

Factors that Hinder the Effectiveness of Addis Ababa City Football Club

Eshetu Nigusu

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This it to certify that the thesis prepared by Eshetu Nigusu, entitled:
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(Internal) _____ Signature _____ Date _____

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(External) _____ Signature _____ Date _____

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List of Acronyms and Abbreviations

AACFC	Addis Ababa City Football Club
EFF	Ethiopian Football Club
CAF	Confederation of African Football
FIFA	Federation International de Football Association
IFAB	International Football Association Board
FDRE	Federal Democratic Republic of Ethiopia
FYSA	Florida Youth Soccer Association

Abstract

Today football is more than a Game. It enables a country to develop economic social relationship, politically and an instrument to build national images. The purpose of this thesis was to study factors that hinder the effectiveness of Addis Ababa city football club, found in Addis Ababa city administration. The sample of the subject consist of 4 committee members, 4 Addis Ababa city football club officials , 6 coaching staffs, 25 main team players and 15 grass root players of Addis Ababa city football club from total 54 population. The researcher used purposive sampling techniques. To conduct a research both quantitative (using simple percent), qualitative and descriptive survey method were employed. A collected data suggests those factors hinder the effectiveness of the club under investigation. The result of the study indicates that some factors that hinder the effectiveness of Addis Ababa city Football club as compared to the period of their establishment as well as the objective of the club. Major findings of the study are concerned majority of the respondents stated that, the factors is lack of football facilities, Finance, Accommodation, standard playground and lack of daily balanced diet for the players. As a general, if the above mentioned paints are taken in to practices the researcher believes that the effectiveness of Addis Ababa city football club will be improved.

Key Words: - Club, Football, Effectiveness, Hinder, Factors

CHAPTER ONE

1. INTRODUCTION

1.1 Background of the Study

Today football is more than a Game. It enables a country to develop economic social relationship, politically and an instrument to build national images.

According to FIFA laws of the game 2010/2011 Association footballs played in accordance with a set of rules known as the Laws of the Game. The game is played using a spherical ball known as the football (or soccer ball). Two teams of eleven players each compete to get the ball into the other team's goal (between the posts and under the bar), thereby scoring a goal. The team that has scored more goals at the end of the game is the winner; if both teams have scored an equal number of goals then the game is a draw. Each team is led by a captain who has only one official responsibility as mandated by the Laws of the Game: to be involved in the coin toss prior to kick-off or penalty kicks.

According to FIFA laws of the game 2010/2011 the primary law is that players other than goalkeepers may not deliberately handle the ball with their hands or arms during play, though they do use their hands during a throw-in restart. Although players usually use their feet to move the ball around, they may use any part of their body (notably, "heading" with the forehead) other than their hands or arms. Within normal play, all players are free to play the ball in any direction and move throughout the pitch, though the ball cannot be received in an offside position

Football has become a vital instrument for hundreds of social development programs run by nongovernmental community based organizations all around the world. These programs are providing children and young people with valuable tools to actively make a difference in their own lives. In 2005, FIFA and street football world jointly began to bring such organizations together, strengthen their programs through direct support and increase their visibility. Today, the Football for Hope movement provides access to programs which serve hundreds of thousands of young people all over the world. (Mirka Belhová, Bella Bello Bituguo and others, 2011 Football for Development Manual.

According to FIFA Website, the origin of football can be found in every corner of geography and history. The Chinese, Japanese, Italian, Ancient Greek, Persian, Viking, and many more played a ball game long before our era. The Chinese played "football" games date as far back as 3000 years ago. The Ancient Greeks and the Roman used football games to sharpen warriors for battle. In south and Central America a game called "Tlatchi" once flourished. But it was in England that football was really begun to take shape. It all started in 1863 in England, when two football association (association football and rugby football) split off on their different course.

According to FIFA Website, Therefore, the first Football Association was founded in England. On October 1863, eleven London Clubs and schools sent their representatives to the Freemason's Tavern. These representatives were intent on clarifying the muddle by establishing a set of fundamental rules, acceptable to all parties, to govern the matches played amongst them.

Football game had wide historical development globally as well here in our country it becomes more popular games in Ethiopia since it was begun following the inventions of foreigners. Around 1916 Foreign communities ,like Armenians ,the Greeks, Italians were computing each other of different schools and Jan-Hoy-Meda mean while the society were used to watch the match .Ethiopia started to participate in international competitions and also formed CAF together with Sudan and Egypt . In 1960 and 1968, Ethiopia hosted 6th and 10th African cup respectively, Ethiopia, as a founder of CAF is not effective at this time, since the development football very much poor, the successes of the national team depends on the effectiveness of the clubs. (EFF)

According to AACFC Rule and Regulation Manual Despite all the historical developments were in Addis Ababa today it seems that Addis left behind, it is youngest club established in 2010 to represent Addis Ababa. Addis Ababa city football club is one of the club which formed by the objective of build strong society base, safety and strong fanatical support and to give modern and scientific training for the elite and grass root football players to support the effectiveness of the national team.

1.2 Statement of the problem

Since 2003 E.C. the reemergence of Addis Ababa City football Club as representative of Addis Ababa the capital city of Ethiopia and Africa. The foundation of the club is too late because the historical background of Ethiopian football is stated around Addis Ababa City and the number of spectators can very interested with club to be effective in both national and premier league but Addis Ababa city football club came to participate in the premier league 2009 E.C. as a result 20th place from the participant of 20 club. This makes many supporter and sport society to raise a question about the effectiveness of club officials, coaching staff and players.

Because of the dynamism of development of Addis Ababa City the life style seems changing gradually. From villa's to apartment open space is diminishing etc. the present study is to look in to who is in the team (are they from Addis Ababa), which projects B, C are feeding Addis Football club and sustainability of Addis Ababa city football club by different directions.

The study was intended to find out the factors that hinder the effectiveness of Addis Ababa city football club, in order to achieve the solutions to the factors. The following basic research questions are formulated.

1.3 Research questions

1. How is Addis Ababa city football club organized?
2. What are the potential challenges that hindering the effectiveness of Addis Ababa city football players?
3. What is the role of grass roots development look like to make the club effective?
4. How does the club generate income by different means of income generation method?
5. How do Addis Ababa City Football Club players perceive the overall activity? Of club officials and coaching staff?

1.4 Objective of the study

1.4.1 General objective

The general objective of the study is to find out the major challenges that hindering the effectiveness of Addis Ababa city football club.

1.4.2 Specific objectives

The specific objectives of the study are:-

1. To identify the criteria of player selection
2. To investigate the effort done by coaching staff, club official's players to make the club effective.
3. To suggest the important role of facilities and employments for the effectiveness of the club.
4. To investigate the activities of grass root development to support the main club
5. To identify the potential challenges that hindering the effectiveness of Addis Ababa City Football Club.

