports. Therefore other professions with Physical education/sports professions dominated the study. Additionally from 25 sport experts' 6(24%) was diploma level, 18(72%) was degree level and only 1(4%) sport expert on masters level. The most educational level of the respondents was degree level and the most professional field of respondents was other field. This implies that most respondents were not the same knowledge about modern sport and gap of knowledge between them.

From this information one can conclude that most of sport administrators were selected from other professional field therefor, administrators had no sport skill and knowledge as well as they were not professionals,experienced, and competent as well as didn't clearly know regional and national sport policy ,so it needs high consideration.

4.1.1.2. Demographic Characteristics of Athletes

						Count	Frequency	
Gender	M	Age category	15-20	Education level	Elementary	19	(15.2%	
					High School	31	(24.8%)	
			21-30	Education level	Elementary	1	(.8%)	
					High School	22	(17.6%)	
					Diploma	1	(.8%)	
					Degree	6	(4.8%)	
		31-40	Education level	High School	1	(.8%)		
				Degree	4	(3.2%)		
		41&above	Education level	Elementary	0	0		
				Degree	3	(2.4%)		
		F	Age category	15-20	Education level	Elementary	8	(6.4%)
						High School	3	(2.4%)
	21-30			High School		19	(15.2%)	
				Diploma		5	(4%)	
Degree				1		(.8%)		
31-40	Degree			1		(.8%)		

Table 5: Demographic Characteristics of Athletes

Table 5 states that out of 125 participants were 88(70.4%) male and 37 (29.6%) were female this implies that, the sex distribution and participation of females are less and it needs high consideration. Majority of the participants 61(48.8%) in the age group of 15-20 years.

It indicates that most of the respondents were young, which is in the productive and high opportunity and lack of experience, so it needs great attention to inform those youngsters about sport office structures. In addition, the most academic qualification of the respondents was high school level this implies that most respondent were not investigate about modern sport.

4.1.2. Analysis and Presentation of Findings

4.1.2.1. Data Interpretation of Sport Expert

Sport Expert One-Sample Test						
	T	Df	Sig.(2-t)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Effectiveness of sport administrators	4.92	24	0.0013	1.435	0.8	2.04
Level of sport success,	6.55	24	0	1.51	1.03	1.98
Organization of sports activities	5.69	24	0	1.42	0.92	1.93
Miscellanies resources hindering sport success	12.16	24	0	3.21	2.66	3.77

Table 6: Data Interpretation of Sport Expert

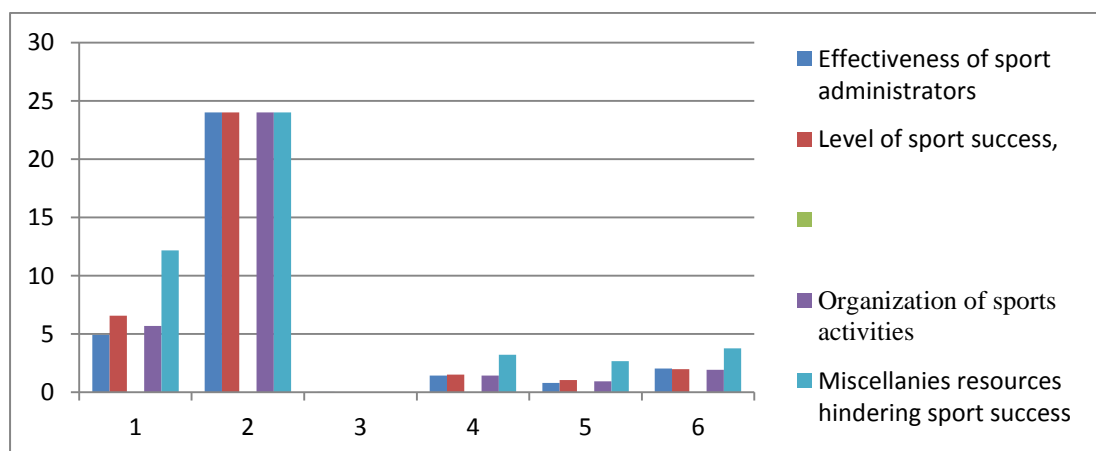


Figure 3: Data Interpretation of Sport Expert

The above table T- Test analysis of sport experts shows that; Effectiveness of sport administrators (4.92), Level of sport success (6.55), Organization of sports activities (5.69) and Miscellanies resources hindering sport success (12.16) as explain the results lack of facility, proper supervision, professional coaches as well as well–designed scientific sport training program was hindered sport activities of the zone.

Similarly, poor sport success level on items, athletes has successfully been scoring good competition result at regional & national level, elite athletes has successfully been developing, grass root athletes has successfully been developing, athletes and coaches has successfully been satisfied with sport results, societies have successfully been satisfied with current sport result, sport movement has successfully been entertaining society, sufficient sport competition has frequently been conducted and sport movement has successfully been improving people socio-economic status respondents shows their high level of disagreement.

In addition on the above organized data that collected from six selected area some of the interviews explain that:

No sufficient materials and facilities in the offices, not allocating budget, no involvement of NGOs, societies and governmental bodies for support to improve the different sports activities success in the town and woredas totally there was no positive attitude towards the sports.

Additionally the above table shows that, organization of sports activities on items, departmentalization of Sports activities is available; tasks of administrators, coaches and experts are clearly defined; frequent training are done for sports administrators, coaches and experts; national and regional sport policies are applicable in the organization; conducting good work planning, implementation and evaluation is available, respondents shows their high level of disagreement. As a result, poor structure of sports activities in North Shoa zone sport offices.

In parallel to the above idea (Code: Z, F, and K April, 2021) suggested that:

Even though miscellanies resources hindering sport success, the organization of sports activities like, departmentalization, tasks of administrators, coaches and experts were not clearly defined. Additionally most woredas sport offices were not conducted frequent training for administrators, coaches and experts that causes gap of knowledge to apply national and regional sport policies.

(Code: De, D, and W) suggested that:

Most of sports administrators and experts were do not have knowledge, interest, responsibility and accountability to improving sports success and development in the future. Additionally the problems that related to sport administration in some woredas lack of adequate budget, lack of adequate facilities and training equipment, lack of professional coaches was hindering the sport success in North Shoa zone.