1.5 Significance of the study

The study is support the Addis Ababa football club by providing their status of effectiveness. Therefore, the findings of the study are specially being significant for the following major reasons:

1. It is hoped the study is provide some information to club leaders, coaches, players and concerned partners of Addis Ababa city football club in their existing factors hinder the effectiveness.
2. To identify the prevailing major problems of Hindering the effectiveness of Addis Ababa City football club development and to take corrective measures in accordance with possible finding
3. It is hoped that the study would enable to pin out the criteria and directions to Addis Ababa city football club and clubs with similar level and other stake holders in designing and executing effective strategic plan on football club effectiveness.

1.6 Delimitation

This study is confined in its scope to selected Addis Ababa city football club. Particularly the study delimited only to investigate the main challenges related to the effectiveness of Addis Ababa city Football Club coaching staff, Club officials and purposely selected Football players.

1.7 limitations

The research doesn't believe that the study is totally free from any type of limitations. As result of factors like unavailability of literature review in the area, of study to subjects not give genuine information, time and financial constraints may affect the researchers schedule to conduct the research effectively.

1.8 Definition of the terms

The following terms are basic ones which needs the operational definition as the researcher is used them in the research, and listed them by Alphabetical order.

1. **Club:-**means a team of Football sport which is licensed by the Ethiopian Football Federation and entitled to lead, spread and promote the sport of Football, and also participate in different competitions.
2. **Effectiveness:-**means the degree at which one work is done well and produces the results that were intended.
3. **Elite:-**means the most talented and the best players.
4. **Entitlement:-**means the right to have or do something.
5. **Facilities:-**are buildings, pieces of equipment, or services that are provided for the sport of Football.
6. **Garrison:-**means a group of soldiers whose task is to guard then either town or building where they live.
7. **Grass-root: -**means ordinary children or youth those are grouped to train Football in words and city to form the main team as elite in the far future.
8. **Veterans:-**means the members of soldiers who have served in the armed forces of their country, especially during a war.

1.9. Organization of the study

The content of the study was organized into five chapters. The first chapter deals with introduction, which consists of: background of the study and study area, statement of the problem, research questions, general and specific objectives, significance of the study, delimitation and limitation of the study and definition of some key terms and concepts and organization of the study.

Chapter two deals with review of related literature, which consists of: Background of football history, characteristics of football, equipment, youth development, different directives ,Ethiopian sport policy, organizing football management and coaching staff , organizations of coaching, the practice session, components of football coaching, best practice ,football players election, football facility and equipment.

Chapter three deals with research design and methodology, chapter four deals with analysis and interpretations of data collected and finally, the last chapter involves summary, conclusions and recommendations provided by the researcher.

CHAPTER TWO

2. REVIEW OF RELATED LITERATURE

As it is widely believed by intellectuals in the research affair review of related literature is part of the research that place significant role. Based on this idea most of the researchers use this part as a theoretical base to analyze the collected data and to reach a conclusion

The following literature review provided a brief overview of the positioning Football Club within the Ethiopian Sport System & the effect of government policy and funding on sport in Ethiopia. The importance of sport Club within Ethiopia is established to illustrate the importance of this study to further understandings community sport organizations, and in turn hopefully assist sport administrators in becoming more effective in their role. Research of this Club was varied, so a review of more relevant aspects was included, for example, Club establishment and fund rising system and the like.

The strong emphasis of this study was on organizational effectiveness. Overview of the importance of investigating organizational effectiveness was discussed and the difficulties researchers found in defining organizational effectiveness. Many approaches to measuring organizational effectiveness and the most commonly used approaches are outlined. The approach used in this study is acknowledged, with its strengths and weaknesses noted, and evidence was presented to justify the approach as appropriate for use in this study. As researchers suggested a link between an organization's effectiveness and an organization's culture this review briefly Organizational culture within the sport context & how relates to organizational effectiveness. (Cameron and Freeman, 1991)

2.1. Characteristics of football game

Football, commonly known as Association football, is a sport played between two teams of eleven players with a spherical ball. It is played by 250 million players in over 200 countries, making it the world's most popular sport. The game is played on a rectangular field with a goal at each end. The object of the game is to score by using any part of the body besides the arms and hands to get the football into the opposing goal. (Reilly T. 1996:1)

According to FIFA laws of the game 2010/2011 The goalkeepers are the only players allowed to touch the ball with their hands or arms while it is in play and then only in their penalty area. Outfield players mostly use their feet to strike or pass the ball, but may use their head or torso to strike the ball instead. The team that scores the most goals by the end of the match wins. If the score is tied at the end of the game, either a draw is declared or the game goes in to extra time and/ or a penalty shootout depending on the format of the competition. The Laws of the Game were originally codified in England by The Football Association in 1863. Association football is governed internationally by the International Federation of Association Football.

According to FIFA laws of the game 2010/2011 Association football is played in accordance with a set of rules known as the Laws of the Game. The game is played using a spherical ball known as the football (or soccer ball). Two teams of eleven players each compete to get the ball into the other team's goal (between the posts and under the bar), thereby scoring a goal. The team that has scored more goals at the end of the game is the winner; if both teams have scored an equal number of goals then the game is a draw. Each team is led by a captain who has only one official responsibility as mandated by the Laws of the Game: to be involved in the coin toss prior to kick-off or penalty kicks.

According to FIFA laws of the game 2010/2011 the primary law is that players other than goalkeepers may not deliberately handle the ball with their hands or arms during play, though they do use their hands during a throw-in restart. Although players usually use their feet to move the ball around, they may use any part of their body (notably, "heading" with the forehead) other than their hands or arms. Within normal play, all players are free to play the ball in any direction and move throughout the pitch, though the ball cannot be received in an offside position. .

According to FIFA laws of the game 2010/2011 In typical game play, players attempt to create goal-scoring opportunities through individual control of the ball, such as by dribbling, passing the ball to a team-mate, and by taking shots at the goal, which is guarded by the opposing goalkeeper. Opposing players may try to regain control of the ball by intercepting a pass or through tackling the opponent in possession of the ball; however, physical contact between opponents is restricted. Football is generally a free-flowing game, with play stopping only when the ball has left the field of play or when play is stopped by the referee for an infringement of

the rules. After a stoppage, play recommences with a specified restart. .

According to FIFA laws of the game 2010/2011 The Laws of the Game do not specify any player positions other than goalkeeper, but a number of specialized roles have evolved. Broadly, these include three main categories: strikers, or forwards, whose main task is to score goals; defenders, who specialize in preventing their opponents from scoring; and midfielders, who dispossess the opposition and keep possession of the ball in order to pass it to the forwards on their team. Players in these positions are referred to as outfield players, in order to distinguish them from the goalkeeper. These positions are further subdivided according to the area of the field in which the player spends most time.

The number of players in each position determines the style of the team's play; more forwards and fewer defenders creates a more aggressive and offensive- minded game, while the reverse creates a slower, more defensive style of play. While players typically spend most of the game in a specific position, there are few Restrictions on player movement and players can switch positions at any time. The layout of a team's players is known as a formation. Defining the team's formation and tactics is usually the prerogative of the team's manager (.wondimu.T./ass.prof 2004)

2.2 Ancient history of football

The history of soccer or associated football evolved from different parts of the world, as many people had their own version of kicking a ball with the feet. Though the games differed, the concept was the same when one looks at the history of soccer: kicking the ball with the feet. Every continent has its share in soccer history and may be why soccer is loved around the globe. According to the (FIFA) the history of soccer began with the Chinese the "very earliest form of the game for which there is scientific evidence was an exercise of precisely this skillful technique dating back to the 2nd and 3rd centuries B.C. in China." Participants in this game used a ball filled with feathers. However, other countries and kingdoms had their versions of soccer. Japanese players juggled a ball in the air with each other like "hacky-sack," without letting it touch the ground in 600 AD.(Taylorsville 2011)

In addition, the Romans had games called Harpastum, which was similar to soccer. Eventually

the history of soccer can be traced into different forms being played in Medieval Europe. This type of soccer goes down in history as being called “Mob Football.” It was loved by the people, but hated by authorities who sometimes opposed the games. Thus, many credit the history of soccer to Great Britain. Having started around 800AD in England, this form of Rugby grew so popular to the point that King Edward II banned the sport in the 1300s. Still the game of soccer survived and grew even more; even to the point that history shows it evolving worldwide in the 1800s. In the late 1800s, the history of soccer took an interesting turn. Rugby, the forerunner of American football, was also very popular and it too spread to other countries from travelers, traders and sailors during the Industrial Revolution. (Taylorsville 2011)

2.3. Modern History of Soccer

In 1815, a major development took place that made soccer popular in Universities, Colleges and Schools. The popular English School and Eton College came forth with a set of rules, known as the Cambridge Rules. Football was segregated into two groups; some colleges and schools opted for Rugby rules that allowed tripping, shin kicking and also carrying the ball. These rules were exclusively prohibited as per the Cambridge rules. The history of modern-day soccer was established in 1863. In October 1863, eleven representatives from London clubs and schools met at the Freemason’s Tavern to set up common fundamental rules to control the matches amongst themselves. (Taylorsville 2011)

The outcome of this meeting was the formation of the Football Association. In December 1863, the Rugby Football and Association football finally split as the supporters of the Rugby School rules walked out. Soccer (association football) emerged from a meeting in 1863 of the London Football Association (FA), when the game of Rugby football (played with both feet and hands) and soccer (played just with feet) were distinguished. By this point in soccer history, the game evolved into only being played in universities and schools, but the game had its first set of rules created by the FA. But in the next decade, soccer became popular with the blue-collar work of Britain and therefore the game grew even more. The first soccer cup was the FA Cup in 1871, and helped to increase the fan base. 1872 marked the first international competition, when all-star teams from England and Scotland met for the first time (still the oldest soccer competition to date). (Taylorsville 2011)

Scottish footballers from this first meeting were soon to join British soccer clubs after a draw match. Professional players were first recognized for soccer by the FA in 1885, as soccer history evolved even more. The laws or rules of soccer are determined by the International Football Association Board (IFAB). (Taylorsville 2011)

Apparently, soccer spread from England to the rest of the world, and gaining so much popularity that a worldwide association needed to be arranged to organize the sport. FIFA was formed in 1904, and it was the start of a new history for soccer. Seven European soccer associations from Denmark, France, Spain, Belgium, Switzerland and the Netherlands met in Paris, France and began FIFA. FIFA's headquarters eventually were established in Geneva, Switzerland in the 1930s.

By this time, professional soccer leagues were in many countries throughout the world. Today, football is played at a professional level all over the world. Millions of people regularly go to football stadiums to follow their favorite teams, while billions more watch the game on television or on the internet. A very large number of people also play football at an amateur level. According to a survey conducted by over 240 million people from more than 200 countries regularly play football. Football has the highest global television audience in sport. (Taylorsville 2011)

In many parts of the world football evokes great passions and plays an important role in the life of individual fans, local communities, and even nations. R. Kapuscinski says that people who are polite, mode store venhumble in Europe fall easily into rage with playing or watching soccer games. The rules of association football were codified in England by the Football Association in 1863 and the name association football was coined to distinguish the game from the other forms of football played at the time, specifically rugby football. . Kapuscinski, Ryszard (2007).

Firmly establishing the foundation of soccer in 1869, the Football Association strictly banned any kind of handling of the ball. Soccer's popularity spread rapidly during the 1800s as British sailors, traders and soldiers introduced the sport to different parts of the globe. Italians, Austrians and Germans drew to Europe, while Argentina, Uruguay and Brazil adopted the sport in South America. FIFA was established in the year 1904 and by early 1930s; different

leagues were operating from various countries. FIFA is credited with organizing the first world cup in Uruguay. (Mazumdar, Partha 2006)

The history of soccer is rich with events, development and its growing craze all over the world. The first World Cup was therefore held in 1930. There have been 18FIFAWorldCup tournaments as of 2006, as soccer have grown even more in popularity over the last eight decades. It is estimated that billions of people around the world watch soccer game on TV or in-person. Many play soccer at an amateur and professional level, as well. FIFA estimates that 240 million people play soccer regularly in more than 200 countries. This is why soccer is claimed by many to be the most popular sport in the world. (Taylorsville 2011)

2.4. Football in Africa

According to Asnakech Endale thesis May 2014, Without doubt football (that is, soccer) is the most popular sport in Africa. Indeed, football is probably the most popular sport in every African country. Football was introduced into Africa more than100 years ago by the British, Belgian, French, and Portuguese colonialists. Football is also the most popular sport in most of Europe, so it is not surprising that European colonists introduced football in there colonies.

Football can be a very exciting game, but part of its popularity in Africa is a result of its accessibility. That is, unlike many team sports, it does not take much money or great resources to play football. All you need is a somewhat flat field cleared of rocks, four poles (or just four rocks) to serve as goal-posts and a ball (even a homemade ball made of local materials will do). Football is accessible because it can be played almost anywhere in Africa, and by almost any healthy young person beginning more than 50 years ago football clubs began to be formed in many African cities. These clubs were most often sponsored by large companies or businesses or in some cases by government departments. So, for example, it was not unusual in larger cities for the police force, army, and railroads, to sponsor football clubs that would compete against each other and against clubs sponsored by large businesses. It was from these clubs that the best players were selected to become members of a national team.

Club football expanded with the coming of independence in many African countries in the 1960s. Some African countries were able to form an entire league of football clubs that

competed over a long season to be crowned the league champion in their country. Each year the national champion teams from all over Africa compete for the African Club Champions Cup. In the past twenty years African football teams and players have gained a solid international reputation.

Today, more than 100 footballers from all over Africa play on first division professional soccer teams in Europe, South America and in the United States. Beginning in 1970 the continent of Africa was given one guaranteed place in the World Cup championships.