4.1.2.2. Data Interpretation of Athletes

Descriptive Statistics					
	N	Range	Mean	Std.Deviation	Variance
Effectiveness of sport administrators	125	3.67	2.21	0.98	0.98
Level of sport success,	125	4	2.41	1.18	1.39
Miscellanies resources hindering sport success	125	4	4.32	1.08	1.1

Table 7: Data Interpretation of Athletes

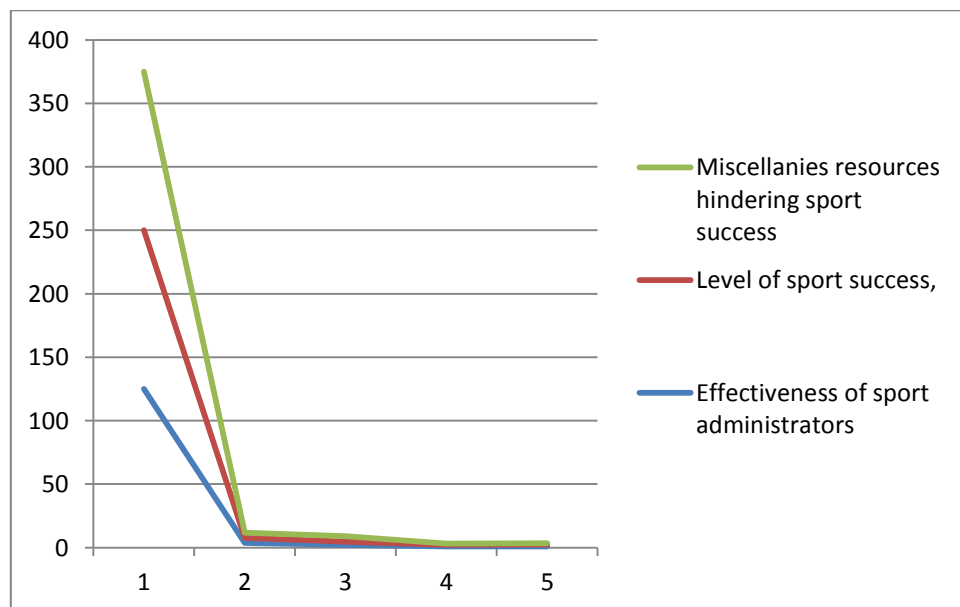


Figure 4: Data Interpretation of Athletes

The result of this study reveals that effect of sport administration efficiency on sport success of athlete had shown poor administration efficiency on sport success as well as miscellanies resources hindering sport success by mean (4.32), so it show that most cases of sport success at North Shoa zone from miscellanies resources.

Additionally in the result of the above table, poor sport success level on items, athletes has successfully been scoring good competition result at regional & national level, elite athletes has successfully been developing, grass root athletes has successfully been developing, athletes and coaches has successfully been satisfied with sport results and sufficient sport competition has frequently been conducted respondents shows their high level of disagreement.

Similarly, effectiveness of sport administrators on items, sport administrators have high skill, knowledge and performance of sport; conducting good work planning, implementation and evaluation is available and the sports administrators are professional in sports respondents shows their high level of disagreement. Based on these result, there are lack of administrators' knowledge and skill to administrator sport activities and poor sport success at North Shoa zone .In parallel to the above idea some of the interviews side that:

Every obstacle of sport success was from direction of higher officials that means we were investigate other issues from society rather than sport concern. Additionally political experience was the most considerable during selecting sports administrators and was crucial problem that hinder sport success.

(Code: D, F, and W April, 2021) stated:

There is a measurable task in sport office that hinders implementation of office plan. There have been solved and unsolved problems(the task that not relationship with sport offices) at office level and most of them forwarded from kebele because of individual interest.

(Code: K, De, and Z stated that:

Government can't provide every requirements of sport instead community and non-government organization participation more valuable. The problems occur related with the facility operation and human power proposed to solve based on district requirements as well as damaged facility becomes repaired at district level; it means that the existing facility is not with the proper condition for athletes because of this every sport activities obstacle and no report of the situation for further investigation.

4.2. DISCUSSION

The finding of the study shows that the current practice of Oromia Regional state North Shoa zone the effect of administration efficiency on sport success was not to the best interest of the athlete and experts on the effectiveness of sport administrators and organization of the sports activities. Moreover, a better organizational culture improves organizational effectiveness (Kalateh & Amoozadeh, 2014). To improve effect of administration efficiency on sport success and the finding of the current study was also consistent with the study of the organizational culture has a strong direct effect on organizational performance (Duke & Edet, 2012).

Administrators, in current complicated organizations, lay the most important role among the human workforce and have the most effective role in improving organizations' performance (Lear, 2012). On the other hand, the efficiency of administrators is associated with administrative skills that enable them for different roles and responsibilities. Thus, beside the knowledge and experience, administrators should gain some special skills (Harandi, 2003).

Depending on the above truth, finding indicates that sport office administrators were not experienced. Administrators experience was the critical phenomena that should be concerned more. But there were not appointing experienced administrator that cause poor success of sport activities.

Emeruwa (2002) argues that sport administration should not be regarded as an accidental field of endeavor whereby it is assumed that anyone and everyone can easily fit into its operations, but regarding high quality of sport knowledge, skill and performance.

This finding indicates that most of sport administrators were selected from other professional field therefor, administrators had no sport skill and knowledge, they were not professionals and competent as well as didn't clearly know regional and national sport policy. Additionally political experience was the most considerable during selecting sports administrators and was crucial problem that hinder sport success.

According to FDRE sport policy document (2006), the bases for sport success is the discipline community and the nation commitment to sport rules and regulations. Administration refers to implementing what has been instructed as shown by principles, rules, regulations, policies and laws of the country. If sports policy is not known well to administrators it will automatically affect the sports administration because the

administrators might be having random conduct of the performance in the sports activities (Watt, 2003).

This finding indicates that national and regional sport policies were not clearly known by administrators to implement may lead low sport success. There were no clear guideline for organizing the sports activities and not conducted frequent training for administrators, coaches and experts that causes gap of knowledge to apply national and regional sport policies.

Grisono (2007) noted that youth sports programs can provide a platform for future elite sports women and sports' men and provide means for self-realization, as well as success for young people with talents for sports. Departmentalization is the bringing together of individuals into groups so that common or related tasks can be coordinated. In essence, people are assigned to departments in order to achieve organizational goals. Organizations can departmentalize on the basis of functions, products or services, processes, geography or customer type (Hoye, 2004).

At the end this finding reveals that there was poor organization of the sports activities in North Shoa zone sport offices for the reason that, poor departmentalization of sport tasks in sport office that could have to get accreditation for that it leads to poor sport success.

National Association for Sports and Physical Education (NASPE, 2002) advocates that sufficient sport resources are needed to meet the standard for sport success program. The relevance of the presence of facilities, equipment and other supplies to the smooth running of organization sport program has been severally emphasized elements for sport successes activities.

From the above facts, this finding result shows that the miscellanies resources such as, lack of adequate budget, lack of adequate facilities and training equipment, lack of communication among staff members, proper supervision, professional coaches as well as well-designed scientific sport training program were the huge problems affected sport success in North Shoa zone sport offices.

As (Mgbor, 2005) explained, the level of sport success most programs is greatly dependent on the degree of availability and adequacy of up-to-date equipment and facilities as these form the hub around which such program revolve. The consequence of the presence of

facilities, equipment and other supplies to the effective running of organization sport program has been severally emphasized elements for sport successes activities.

From the above facts, this finding result shows that poor sport success level in North Shoa zone for the reason that sport was not successful due to very few sport competition conducted, poor development of grass root athletes, displeasure of coaches and athletes with current sport result, poor movement of sport to entertain society and it was not improved people socio-economic status.

Sport administration needs well qualified administrators, good organization of activities, good resource supplies and well formulated activities to success sport. This is due to the fact that various scholars (Omari, 2002) in a variety of sport disciplines have seen the importance of these elements in an administration.

The concept of efficient administration which consists of sports administrators, the structure of the sport activities, resource supply and can generally be summed up in the achievement of sport success. Sport administration is qualified administrators, structure of activities, using resource demand properly to achieve sport success (Watt, 2003). The poor, inefficient and ineffective administration can decline sport success and development as well as indefinite sports future (Mtengule, 2013).