Based on the great improvement in African football, by 1986 Africa was awarded two places, by 1998 Africa had four guaranteed places, and in May 2002 at the World Cup tournament hosted by South Korea and Japan the continent of Africa will be represented by five teams: Cameroon, Nigeria, Senegal, South Africa, and Tunisia. Only Europe and South America will have more national teams represented at the World Cup than Africa this is a clear testimony to the international importance of African football.

2.4.1 Football in the Horn of Africa

According to Asnakech Endale thesis May 2014 In international sporting circles the region is known more for athletics, with male and female runners from Ethiopia and Kenya in particular dominating the competitive circuits in middle and long distance running. Football remains the most popular sport, both for participants and spectators, though now many seem to prefer to watch European leagues rather than local competitions.

Overall, the Horn of Africa seems lie in a backwater of global football currents. In the men's game, the national teams have not performed not ably on the continent or beyond. Compared with West and North Africa, few players from the Horn make it to the professional leagues in Europe and beyond. Yet, the Horn is important to the history of African football as CAF was founded in Khartoum, Sudan in 1957, and Horn countries constituted half of the founding members: Sudan, Ethiopia, Egypt and South Africa. Indeed, an Ethiopian, Yidnekechew Tessema, was one of the founders of CAF and was a formidable force in African and international Sports until his death 1987. Others from the region include Farah Addo from Somalia and Dr. Abdel Halim Mohamed from Sudan, have also been central figures in CAF.

(Martha S. 2011. Sweden).

Football has deep roots in the countries of the Horn of Africa – Djibouti, Eritrea, Ethiopia, Kenya, Somalia and Sudan. Ethiopia and Sudan were founding members of the Confederation of African Football. While neither the men's nor women's national teams in any of the countries of the Horn are highly ranked internationally, football remains extremely popular throughout the region. And more and more women are playing football whether in organized leagues, school tournaments, informal games, or grassroots programs. (Martha S. 2011. Sweden)

2.5. History of football in Ethiopia

According to (J.S Blatter 1996) Federation International De Football Association/ Amendment of law of the game.p33/. Football is the most popular sport in Ethiopia. Although not one of the leading foot-balling nations in Africa, Ethiopia has produced some outstanding teams at both club and international level as well as some talented individual players. The games were being played there after between the area schools and the existing clubs mostly composed of foreign nationalities of Armenians, Greeks, Indians and Italians who were playing against themselves. There were no records as who first introduced soccer in Ethiopia and yet credit was given to these foreign nationals before the Italian invasion of Ethiopia.

The geographical exploration of Europeans in search of colony brought many to Ethiopia including of course the French sailors who played against selected players from Addis Ababa and lost 3to 1which was then considered to be the first international competition and to the surprise of the fans in this hard time, it brought them the greatest satisfaction of victory against an European.

Children all over the country continued to form their own teams in the neighborhoods with enthusiasm and ardently attached and absorbed in an interest for the game. There may have been teams formed but the commonly Called Arada area and of course due to its urban location considered to be the birth place of an organized soccer team named St. George Club.

According to wandimu T and Damen 2004 it was then that the team started to play with the then organized foreign teams of Greeks and Armenians and was believed to win most of the games

as most considered to have the power of St.George on their sides. These were indication where soccer was heading and pioneered by the first Ethiopian club in soccer barren country and initiating an Ethiopian past time cycle in history throughout all these times many of the tournaments between teams were held in the then available open fields of Filweha, Jalmeda and Taleyane Sefer. Young men traveled from one area to the others equipped with the goal posts and strangely enough played barefooted of which they loved and preferred.

As a result of the Italian invasion the newly introduced soccer game was temporarily terminated. The Sport Federation then continued its service and mobilized the Addis Ababa clubs to register under its office to compete the first recorded tournament on the same historic year 1942. At the time the clubs were the Ethiopian Giorgis, Armenian Ararat, Italian Fortitito, Greek Olympiacos and the English Military Mission. The game was played with round Robin tournament and the result was the English Military Mission, St.George, Fortitito, Ararat and Olympiacos.

Success and triumph got rhythm and rhyme, the Ethiopian past time fully developed in the 1950's and even extended its historic attachment to the African Championship, world and inter-continental competitions. The country from border to border joined in the effort of forming clubs in towns, cities and neighborhoods where it reached all provinces of the then divisional states of the country. www.ethiosports.com

2.5.1 Addis Ababa city football club

According to Addis Ababa City Football Club Rule and Regulation manual Creating health, wellbeing which can contribute for the country, participate in social activity assure sustainable developments for the country on this way sport has great role for the country in terms of creating well boringness of physical mental social relationship and economically in a country. Currently the most developed a well civilize countries are playing great role to keep this society as well as to make feet to every work activities. The government is also played great role.

Addis Ababa is the capital city of Ethiopia. It is the city of different nation nationality and people of Ethiopia. It is the city of federal democratic republic of Ethiopia (EFADR). It is the city of different diplomatic society as well as the capital city of Africa. It is the sign of peaceful. It is formed before 125 years ago. There are many kind of sport started furthermore there are about

26 sport federations formed. These federations are played great role by inciting motivating forming new generation in that sport. In addition to this there it great indication for all the youngsters, Based on sport policy Addis Ababa sport commission implementing practically, based on result changing working condition, free and fair working situations. Applying the plan of the city administrations preparing developmental plan, today there are many football clubs that have been forming by the city. In our country Ethiopia there are some clubs participate in premier league. These are Howassa Kenema, Adama Kenema, Diredawa Kenema, Sebeta Kenema, Arba Minch Kentema.... Etc.

2.5.1.1 Addis Ababa football club form of ruling

The vision of the club is to be well organized in public basement and to produce well qualified sports men and women. To make our club well organized and developed in all aspects. The mission of Addis Ababa city football club is giving scientific training for the players who gifted to produce representative's sports men and to produce well qualified sports men which can fit for international competition by representing the country. The values of the club are accountability transparency giving better service readiness for change doing by knowledge and producing the society who makes this football culture

The objective of Addis Ababa city football club is to build the club by strong people basement to build the club that has permanent and very strong finance as well as to make spring to produce new generations

2.5.1.2 The goal of Addis Ababa city football club

- Participate in Addis Ababa higher division or national league in 2012.
- To participate in higher national league in2013
- Join to premier league in 2018 and be strong competent
- To be champion in 2018
- To be competent in national and international by holding partial professional formation from 2018 up to 2020.

A. Structure of Addis Ababa city football club

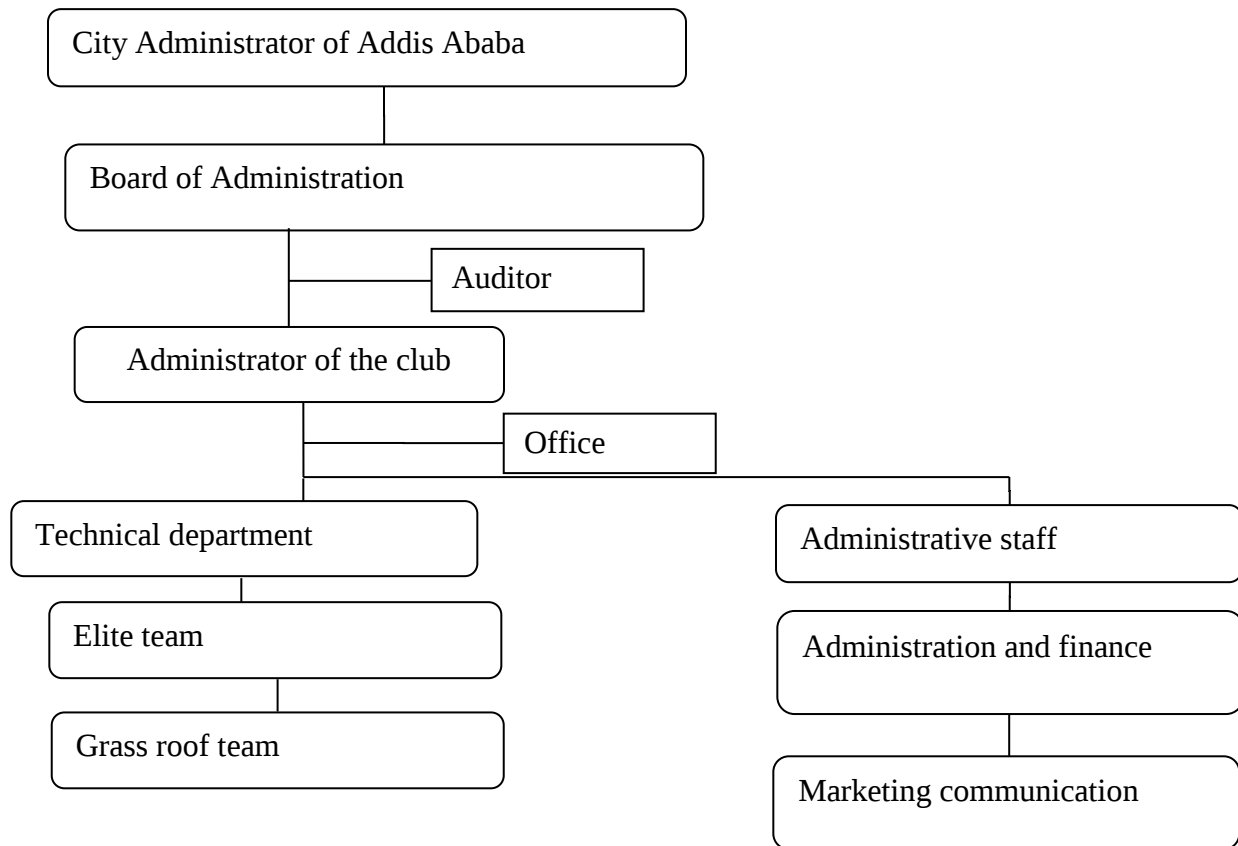


Fig. 1 Structure of Addis Ababa city football club /adopted from AACFC/

2.6. Players, equipment, and officials

According to Laws of the Game 2010/2011 FIFA each team consists of a maximum of eleven players (excluding substitutes), one of whom must be the goalkeeper. Competition rules may state a minimum number of players required to constitute a team, which is usually seven. Goalkeepers are the only players allowed to play the ball with their hands or arms, provided they do so within the penalty area in front of their own goal. Though there are a variety of positions in which the outfield (non-goalkeeper) players are strategically placed by a coach, these positions are not defined or required by the Laws.

According to Laws of the Game 2010/2011 FIFA the basic equipment or kit players are required to wear includes a shirt, shorts, socks, footwear and adequate shin guards. An athletic supporter

and protective cup is highly recommended for male players by medical experts and professionals. Head gear is not a required piece of basic equipment, but players today may choose to wear it to protect them from head injury (Strikingeaglestripod.com) Players are forbidden to wear or use anything that is dangerous to themselves or another player, such as jewelry or watches. The goalkeeper must wear clothing that is easily distinguishable from that worn by the other players and the match officials.

According to Laws of the Game 2010/2011 FIFA a number of players may be replaced by substitutes during the course of the game. The maximum number of substitutions permitted in most competitive international and domestic league games is three, though the permitted number may vary in other competitions or in friendly matches. Common reasons for a substitution include injury, tiredness, ineffectiveness, a tactical switch, or time wasting at the end of a finely poised game.

According to Laws of the Game 2010/2011 FIFA In standard adult matches, a player who has been substituted may not take further part in a match. IFAB recommends that "that a match should not continue if there are fewer than seven players in either team." Any decision regarding points Awarded for abandoned games is left to the individual football associations.

According to Laws of the Game 2010/2011 FIFA A game is officiated by a referee, who has "full authority to enforce the Laws of the Game in connection with the match to which he has been appointed" (Law 5), and whose decisions are final. The referee is assisted by two assistant referees. In many high-level games there is also a fourth official who assists the referee and may replace another official should the need arise.

According to Laws of the Game 2010/2011 FIFA There are 17 laws in the official Laws of the Game, each containing a collection of stipulation and guidelines. The same laws are designed to apply to all levels of football, although certain modifications for groups such as juniors, seniors, women and people with physical disabilities are permitted. The laws are often framed in broad terms, which allow flexibility in their application depending on the nature of the game. The Laws of the Game are published by FIFA, but are maintained by the International Football Association Board (IFAB). In addition to the seventeen laws, numerous IFAB decisions and other directives contribute to the regulation of football.

2.7 Youth development

According to Robert been LAKSHYA Indian football federation p11At a young age winning is not the most important thing...the important thing is to develop creative and skilled players with good confidence. If we look at the topmost football countries in the world today in terms of the FIFA rankings, it is evident that each of those countries has an excellent youth development system. Youth development is the pipeline of talent for the future; we cannot think of improving up on our current status in football without improving our youth development system. This section of the AIFF Master Plan lays down the basic structure of a National Youth Development Plan (NYDP) which is targeted at all stakeholders related to youth football in the country—youth players, coaches and referees, schools, students and their parents, academies and football schools as well as the administrators will find it useful to read this document. It not only describes AIFF's vision in terms of developing different aspects of youth football in the country but also links all these aspects together to provide a consistent and well-structured pathway for our young players to realize their dreams of becoming professional footballers.

To sum up-Player development guide book for JJK Jyväskylä football club Babatunde Wusu Bachelor's thesis Vierumäkiunit (2013, p4) The development of performance in competitive play is achieved through a systematic training process. The process must be designed to induce automation of motor skills and to enhance the structural and metabolic functions. Training should also promote self-confidence and improve the tolerance for higher training levels and competition. Sport activities in general are combination of strength, speed and endurance executed in a coordinated and efficient manner. Dynamic training involves the manipulation of training load through the variation of intensity, duration and frequency. (Smith 2003, 1103-1104.)

There are two categories of athletes who are able to perform at the highest level. They can be labeled according to their system of training. On one hand there are those who are genetically talented, who can be called thoroughbreds. And on the other hand, there are those who have highly developed working ethics and can be called workhorses. (Smith 2003, 1103-1104.)