This finding revealed that lack of professional administrators', lack of administrators' knowledge and skill to administer sport activities and to achieve sport success, lack of departmentalization of sport tasks in sport office and poor organization of sports activities, lack of clear guideline for organizing the sports activities and lack of conducted frequent training for administrators, coaches and experts and lack of miscellanies resources such as, lack of adequate budget, adequate facilities and training equipment were the critical problem that affect sport success. Totally as statistically result value from responses of the questionnaire and interviews clearly reflects that lack of efficient administration such as, lack of qualified sports administrators, lack of good structure of the sport activities, lack of resource supply were the factors significantly affect the success of sport in North Shoa zone.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1. Summary of the Major Findings

The purpose of this study was to examine effect of administration efficiency on sport success. In order to answer the questions, cross sectional research method was employed. The relevant data to the study were gathered through two sets of questionnaires and interview was implemented. In generally, 156 participants were involved in the study. These are 6 sport administrators, 25 experts and 125 athletes. The data obtained were analyzed using descriptive statements and various statistical methods such as frequency, percentage and t test were applied. Finally, based on the analyzed data, the following major findings were obtained from the study.

- The study identified that administrators had no efficient and effective, sport skill and Knowledge as well as they were not professionals. From interviewee suggestion illustrates, the majority of the sports administrators did not have proper efficiency to administrate sport organization. Most of sports administrators and experts were do not have interest, responsibility and accountability to improving sports success and development in the future.
- The study recognized that there were poor sport success level and sport was not successful due to very few sport competition conducted, poor development of grass root athletes, displeasure of coaches and athletes with current sport result.
- The study revealed that there was poor organization of the sports activities in North Shoa zone selected sport offices in terms of poor sports department, defining stockholder tasks, doing sports unfrequented training, conducting poor work planning, implementation and evaluation and poor applicable national and regional sport policies and scoring good competition result at regional and national level, no elite athletes grass root and development.
- The study shows that there was lack of miscellanies resources such as, lack of adequate budget, lack of adequate facilities and training equipment, lack of communication among staff members, proper supervision, professional coaches as well as well–designed scientific sport training program were the huge problems affected sport success in North Shoa zone sport offices.

5.2. Conclusion

From the data analysis the major findings obtained from this study were concluded as follows.

- As the finding shown there were lack of administrators' knowledge and skill to administrator sport activities to achieve sport success as well as the poor, inefficient and ineffective administration in North Shoa zone.
- Sport administration needs, not organizing sport office with other office, good organization of activities, sufficient resource supplies and well formulated activities to success sport. Hence, administrators' performance and interest to administer sport organization were very low in North Shoa zone as this finding indicates.
- Most of respondents viewed that lack of professional administrators' as well as political experience was the most considerable during selecting sports administrators and was crucial problem that hinder sport success.
- Most selected woredas sport offices were not conducted frequent training for administrators, coaches and experts that causes gap of knowledge to apply national and regional sport policies as this study finding reveals.
- The largest amount of the respondents indicated lack of miscellaneous resources and facilities cause poor sport success.
- The findings reveal that there were poor structure of sports activities in North Shoa zone sport office in terms of the low departmentalization of Sports activities, tasks of experts, coaches and administrators was not clearly defined, and poor Conducting of good work planning, implementation and evaluation.
- There were many factors that were hindered the sport success according to the finding of this study. These were lack of adequate budget, well designed scientific sport training program, administrators proper supervision and lack of athletes adequate and balanced diet were the factors that hindered sport success
- Sport was not successful due to very few sport competition conducted, poor development of grass root athletes, displeasure of coaches and athletes with current sport result.
- Poor movement of sport to entertain society and it was not improved people socio-economic status in North Shoa zone selected woredas. Society participation leads to sport success and their socio- economic status development.

5.3. Recommendations

Based on the findings of the study, the following recommendations were drawn:

- As findings indicated there is a problem related to administration. Any work of activity has its own administrative responsibility. Parallel to that North Shoa zone woredas sport administrator must be give attention for sport success. They should be work cooperatively with the sport expert, coaches and players. The sports administrators should be effective and efficient with great qualities like high commitment, experience, profession, availability, competence, etc. This will enable the nation to run in a very good speed and shine well in the international competitions. Hence, it is better Oromia regional state sport commission, North Shoa zone sport office and woredas /town government officials give attention to solve sport administrators knowledge and skill problems by giving repeated training and employing efficient administrators depending on professionalism, competence, experience, interest and motivation to administer.
- The woreda /town sport office should be employ and give professional administrators, experts and coaches to improve sport success and to give scientific, effective, sufficient and programmed trainings for athletes and to achieve their common goal sport success.
- The woreda /town sport office should be conducting frequent training and competition in schools, kebeles and woreda in step by step, organize youth projects and clubs and strength old projects and clubs to develop of elite and grass root athletes and North Shoa zone woredas/town sport office should to give argent solution to solve problems relating to athlete development.
- The sport office should be strategic plan in the office to success sport. This would be by allocation of professional experts and coaches whose are be able to maximize sport result and success in North Shoa zone.
- The sport office should be the good organization of sports activities in office. There should be offices frequent seminars for sports administrators, good infrastructures for sports, strong control system for funds, departmentalized and defined tasks accordingly to promote sport success etc. This will lead the nation into a success.
- The sport office should concern with sport laws and policy so that the sports administrators and students access them and read them effectively. Hence they

become aware of the sports laws and policy. It is important that implementation of national and regional sport policy to guide athletes, experts, coaches and administrators in code of sport ethics and to maximize sport success according to its different principles. Policies also implemented to improve structures of sport activities, conduct all relevant and crucial information that leads to sport success.

- The administrators and experts should work hard to improve sport success in the zone and for establishment of youth projects in the entire region. Apart from this, the experts should assist and make regular follow-up for the growth and development of these project.
- Findings revealed that there were financial problems. Different sub woredas faced financial problems but those financial obstacles couldn't solve by only governmental budget allocation, there are different mechanisms like: participating society, investors, and different marketing system. But during this time without any activities financial problems shouldn't be raised.

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APPENDIX1
ADDIS ABABA UNIVERSITY
COLLEGE OF NATURAL AND COMPUTATIONAL SCIENCES
DEPARTMENT OF SPORT SCIENCE

APPENDIX 1A:

QUESTIONNAIRES FOR SPORTS EXPERTS

Topic: The Effect of Administration Efficiency on sport success in North Shoa zone. Dear respondent, the purpose of this questionnaire is to find out what you feel and think about sport particularly in this area of sports administration. Please pass through all the questions and statements carefully and answer all of them completely. All information will be kept confidential. You need not to write your names on the questionnaire. Thank you in advance for answering questions.

General Instructions

- No need of writing your name;
- Use(√) mark to show your response for close ended questions, and
- Give short answer for the open-ended questions on the space provided
- Thank you in advance for your honest cooperation!!

PART A: Demographic Information

1. Gender of the Respondent. A) Male () B) Female ()
2. In which Age category do you belong? A) 21-30 () B) 31-40 () C) 41 and above ()
3. What is your marital status? A) Married () B) Single () C) Divorced ()
4. What is your level of education? A) Diploma () B) Degree () C) Master () D) PHD ()
5. What is your professional field? A) Physical education/sports () B) other professions ()

PART B: The efficiency of sports administration

Indicate whether you **agree, disagree, strongly agree, strongly disagree and Uncertain** with each statement by putting (√) where applicable uses the following code:

- 1) SD=Strongly Disagree 2) D=Disagree 3) U=Uncertain 4) A=Agree 5) SA=Strongly Agree.

No	Effectiveness of sport administrators	CHOICE				
		5	4	3	2	1
1	Sport administrators have high skill, Knowledge and performance of sport					
2	The sports administrators are professional in sports					
3	The sports administrators are interested in sports administration					
4	The sports administrators are experienced					
5	Sports administrators have high competence					
6	Political experience is most considerable during selecting sports administrators					
7	Professional sports coaches and experts are available					
8	Administrators clearly know regional and national sport policy					
	Level of sport success					
9	Grass root athletes has successfully been developing					
10	Elite athletes has successfully been developing					
11	Athletes has successfully been scoring good competition result at regional & national level					

12	Athletes and coaches has successfully been satisfied with sport results						
13	Societies has successfully been satisfied with current sport result						
14	Sufficient sport competition has frequently been conducted						
15	Sport movement has successfully been entertaining society						
16	Sport movement has successfully been improving people socio-economic status						
17	Youth projects has successfully developing						
18	Women has successfully participated in sport activities						
19	Strategic athletes training plan has available						
Organization of sports activities							
20	Departmentalization of Sports activities is available						
21	Tasks of administrators, coaches and experts are clearly defined						
22	Frequent training are done for sports administrators, coaches and experts						
23	National and regional sport policies are applicable in the organization						
24	Conducting good work planning, implementation and evaluation is available						
Miscellanies resources hindering sport success							
25	Lack of adequate Budget						
26	Lack of adequate facilities and training equipment						
27	Lack of well-designed scientific sport training program						
28	Lack of administrators proper supervision						
29	Lack of athletes adequate and balanced diet						
30	Lack of communication among staff members						
31	Lack of professional coaches						

1. What are general problems related to sport administration at your sport office?

2. What do you think are the best ways for improving sports success and development in the future?

Appendix 2

**ADDIS ABABA UNIVERSITY
COLLEGE OF NATURAL AND COMPUTATIONAL SCIENCE
DEPARTMENT OF SPORT SCIENCE
APPENDIX 2A**

QUESTIONNAIRES FOR ATHLETES

Topic: The Effect of Administration Efficiency on sport success in North Shoa zone.

Dear respondent, the purpose of this questionnaire is to find out what you feel and think about sport particularly in this area of sports administration. Please pass through all the questions and statements carefully and answer all of them completely. All information will be kept confidential. You need not to write your names on the questionnaire. Thank you in advance for answering questions.

General Instructions

- No need of writing your name;
- Use(√) **mark** to show your response for close ended questions, and
- Give short answer for the open-ended questions on the space provided
- Thank you in advance for your honest cooperation!!

PART A

1. Gender of the Respondent.
1. Male () 2. Female ()
2. In which Age category do you belong?
1.15-20 () 2.21-30 () 3. 31-40 () 4. 41 and above ()
3. What is your level of education?
1. Elementary () 2. High school () 3. Diploma () 4. Degree ()
4. What is your marital status?
1. Married () 2. Single () 3. Widowed () 4. Divorced ()

PART B: The efficiency of sports administration

Indicate whether you **agree, disagree, strongly agree, strongly disagree and Uncertain with** each statement by putting (√) where applicable uses the following code:

(1) Strongly disagree (2) Disagree (3) Uncertain (4) Agree (5) Strongly agree

No	Questioners for athletes	CHOICE				
		5	4	3	2	1
1	Sport administrators have high skill, Knowledge and performance of sport					
2	Conducting good work planning, implementation and evaluation is available					
3	The sports administrators are professional in sports					
4	Grass root athletes has successfully been developing					
5	Elite athletes has successfully been developing					
6	Athletes has successfully been scoring good competition result at regional & national level					
7	Athletes and coaches has successfully been satisfied with sport results					
8	Societies has successfully been satisfied with current sport result					
9	Sufficient sport competition has frequently been conducted					
10	Youth projects has successfully developing					
11	Women has successfully participated in sport activities					
12	Lack of adequate Budget					
13	Lack of adequate facilities and training equipment					
14	Lack of well-designed scientific sport training program					
15	Lack of administrators proper supervision					
16	Lack of athletes adequate and balanced diet					
17	Lack of communication among staff members					
18	Lack of professional coaches					

1. What are general problems related to sport administration at your sport office?

2. What do you think are the best ways for improving sports success and development in the future?

Appendix 3

**ADDIS ABABA UNIVERSITY
COLLEGE OF NATURAL AND COMPUTATIONAL SCIENCE
DEPARTMENT OF SPORT SCIENCE
INTERVIEW GUIDE FOR SPORT ADMINISTRATORS**

Dear Respondents!

This questionnaire is designed to collect data for the study aimed to The Effect of Administration Efficiency on sport success in North Shoa zone. The data collected using this interview is to be used only for academic purpose and all information gathered from the respondents will be helpful to get relevant results and to forward timely and sound recommendation. Your responses are confidential and are not used for any other purpose rather than this study. Therefore, in order to obtain relevant and reliable information that will contribute to the success of this study, I kindly request your cooperation to answer all the questions honestly as you feel.

Topic: Effect of Administration efficiency on sport success in North Shoa zone.

1. What kinds of sport do your Woreda/town organized and what type of sport types is successful in your Woreda/town?
2. What are miscellaneous resources hindering sport success?
3. What difficulties of sports administration does your office get in administering Sports?
4. What success has been reached by your office in terms of administrating the Sport organization?
5. Why youth project is declined in your Woreda/town?
6. What are general problems related to sport administration at your sport office?
7. What do you think are the best ways for improving sports success and development in the future?

Rarraatuu1

Yunversiitii Finfinneetti

Kolleejjii Saayinsii Umamaafi Komputeeshinaaliitti Muummaa Saayinsii Ispoortii

Rarraatuu 1A:

Bargaaffii Expartoota Ispoortii

Mata-duree: Dhiibbaa gahumsi Hoggansaa Milkaa'insa Ispoortii irratti qabu Godina Shawaa Kaabaa aanaalee filataman muraasarratti kan xiyyeeffate. Kabajamoo gaafatamaa! Kaayyoon bargaaffii kanaa waa'ee Hoggansaa keessumaayyuu naannoo Ispoortii maal akka yaadduu fi sitti dhagahamu adda baaasufidha. Isinis gaaffiilee mara akka xiyyeeffannoon deebistanaan kabajaan gaafadha. Odeeffannoon marti icitiin qabamu. Dhimma qorannoo kana milkeessuun alatti hintajaajilu. Bargaaffii kanarratti maqaa kee hinbarreessitu. Bargaaffii kanaaf deebii kennuu keef galatoomi!

Qajeelfamoota Waliigalaa

- Maqaa kee barreessuun hinbarbaachisu;
- Gaaffiilee deebii gabaabaa qabaniif mallattoo (√) fayyadami.
- Gaaffiilee banaaf deebii gabaabaa barreessi.
- Atooma Keetiif galatoomi!!