The long term career plan to reach competitive level of soccer should be produced for players who really want to reach the elite level. The plan should have information about the basic fundamentals of development needed to reach the elite level. This plan should include the

amount of training and competitive events needed during the 10 to 15 years long plan. The explanation of different training principles should be carefully covered and explained in the guidebook. With this material the player and the coaches could plan the player's path to reach the elite level of soccer

Benjamin Bloom researched in (1985) how talents are developed. He divided the development into three phases: early years, middle years and late years. In this thesis these phases are linked with the five stage model of soccer player development to bring in deeper aspect of developing talent of the young players (Gibbons, 1998).

According to official web sit of Washington youth soccer http://Coaches player_ development Washington Youth Soccer's Player Development philosophy and programs are guided by our Long Term played development plan, which calls for creating training environments where the focus on the development of our players and not the short-term goal of winning a game or medal. Washington Youth Soccer's goal is to develop better players by providing support structures and programs for clubs, coaches and parents to implement this player-centric programming at every level of the game. Our training philosophy involves implementing age-appropriate training curriculum at all levels to ensure the best development of our young players. By understanding the correct areas of focus at each stage of a player's development, parents and coaches can work together to ensure that our player's education is being correctly facilitated. Our Long Term Player Development models is just that, long term, and were aim to provide a standardized and structured support plan to guide our clubs', coaches and parents in order to assist all our players in reaching their full potential of the game.

According to Florida Youth Soccer Association (FYSA) Coaches Handbook (210:8) states: The youth level is where we need to realize that the game play not the adult game. Age appropriate training is crucial at each age group to much the activities to their abilities, needs and individual characteristics. The game must be enjoyable for the players in order to keep their enthusiasm high so they continue to the junior level. The activities need to be a purpose. Thus, because of its impact on the development of youth football players and their performance should be give due attention. It is the training which is conducted by coaches that determine the performance of players and the development of main clubs' status. Therefore, coaches are required to approach each training session with a well-structured plan and method of training according to the united

states soccer Federation (USSF) coaches Manual (1973:8) explains: It is clear that the coach must plan carefully to achieve goals and objective, especially in terms of player development. Coaches need to make a plan of action at the beginning of each year or season. By doing so they have an outline of what they want to achieve by the end of the year and how they intend to accomplish it. Coaching without a plan, especially youth levels often results in players not receiving instruction or practice in area that are the bases for future development.

2.8 Football Management and Coaching Staff

There are no definitive and standardized titles, roles or demarcation lines for duties and responsibilities of a Football manager. There has been a gradual evolution in the game but each country and club has its own interpretation of the scope for management within its own organization. Two clubs can have a team manager, but the role, responsibilities and scope going with the post can differ greatly. The categories include national team consultant, general manager, team manager, player, coach, and assistant and youth manager. The titles best owed on managers usually denote their apparent areas of duty. There are two major areas that the manager will be responsible for, namely the club and the team. More administrative skills are associated with the former while more personal, practical skills are connected with the latter. Your coaching staff is a vital part of your Football program. Select assistant and lower level coaches who share you're coaching philosophy. Although individual coaching styles will differ somewhat, your assistant coaches need to coach according to your philosophy. Fundamental differences between coaches often create serious problems for teams. Discuss your coaching objectives and philosophy with all prospective coaches. Enthusiasm, commitment and effective communication skills are as important as Football knowledge. Former players can be a good source for assistant coaches. Keep in mind that young coaches may need special attention and guidance regarding professional coaching behavior. Once you have selected a coaching staff, be sure to follow the hiring policies of your school and district. All coaches, whether paid or volunteer, must register with your school's personnel office (La 84 Foundation, 1995-201).

Unlike team managers, who delegate much of the training work to the coach, coach managers do these themselves, as they are effective in this area. Otherwise they are like team managers, responsible many clubs, particularly the bigger ones, have found that the everyday running of the organization has become too much for one person (Thomas Reilly, 1996).

Assistance coach available: Robert L. Koger, Football, (2009) describes that where a coach needs to work with a small group of players, others may not need to be involved in that particular aspect of the game. They should be usefully employed in working on either their individual abilities or in group work, such as shooting or crossing. Players need to be supervised and assisted at coaching and training sessions wherever possible. A good coach can always assist a player in some aspect of that individual's game, but a coach cannot be working in two places simultaneously and so needs assistance to ensure the efficient organization and conduct of the session. When planning, the availability of assistance needs to be considered and not only the availability but also the quality of that assistance. The coach must ask the question 'What are the assistants capable of coaching?' An able assistant, briefed well before any coaching session, should be able to undertake any work detailed by the head coach. An assistant who is not well qualified, but is learning the trade, should only be assigned work that he or she can capably supervise and conduct. Discussions should have taken place beforehand on how the work is to be carried out.

The role of coach: The role of the coach is twofold: (1) to educate players to make correct decisions, and (2) to equip players with the necessary skills to carry out these decisions. Players do not improve just because they play the game often, they need to be educated, trained and coached in meaningful practice situations. Individual learning and progress develop at varying rates. A successful and interested player is more likely to persist in practice. Success governs both progress and interest. Practice will bring about some change. If players are allowed to practice less than the highest quality of execution, they will learn less than the highest quality of execution. Research has shown quite clearly that characteristics of the player such as age, maturity, playing experience and ability all influence the kind of coaching behavior that is preferred by performers. The influence of maturity on coaching behavior has been assessed by numerous researchers and several models of the inter-relationship between these two variables have been proposed (Hersey and Blanchard, 1969; Chelladurai and Carron, 1983; Case, 1987). Maturity has been defined as: the relative mastery of skill and knowledge in sport, the development of attitudes appropriate to sport, and experience and the capacity to set high but attainable goals identified autocratic and democratic styles of decision-making as being important dimensions of coaching behavior. Chelladurai and Carron (1983)

The traditional didactic method of teaching sports skills is rooted firmly in the autocratic decision-making style, i.e. the coach decides what needs to be taught, the coach designs the practices, and the coach organizes and runs the practices. In this scenario responsibility for decision-making is left solely in the hands of the coach. The autocratic style can be split into wholly autocratic decisions, where the coach gathers all information and makes the decision, and consultative, where players are involved in gathering information and discussing the problem but the coach takes the decision. In recent years the suitability of this type of coaching is becoming increasingly questioned. Many general coaching texts suggest that if a coach adopts a more democratic style of decision-making, this will yield more positive results (National Coaching Foundation, 1986; Martens, 1990).

Responsibilities of a Head Coach: The coach should remember that all players differ in age, ability, stage and rates of development, physique and attitude. Consequently teaching method and approach should be modified to suit group needs. One of the arts of the coach is to decide at what level to start the work and how to present it to suit the levels and abilities of those under his charge. Many times coaches work way above or way below the levels of challenge necessary for the players. The coach must at times match his methods, language, coaching levels and content to the players, remembering key words such as ‘challenging’, ‘interesting’, ‘educating’ if he is involved in teaching and developing players’ abilities and team understanding. The aim must be to assist individual players, groups within a team and the team itself to achieve its potential as completely and efficiently as possible (Thomas Reilly, 1996).