Kutaa A: Odeeffannoo durduubaa

1. Koorniyaa gaafatamtootaa. A) Dhiira () B) Dhalaa ()
2. Qoodiinsa umrii kam keessa jirtaa? A) 21-30 () B) 31-40 () C) 41 and above ()
3. Haala fuudhaa fi heerumaa? A) Kan fuudhe/heerumte () B) kan hinfuune/heerumne () C) kan hike/hiikte ()
4. Sadarkaan barnootaa kee? A) Dippiloomaa () B) Digirii () C) Maastersii () D) PHD ()
5. Barnootni ittiin eebbifamte? A) BGJQ/Saayinsii Ispoortii () B) Ogummaa biroo ()

Kutaa B: Gahumsa Hoggansa Ispoortii

Gahumsa Hoggansa Ispoortiin walqabatan gabatee asii gadii keessatti sadarkeessituu 1-5 niin tarreeffamaniiru. Isaanis: **1= Guutummaatti itti walii hingalu, 2= Itti waliihingalu, 3 = Hinmurteessine, 4 = Ittin walii gala, fi 5 = Sirriittan waliigala.**

Kabajamoo gaafatamaa/tuu, haaluma Kanaan, sadarkaa waliigaltee keessanii lakkoofsa gabatee keessatti kenname jalatti mallattoo (√) kaahuun akka agarsiistan kabajaan isin gaafadha.

No	Gahumsa Hoggansa Ispoortii	Filannoo				
		5	4	3	2	1
1	Hoggansi Ispoortii beekumsa, dandeettii fi raawwii olaanaa qaba					
2	Hoggansi Ispoortii ogummaa Ispoortii kana ni qabu					
3	Hoggansi Ispoortii hojii isaaniitti ni gammadu					
4	Hoggantoonni Ispoortii muuxannoo ni qabu					
5	Hoggantoonni Ispoortii gahumsa olaanaa qabu					
6	Hoggansa Ispoortii filachuu keessatti muuxannoon siyaasaa haalaan ilaalama					
7	Leenjistoanni Ispoortii ogummaa kana qabaniifi expartoonni gahaan ni jiru					
8	Hoggantoonni imaammata Ispoortii kan naannoo fi biyyoolessaa ni beeku					
Sadarkaa milkaa'ina Ispoortii						
9	Atileetonni umrii xixiqqaa bu'uurarraa milkaa'inaan dagaagaa jiru					

10	Atileetonni adda duree ta'an milkaa'inaan bahaa jiru.						
11	Atileetonni qabxii gaarii dorgoommii sadarkaa naannoo fi biyyaalessaatti galmeesisaa jiru						
12	Atileetonni fi leenjistoosni qabxii argamaa jirutti milkaa'inaan gammadaa jiru						
13	Bu'aa Ispoortii argamaa jirutti hawaasni haalaan gammadaa jira						
14	Dorgoommiin Ispoortii gahaan gaggeeffamaa jira						
15	Warraaqsi Ispoortii hawaasa milkaa'inaan gammachiisaa jira						
16	Warraaqsi Ispoortii sadarkaa hawaas-dinagdee uummataa milkaa'inaan fooyyesaa jira						
17	Piroojektoonni dorgaggootaa babal'ataa jiru						
18	Dubartoonni gochaalee(sochiiwwan) Ispoortii irratti milkaa'inaan hirmaataa jiru						
19	Karoorrii leenjii atileetotaa tarsii mowaa ta'e ni jira						
Qindaa'ina Gochaalee Ispoortii							
20	Gochaalee Ispoortii muummeen raawwachuun ni mul'ata						
21	Hojiileen hoggantootaa, leenjijootaafi exipartootaa adda bahee jira						
22	Hoggantootaa, leenjijootaa fi exipartootaaf leenjiin walitti fufaa ni kennama						
23	Dhaabbilee keessatti imaammanni Ispoortii naannoofi biyyoolessaa ni raawwatama						
24	Karoorri gaarii, raawwii fi madaalliin ni mul'ata						
Leecaloo dabalataa milkaa'ina Ispoortii danqan							
25	Baajata gahaa dhabuu						
26	Faasiliitiwwaniifi meeshaalee leenjii dhabuu						
27	Leenjii Ispoortii saayinsawaa qindaawaa dhabuu						
28	Hordoffii hoggansaa gaarii dhabuu						
29	Nyaata madaalawaa atileetotaa gahaa dhabuu						
30	Miseensota istaafii gidduutti waliigalteen dhibuu						
31	Leenjisa ogummaa qabu dhabuu						

1. Akka waajjira Ispoortii aanaa(magaala) keessaniitti rakkooleen waliigalaa hoggansa Ispoortiiin walqabatan tarreessaa. _____

2. Milkaa'inaa fi dagaagina Ispoortiiif gara fuulduraatti maaltu dalagamuu qaba? _____

Rarraatu2

Yunversiitii Finfinneetti

Kolleejjii Saayinsii Umamaafi Komputeeshinaaliitti Muumme Saayinsii Ispoortii

Bargaaffii-Atileetotaaf

Mata-duree: Dhiibbaa gahumsi Hoggansaa Milkaa'insa Ispoortii irratti qabu Godina Shawaa Kaabaa aanaalee filataman muraasarratti kan xiyyeeffate. Kabajamoo gaafatamaa! Kaayyoon bargaaffii kanaa waa'ee Hoggansaa keessumaayyuu naannoo Ispoortii maal akka yaadduu fi sitti dhagahamu adda baaasufidha. Isinis gaaffiilee mara akka xiyyeeffannoon deebistanan kabajaan gaafadha. Odeeffannoon marti icitiin qabamu. Dhimma qorannoo kana milkeessuun alatti hintajaajilu. Bargaaffii kanarratti maqaa kee hinbarreessitu. Bargaaffii kanaaf deebii kennuu keef galatoomi!

Qajeelfamoota Waliigalaa

- Maqaa kee barreessuun hinbarbaachisu;
- Gaaffiilee deebii gabaabaa qabaniif mallattoo (✓) fayyadami.
- Gaaffiilee banaaf deebii gabaabaa barreessi
- Atooma Keetiif galatoomi!!

Kutaa A: Odeeffannoo durduubaa

1. Koorniyaa gaafatamtootaa. A) Dhiira () B) Dhalaa ()
2. Qoodiinsa umrii kam keessa jirtaa? A) 15-20 () B) 21-30 () C) 31-40 () D) 41 and above ()
3. Haala fuudhaa fi heerumaa? A) Kan fuudhe/heerumte () B) kan hinfuune/heerumne () C) kan hike/hiikte ()
4. Sadarkaa barnootaan kee? A) Sadarkaa 1^{ffaa} () B) Sadarkaa 2^{ffaa} () C) Dippiloomaa () D) Digirii ()

Kutaa B: Gahumsa Hoggansa Ispoortii

Gahumsa Hoggansaa Ispoortiin walqabatan gabatee asii gadii keessatti sadarkeessituu 1-5 niin tarreeffamaniiru. Isaanis: **1= Guutummaatti itti walii hingalu, 2= Itti waliihingalu, 3 = Hinmurteessine, 4 = Ittin walii gala, fi 5 = Sirriittan waliigala.**

Kabajamoo gaafatamaa/tuu, haluma Kanaan, sadarkaa waliigaltee keessanii lakkoofsa gabatee keessatti kenname jalatti mallattoo (✓) kaahuun akka agarsiistan kabajaan isin gaafanna.

No	Bargaaffii Atileetotaaf	Filannoo				
		5	4	3	2	1
1	Hoggansi Ispoortii beekumsa, dandeettii fi raawwii olaanaa qaba					
2	Karoorri gaarii, raawwii madaalliin ni mul'ata					
3	Hoggansi Ispoortii ogummaa Ispoortii kana ni qabu					
4	Atileetonni umrii xixiqqaa milkaa'inaan dagaagaa jiru					
5	Atileetonni adda duree ta'an milkaa'inaan bahaa jiru.					

6	Atileetonni qabxii gaarii dorgoommii sadarkaa naannoo fi biyyaalessaatti galmeessaa jiru					
7	Atileetonni fi leenjistoonni qabxii argamaa jirutti milkaa'inaan gammadaa jiru					
8	Bu'aa Ispoortii argamaa jirutti hawaasni haalaan gammadaa jira					
9	Dorgoommiin Ispoortii gahaan gaggeeffamaa jira					
10	Piroojektoonni dorgaggootaa babal'ataa jiru					
11	Dubartoonni gochaalee (Sochiiwwan) Ispoortiirratti milkaa'inaan hirmaataa jiru					
12	Baajata gahaa dhabuu					
13	Faasiliitiiwwaniifi meeshaalee leenjii dhabuu					
14	Leenjii Ispoortii saayinsawaa qindaawaa dhabuu					
15	Hordoffii hoggansaa gaarii dhabuu					
16	Nyaata madaalawaa atileetotaa gahaa dhabuu					
17	Miseensota istaafii gidduutti waliigalteen dhibuu					
18	Leenjisa ogummaa qabu dhabuu					

1. Akka aanaa /magaala keessaniitti rakkooleen waliigalaa hoggansa Ispoortiitiin walqabatan tarreessaa.

2. Milkaa'inaa fi dagaagina Ispoortiif gara fuulduraatti maaltu dalagamuu qaba?

Rarraatuu -3

Yunvrsiitii Finfinneetti

Kolleejjii Saayinsii Umamaafi Komputeeshinaaliitti Muummee Saayinsii Ispoortii Qajeelcha afgaaffii hoggantoota Ispoortiiif

Kabajamoo Gaafatamaa!

Bargaaffiin kun “Dhiibbaa gahumsi Hoggansaa Milkaa’insa Ispoortii irratti qabu Godina Shawaa Kaabaa aanaalee filataman muraasarratti kan xiyyeeffate” irratti qorannoo gaggeessuuf ragaalee funaanuuf karoorfame. Kabajamoo gaafatamaa! Waa’ee naannoo hoggansa Ispoortii maal akka yaaddanii fi isinitti dhagahamu adda baaasufidha. Isinis gaaffiilee mara akka xiyyeeffannoon deebistanan kabajaan gaafadha. Odeeffannoon marti icitiin qabamu. Dhimma qorannoo kana milkeessuun alatti hintajaajilu.

Qajeelfama Waliigalaa

1. Maqaa kee barreessuun hinbarbaachisu
2. Qajeelfama kennamerratti hundaa’uun gaaffiilee mara deebisuu yaali
3. Atooma Keetiif galatoomi!!

Mata-duree: Dhiibbaa Gahumsi Hoggansaa Milkaa’insa Ispoortii irratti qabu

1. Aanaan ykn magaallii kee gosa Ispoortii akkamii qindeessaa jiraa? Akaakuu Ispoortii kamiin immoo milkaa’aa jira?
2. Leecaalloo akkamiitu milkaa’ina Ispoortii danqaa jira?
3. Waajjirri keessan rakkoolee hoggansa Ispoortii akkamiifaa qaba?
4. Waajjirri keessan hoggansa Ispoortii keessatti milkaa’ina akkamii goonfatee?
5. Piroojektoonni dargaggootaa aanaa ykn magaalaa keessanii maaliif gad aanaa ta’a?
6. Akka aanaa ykn magaalaa keessaniitti rakkooleen waliigalaa hoggansa Ispoortiiin walqabatan tarreessaa.
7. Milkaa’inaa fi dagaagina Ispoortiiif gara fuulduraatti maaltu dalagamuu qaba?

ተጨማሪ ክፍል -1

አዲስ አበባ ዩኒቨርሲቲ

**የተፈጥሮና ኮምፒዩቴሽናል ሳይንስ ኮሌጅ
የ ስፖርት ሳይንስ ትምህርት ክፍል**

ተጨማሪ ክፍል 1 ለስፖርት በለመዎች የተዘጋጀ ጥያቄዎች

ርዕስ: በሰሜን ሸዋ ዞን የ ስፖርት አስተዳደር ያለውብቃት በስፖርት ስኬት ላይ ማድመጣዉ ተጽእኖ በተወሰኑ የተመረጡ የወረዳዎች የ ስፖርት ጽ/ቤት :: ወድ ምላሽ ሰጭ የዚህ መጠይቅ ዓላማ በዚህ የ ስፖርት አስተዳደር ወስጥ ስለስፖርቱ ምን እንደሚሰማት ለማወቅ እና መፍትሄ ለማግኘት ነ ወ። : እባክዎን ሁሉንም ጥያቄዎች እና መግለጫዎች በጥንቃቄ በማንበብ ሁሉንም ጥያቄዎች መሉ በመሉ ይመልሱ። ምላሾችዎ ሚስጥራዊ ናቸው። እናም ከዚህ ጥናት ይልቅ ለሌላ ለማንኛውም ዓላማ ጥቅም ላይ አይውሉም። ለጥያቄዎች መልስ ስለምስጠብቅድሜ አመሰግናለሁ። :

አጠቃላይ መመሪያዎች

- በመጠይቁ ላይ ስምዎትን መጻፍ አያስፈልግም
- ለቅርብ ጊዜ ጥያቄዎች ምላሽዎን ለማየት ይህን ምልክት (✓) ያድርጉ(ይጠቀሙ)፤ እና
- በተሰጠውቦታ ላይ ለክፍት ጥያቄዎች አጭር መልስ ይስጡ
- ለትህትናዎ በቅድሚያ እናመሰግናለን !!