2.9 Different directives

2.9.1. Ethiopian Sport policy and strategic system

According to Ethiopian sport policy (2006) sport Clubs was positioned at the higher level of their sport kind. Sport Clubs provide an opportunity for young children to play sport indifferent Clubs, possibly for the first time. Clubs establish and license Clubs which are the training ground for tomorrow’s regional, national & international champions, but also provide an avenue for people of any age and ability to compete in sports competition (Sport Clubs which are established under Clubs provide health and social benefits, such as an “important in community health & productivity, production of elite & professional sports men and women, build of social

capital and civic engagement & a fall in medical costs” (Stewart et al, 2004,P.32).

These benefits assist governments, as they cross into community health and crime sectors, and can impact on funding in particular in growing medical costs of an ageing population (Stewart et al, 2004) It is therefore in a government’s best interest to assist sport Clubs as part of their growth & development expenditure strategy. National and regional sport Clubs, with professional management practices relevant to their stakeholders, can also make a positive and preventative contributor to country’s health management strategy.

The Federal Democratic Republic of Ethiopia Sport Commission & Regional Sports Commissions play an important role in the sport industry in Ethiopia, as these agencies provide funding at all three levels in the Ethiopian sport system (sport policy 2000) Figure below illustrates the relationship between International, National & Regional sport Federations and Clubs.

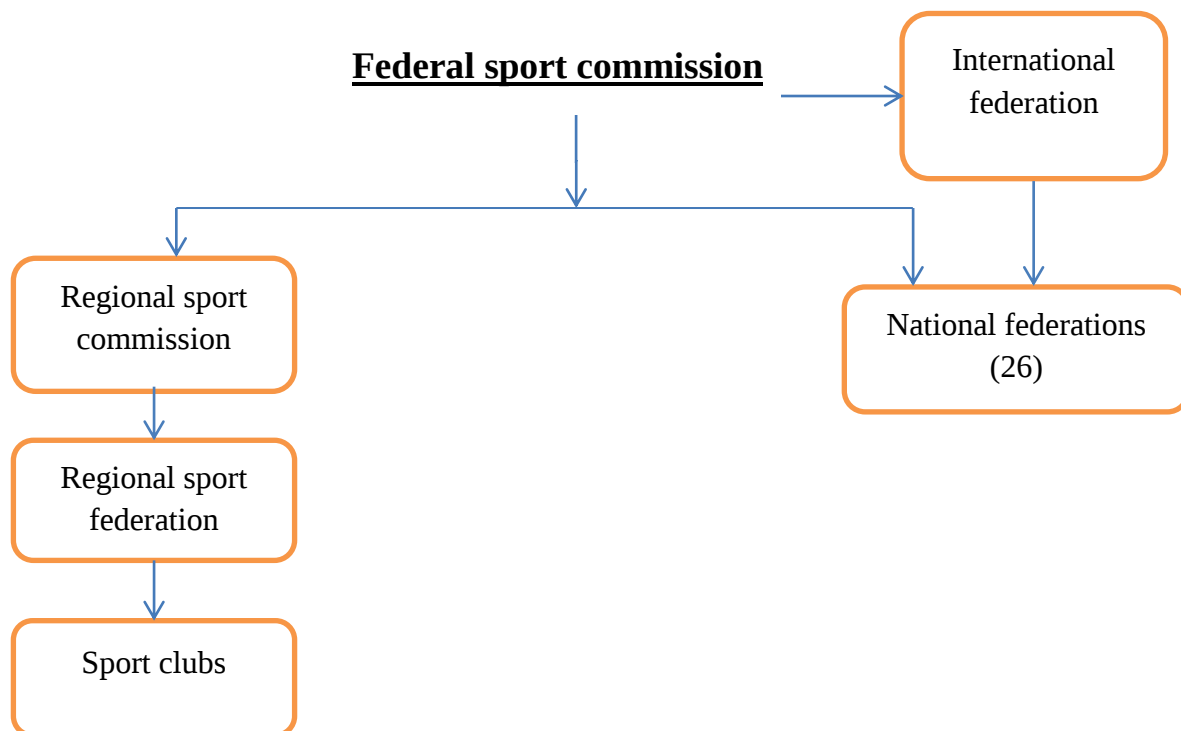


Fig. 2 Structure of Ethiopian sport system (Adopted from FDRE sport commission)

Each level communicates with the organization above and below, with the organization above providing guidance to the lower level organizations i.e., the Federal Sport Commission gives the regional sports commissions and the national Federations directions and the regional sports commissions and the National Federations assists the regional sports Federations while the regional sports Federations assists the Clubs in their region. Assigned a teach level is the relevant government body that supports and assists sports organizations.

Furthermore, the federal sports commission predominantly communicates with the regional sports commissions as well as with National Federations. Each national sport Federations has direct communication with its respective regional sports Federations as well as international Federation.

Regional government also has a strong association with different Clubs, as the respective regional government authority owns and maintains most Club buildings, playing grounds and courts at the regional level, with sport Clubs signing leases for a number of years for entitlement to utilities the respective complexes. Similar to that of Ethiopian sport policy and strategic system the effectiveness of the policy and fund raising expressed as follow.

2.9.2The Effect of Government Policy and Fund raising system

The Ethiopian sport policy states “The base for sport is of course the community and mankind at large. Participating in sports not only empowers the individual with healthy physical and brain but also strengthens social bond age by creating harmony with others. This in turn creates solidarity among nations and nationalities thus consolidating the unity of the peoples.

Being healthy physically and mentally by engaging oneself in sports contributes towards productivity on one hand, and minimizes medical cost on the other. Since broad-based sports activities also guarantee the emergency of outstanding sports persons, their appearance on international competitive arenas again popularities the country of their origin hence strengthening relations with other countries, the growth of modern sport is still at the lower level. The causes for these are organizational and that of outlook. As the leadership in sports locked a popular base in this country, it has been Undergoing a series of continuous reorganization. Its main focus has been on organizing competitive sports for the very few elite

athletes who have gained recognizing community rather than producing elite sports persons by organizing community centered sports activities.

Yet as this intent on gaining victory lacks broad base that would replenish able sports persons, the results registered have been declining as well. The limited role of the community in sports, the decline of sports in schools; the shortage of sports faculties, sportswear and equipment as well as the lack of trained personnel in the sphere have also made the problem more complex. In order to gradually solve these fundamental problems and guide our sports in a different direction with a new outlook, a community centered movement remains the only alternative. (Sports policy, 2006)

2.9.3 Regional Government role in sport development

Regional government authorities in Ethiopia in general have access to the majority of regional Football Federation as well Clubs in sport of Football. Regional government supports their Club by fund rising, grassroots identification of talented youths and their training, fulfilling facilities as well as organizing different Clubs and supporting by finance can play as great role to reach at the expected result.