ክፍል <<ሀ>> የ ስነ -ሕዝብሚጃ

1. የ ጥያቄዉ መልስ ሰጪዎታ
 - ሀ) ወንድ () ለ) ሴት ()
2. በየ ትኛው የ ዕድሜ ምድብ ወስጥ ይገኛሉ?
 - ሀ) 11-20 () ለ) 21-30 () ሐ) 31-40 () መ) 41 እና ከዚያ በላይ ()
3. የ ጋብቻ ሁኔታ ምን ድነ ወ?
 - ሀ) ያገባ/ች () ለ) ያለገባ/ች () ሐ) የ ፈታ/ች ()
4. የ ትምህርት ደረጃዎ ምን ድነ ወ?
 - ሀ) ዲፕሎማ () ለ) ዲግሪ () ሐ) ማስተር () መ) ከዚያን በላይ ()
5. የ ባለ መያ መስክዎ ምን ድነ ወ?
 - ሀ) የ ሰውነት ማስገልጫ ትምህርት / ስፖርት () ለ) ሌሎች መያዎች ()

ክፍል <<ለ>> የ ስፖርት አስተዳዳሪዎች ብቃት

እባክዎን በስፖርት አስተዳዳሪዎች ላይ ባሉ መጠይቆች ላይ መስማዎትዎን ወይም አለመስማዎትዎን እንደሚከተለው ይጥቀሱ 1) = በጣም አልሰማም 2) = አልሰማም 3) = እርግጠኛ ያልሆነ 4) = እስማማለሁ 5) = በጣም እስማማለሁ :

ተ.ቁ	የ ስፖርት አስተዳዳሪዎች ብቃት	ምር መዎች				
		5	4	3	2	1
1	የ ስፖርት አስተዳዳሪዎች ከፍተኛ እውቀት፣ ችሎታ እና ጥሩ አፈፃፀም አላቸው					
2	የ ስፖርት አስተዳዳሪዎች የ ስፖርት ባለሙያ ናቸው					
3	የ ስፖርት አስተዳዳሪዎች በሙያ ቸውደስተኛ ናቸው					
4	የ ስፖርት አስተዳዳሪዎች የ ሙያ ልምድ አላቸው					
5	የ ስፖርት አስተዳዳሪዎች ከፍተኛ ብቃት አላቸው					
6	የ ስፖርት አስተዳዳሪዎች በሚሚጠብቅ ጊዜ የ ፖለቲካ ልምዳቸው በትክክል ይታያል					
7	የ ስፖርት አሰልጣኞች የ ስፖርት ሙያ ያላቸው እና በቂ የ ስፖርት ኤክስፐርቶች ይገኛሉ					
8	አስተዳዳሪዎች የ ክልል እና ብሄራዊ ስፖርት ፖሊሲን በደንብ ያወቃሉ					
የ ስፖርቱ የ ስኬት ደረጃ						
9	አትሌቶች በታዳጊ እድሜቸው ከመጣ ሻቸው በጥሩ ወጠቱና በስኬት በሚደግ ላይ ይገኛሉ					
10	አርአያ ሊሆኑ የሚችሉ አትሌቶች በተሳካ ሁኔታ እድገት እያሳዩ ነው					
11	የ ጥሩ ወጠቱ ያላቸው አትሌቶች በክልል እና ሃገር አቀፍ ደረጃ በተሳካ ሁኔታ ወጠታማ እየሆኑ ነው					
12	አትሌቶች እና አሰልጣኞች በስፖርት ወጠቶች በተሳካ ሁኔታ ረክተዋል					
13	ህብረተሰቡ አሁን ባለው የ ስፖርት ወጠቱ በተሳካ ሁኔታ ረክተዋል					
14	በቂ የሆነ የ ስፖርት ወድድር ብዙ ጊዜ ይካሄዳል					
15	የ ስፖርት ንቅናቄ በተሳካ ሁኔታ ህብረተሰቡን እያዝናና ይገኛል					
16	የ ስፖርት ንቅናቄ በተሳካ ሁኔታ የ ሰዎችን ማህበራዊና ኢኮኖሚያዊ ሁኔታ በማሻሻል ላይ ይገኛል					
17	የ ወጣቶች ፕሮጀክቶች በተሳካ ሁኔታ እየተስፋፉ ናቸው					
18	ሴቶች በስፖርት እንቅስቃሴዎች በተሳካ ሁኔታ ይሳተፋሉ					
19	ስትራቴጂክ የሆነ የ አትሌቶች ስልጠና ዕቅድ አለ					
የ ስፖርት እንቅስቃሴዎች አደራጃጀት						
20	የ ስፖርት እንቅስቃሴዎች በየሥራ ድርሻ እየተሰራ ይገኛል					
21	የ አስተዳዳሪዎች፣ አሰልጣኞች እና ባለሙያዎች ተግባራት በግልጽ ተለይተዋል					
22	ለስፖርት አስተዳዳሪዎች፣ አሰልጣኞች እና ባለሙያዎች ብዙ ጊዜ ሥልጠናዎች ይዘጋጃሉ					
23	ብሔራዊ እና የ ክልል ስፖርት ፖሊሲዎች በስፖርት ጽ/ቤት ወስጥ ተፈፃሚ ጥረት አላቸው					

24	ጥሩ የሥራ እቅድ ማወጣት፣ አተገባበር እና ግምገማ ማይገኛል						
የስፖርት ስኬት የሚደናቅፉ የተለያዩ ቁሳቁሶች							
25	በቂ በጀት ማጣት						
26	በቂ መገልገያዎች እጥረት እና የሥልጠና መሣሪያዎች ማጣት						
27	በጥሩ ሁኔታ ሳይንሳዊ እና የተቀናጀ ስፖርት ስልጠና ፕሮግራም አለመኖር						
28	የአስተዳዳሪዎች ተገቢ የሆነ ቁጥጥር አለመኖር						
29	አትሌቶች በቂ እና የተመጣጠኑ ምግብ አለመግኘት						
30	የቢሮ ሠራተኞቹ መካከል አለመገባባት መኖር						
31	መጭንቆ ብቃት ያለው አሰልጣኝ ማጣት						

1. በወረዳ ወይም በዞን ከተማ ውስጥ ካለው የስፖርት አስተዳደር ጋር የሚዘመዱ አጠቃላይ ችግሮች ምን ድናቸው?

2. ለወደፊት ለስፖርት ስኬት እና ለሌሎች ማሻሻል ምን መደረግ አለበት?

ተጨማሪ ክፍል -2

አዲስ አበባ ዩኒቨርሲቲ

**የተፈጥሮና ኮምፒዩተር ሳይንስ ኮሌጅ
የ ስፖርት ሳይንስ ትምህርት ክፍል**

ተጨማሪ ክፍል 2 ለአትሌቶች የታዘገጁ ጥያቄዎች

ርዕስ: በሰሜን ሸዋ ዞን የ ስፖርት አስተዳደር ያለው ብቃት በስፖርት ስኬት ላይ ማድመጣዎቹ ተጽእኖ

በተወሰኑ የተመረጡ የወረዳዎች የ ስፖርት ጽ/ቤት :: ወድ ምላሽ ሰጪ የዚህ ማጠቃለያ ዓላማ በዚህ የ ስፖርት አስተዳደር ወስጥ ስለስፖርቱ ምን እንደሚጠበቅ ለማወቅ እና መፍትሄ ለማግኘት ነው :: ምላሾችዎ ማህጸን ማድረግ ናቸው :: እናም ከዚህ ጥናት ይልቅ ለሌላ ለማንኛውም ዓላማ ጥቅም ላይ አይውሉም :: እባክዎን ሁሉንም ጥያቄዎች እና መግለጫዎች በጥንቃቄ በማንበብ ሁሉንም ጥያቄዎች ሙሉ በሙሉ ይሙሉ:: ለጥያቄዎች ሙሉ ስለምስጢር ስርዓት አመሰግናለሁ ::

አጠቃላይ መመሪያዎች

- በማጠቃለያ ላይ ስምዎን ማጽናት አያስፈልግም
- ለቅርብ ጊዜ ጥያቄዎች ምላሽዎን ለማሳየት ያለውን ምልክት (✓) ያድርጉ (ይጠቀሙ)፤ እና
- በተሰጠው ቦታ ላይ ለክፍት ጥያቄዎች አጭር ሙሉ ይሙሉ
- ለትህትናዎ በቅድሚያ እና መሰጠት !!

ክፍል <<ሀ>> የ ስነ -ሕዝብ መረጃ

1. የ ጥያቄዎ ሙሉ ስጦታ
 - ሀ) ወንድ () ለ) ሴት ()
2. በየ ትኛው የዕድሜ ምድብ ወስጥ ይገኛሉ?
 - ሀ) 11-20 () ለ) 21-30 () ሐ) 31-40 () መ) 41 እና ከዚያ በላይ ()
3. የጋብቻ ሁኔታ ምን ድካም ነው?
 - ሀ) ያገባ/ች () ለ) ያለገባ/ች () ሐ) የፈታ/ች ()
4. የትምህርት ደረጃዎ ምን ድካም ነው?
 - ሀ) የመጀመሪያ ደረጃ ትምህርት () ለ) የሁለተኛ ደረጃ ትምህርት () ሐ) ዲፕሎማ () መ) ድግሪ ()

ክፍል <<ለ>> የ ስፖርት አስተዳዳሪዎች ብቃት

እባክዎን በስፖርት አስተዳዳሪዎች ላይ ባሉ ማጠቃለያ ላይ መስጠትዎን ወይም አለመስጠትዎን እንደሚጠበቅ ተለው ይጥቀሱ

1)=በጣም አልሰማም 2)=አልሰማም 3)= እርግጠኛ ያልሆነ 4)= እስማላሁ 5)=በጣም አስማላሁ ::

ተ.ቁ	የ ስፖርት አስተዳዳሪዎች ብቃት	ምርመራዎች				
		5	4	3	2	1
1	የ ስፖርት አስተዳዳሪዎች ከፍተኛ እውቀት፣ ችሎታ እና ጥሩ አፈፃፀም አላቸው					
2	ጥሩ የ ሥራ ዕቅድ ማዘጋጀት፣ አተገባበር እና ግምገማ ማድረግ					

3	የስፖርት አስተዳዳሪዎች የስፖርት ባለሙያ ናቸው						
4	አትሌቶች በታዳጊ እድሜያቸው ከመሳሪያ ቤቶች ለጥሩ ወጠውና በስኬት በማድግ ላይ ይገኛሉ						
5	አርአያ ሊሆኑ የሚችሉ አትሌቶች በተሳካ ሁኔታ እድገት እያሳዩ ነው						
6	የጥሩ ወጠው ያላቸው አትሌቶች በክልል እና ሃገር አቀፍ ደረጃ በተሳካ ሁኔታ ወጠው እየሆኑ ነው						
7	አትሌቶች እና አሰልጣኞች በስፖርት ወጠው በተሳካ ሁኔታ ረከተዋል						
8	ህብረተሰቡ አሁን ባለው የስፖርት ወጠው በተሳካ ሁኔታ ረከተዋል						
9	በቂ የሆነ የስፖርት ወድድር ብዙ ጊዜ ይካሄዳል						
10	የወጣቶች ፕሮጀክቶች በተሳካ ሁኔታ እየተስፋፉ ናቸው						
11	ሴቶች በስፖርት እንቅስቃሴዎች በተሳካ ሁኔታ ይሳተፋሉ						
12	በቂ በጀት ማጣት						
13	በቂ መገልገያዎች እጥረት እና የሥልጠና መሣሪያዎች ማጣት						
14	ሳይንሳዊ እና የተቀናጀ ስፖርት ስልጠና ፕሮግራም አለመኖር						
15	የአስተዳዳሪዎች ተገቢ የሆነ ቁጥጥር አለመኖር						
16	አትሌቶች በቂ እና የተመጣጠኑ ምግብ አለመግኘት						
17	የቢሮ ሠራተኞቹ መካከል አለመግባባት መኖር						
18	መቼት ብቃት ያለው አሰልጣኝ ማጣት						

1. በወረዳ ወይም በዞን ከተማ ወስጥ ካለው የስፖርት አስተዳደር ጋር የሚገናኙ አጠቃላይ ችግሮች ምን ድናቸው?
2. ለወደፊት ለስፖርት ስኬት እና ለመገንጠል ምን መደረግ አለበት?

ተጨማሪ ክፍል -3
አዲስ አበባ ዩኒቨርሲቲ

**የተፈጥሮና ኮምፒዩቴሽናል ሳይንስ ኮሌጅ
የስፖርት ሳይንስ ትምህርት ክፍል**

ለስፖርት አስተዳደር >> የ <ቃለ መጠይቅ> መመሪያ

ወድ ምላሽ ሰጪ

ይህ መጠይቅ በሰሜን ሸዋ ዞን የስፖርት አስተዳደር ያለው ብቃት በስፖርት ስኬት ላይ ማይመጣው ተጽእኖ በተመሳሳይ ወረዳዎች እና የከተሞች ስፖርት ጽ / ቤት የስፖርት አስተዳደር ወጠታማነት ላይ ለማድረግ ውጥናት መራጃ ለመስጠት ታስቦ የተዘጋጀ ነው። ተገቢ ወጠቆችን ለማግኘት እና ወቅታዊ እና ጠፍ ማምከሮችን ለመስተላለፍ ጠቃሚ ምላሾች ማስጠራቂያና ቸው እናም ከዚህ ጥናት ይልቅ ለሌላ ለማንኛውም ዓላማ ጥቅም ላይ አይውሉም። ስለዚህ ለዚህ ጥናት ስኬት አስተዋፅኦ የማይበረክት ተገቢና አስተማማኝ መረጃ ለማግኘት፣ ስለሚጠቅም ሁሉንም ጥያቄዎች በሐቀኝነት ለመመለስ ትብብርዎን እንድያደራጉ በትህትና እጠይቃለሁ።

አጠቃላይ አቅጣጫ

1. ስምዎን መጻፍ አያስፈልግም
2. በተሰጠው መመሪያ መሠረት ለእያንዳንዱ ጥያቄ መልስ ለመስጠት ይሞክሩ

ርዕስ: በወረዳ/በከተማደረጃ በስፖርት ጽ/ቤት ላይ የስፖርት አስተዳደር ብቃት።

1. ወረዳዎ/ከተማዎ ምን ዓይነት የስፖርት አይነቶችን ያዘጋጃል እና ወጠታማ የሆነ በት ስፖርት አይነቶች ምን ድናቸው?
2. የስፖርት ስኬት የማይደናቅፉ ልዩ ልዩ ምክንያቶች ምን ድናቸው?
3. ቢሮዎ ስፖርቶችን በመስተዳደር ረገድ ምን ዓይነት የስፖርት አስተዳደር ችግሮች አሉት?
4. የስፖርት ዘርፉን ከመስተዳደር ጋር በተያያዘ ቢሮዎ ምን ስኬት አግኝቷል?
5. በወረዳዎ/በከተማዎ ውስጥ የወጣቶች ፕሮጀክት ለምን ድን ዉዝቅተኛ የሆነ ዉ?
6. በወረዳዎ/በከተማዎ ውስጥ ካለው የስፖርት አስተዳደር ጋር ማዘመዱ አጠቃላይ ችግሮች ምን ድናቸው?
7. ለወደ ፊት የስፖርት ስኬት እና ልማት ለማሻሻል የተሻሉ መንገዶች ምን ድናቸው?