A. finance: According to sport policy of Ethiopia; financial income generation system is widely discussed as follows:-“...ensure the supportive role of govern mental organs (Sport Commissions) at every level to the public organs (Clubs, Clubs, Olympic committees and sport councils), the affairs of sports of the country remaining in the hands of the public organs; support fundraising program for sport; devise ways of encouraging investors to invest in areas of sport; create relationships with different governments and organizations;” (sportpolicy,2006)

According to the statement of sport policy above the government supports by finance the sport associations while the main objective is to encourage them and create a conducive situation that would facilitate the gradual autonomy of sport by doing away with government subsidy. Furthermore the policy clearly states that Club has the right to generate its own finance by means of different fund raising program, sport commercial and permanent and occasional sporting agency.

Not only finance but also facilities development also has its own great role in the effectiveness and development of Football sport in Ethiopia.

B. Facilities

Access of playing ground, sportswear and equipment leads the public at large to the participation of that sport, promoting it, simultaneously with production of elite athletes. The main focus of sport policy of Ethiopia concerning this issue is: “to establish & preserve sports and recreational facilities constructed by the government alongside with the community in residential, educational areas as well as working places; and to facilitate the local production of sport wears and equipment;” (Sport policy, 1998, 5) Moreover, regarding roles of facilities in sport development and effectiveness stated as follows. “construction and preservation of sports & recreational facilities in rural areas in consistent with the settlement of the population and cities according to the master plan so as to enable the community to participate in sports activities at kebele, woreda, zone & regional level, encourage the society in various ways to participate in the construction of sports facilities, incorporate sport facilities in the master plan of newly built kindergartens & schools; and ensure the availability of sportswear and equipment, incorporate sports facilities and reserve areas for the construction of same at government and other organizations; incorporate sports facilities in the master plans of newly created institutions of the defense force and the police; encourage the local production of sports wears and equipment taking into account the financial and creative capacity of the society (Sport policy 2006). According to the above mentioned points finance and facilities development constitute a great role in the effectiveness of Football sport. In addition to this the grass root and elite training development has also its role.

C. Grass root training development

Basic sport training starts at early childhood age of Grass roots identification of talented youths and providing training and those becoming by improving their level of Excellency as youth, national level. Accordingly the Ethiopian Sport Policy proofs this as follows: “... Organize special training and competitions forums for talented youth in various types and recruit the gifted ones by working in conjunction with sports Clubs.” (Sport policy, 1998) According to the above idea we can understand that grass root training development have a great role in

promoting Football sport. In addition to this, the progress organization and development of sport Clubs has also its own great role.

D. Clubs

Sports Clubs are the basic center of sport performance development area as well the machine that produces elite athletes for the national team. Telling us about where to establish the sports Clubs by category the sport policy states the following: “facilitate the formation of Clubs and teams to enable the participation of the community in competitive sports; encourage the participation of children and youth in sport activities according to their inclinations by forming sport Clubs in educational institutions; ensure the participation of the worker in competitive sports by forming sports Clubs; ensure the participation of members of the defense force and the police in competitive sports by forming Clubs in different departments.” (Sport Policy, 1998) From the above mentioned sport policy, and others system we clearly understood that the Clubs can be established around the community residential area, in educational institutions, around working environment, at defense & police forces working and recreational area.

E. Competitions

Sport regular and consistent competitions are the place where athletes evaluate their level of performance, get experience and exchange skills. So regular competitions at different level are vital for grass root trainers, youth trainers, and Club trainers and for elite those trained as national team. Sport policy states that;

“Enable students/trainers of different levels to participate in sports competitions at national and international level, including the universal, by organizing competitive programs.” (Sport policy, 1998)

As it is possible to understand from the above mentioned point establishing regular and standardized competition programs has its own great role in Football sport development and analyzing the effectiveness of the outcome.

Besides the above expressed different directives it is also possible to take best practice from different countries to make this research more comment and relevant.

2.10 Best Practice

According to Asmare Gizaw thesis March 2014 p21 they had seen the detail best practices of selected countries Football Club onto how they generate the income, how they fulfill the facilities required for the Football sport, how they implement the grass root identification of talented youths and conduct training, how they organize the Clubs and how they conduct different competitions. The countries the researcher selected for the best practices are Football Club South Africa, Egypt Football Club from the African Nations, and Spain Football Club & England Football Club from Europe and China Football Club and Korea football Club from Asia. All the above countries which are selected for their achievement best rank comparatively as best practices are almost deals with the basic issues as listed below.

2.10.1 Grass root training development

Almost all the above countries had clearly settled out on their strategic plan for the grass root talent identification and training project. Barcelona Football Club for example has 9 schools in which grass root training takes place regularly and also an academy which accommodates about 300 youth at grass root level. This is basic forgetting broad base replenish able sports person. (Barcelona FC.com)

Moreover there are others points used to alleviate this content more which can explain as follows:

2.10.2 Facilities development

Those countries Football Associations/Clubs have their own Football sport facilities, sport wear and equipment's in constant way like Gymnasium, play grounds, shorts and uniforms for each age group from grass root to national team separately.

2.10.3 Clubs development

Each country Football Association/Clubs have their own Clubs in schools, government organizations, public sectors, which can compete against each other throughout the year by category. This helps them to select the top players/elite as national team members these can also perform top comparatively on the world championship tournaments.

2.10.4 The income generating systems

They generate their own income from constant competitions, TV channel contract, shop rental, coffee services and others constantly. In additions they also search for fund raising programmed by proposal of new idea which leads to top development of the Football sport. The detail best practices of these countries activities onto how to generate income, fulfill facilities, conduct grass root training, organize Clubs and conduct competitions are listed in the following tables.

Table 2.1 African Nations best practices

Basic issue	Name of the country selected for best practices	
	Football South Africa	Egypt Football Association
Income	• From Government • Sport Clubs • Donors	• From Government through Ministry of youth and sports • Sport Clubs • Donors
Facilities	• Gymnasium • Brand sport wear • Equipment of play for different age groups like shuttle cock, racquet	• Has their own facilities like -Stadium of Football with other sports - Gymnasium -Sport Complex - Swimming Pools -Gymnasium of state secondary schools • National Training Centers • Others like sport documentation center
Grass root training	• “grouped by age category”	• There are 9 schools in which grass root training take place. • There are different projects
Clubs	• Has so many Clubs which can compute regularly against each other	• Has the Clubs which can compute regularly against each other.
Administration	• Ministry of Sports • Board of the South Africa sport council • National Federation Clubs	• Ministry of youth and sports • Board of the Egypt Sport Council • National Federation Clubs

Table2.2 Europe Nations best practices

	Name of the country selected for best practices	
	Spain Football Clubs	England Football Clubs
Income	• Have their own Marketing& Commercial Department. • Develop new sponsorship and commercial programs. • Increase annual income by increasing membership. From selling the brand.	• Funded from sporting organization of the country • Has their own means fundraising program. • Participate in sport commercialization and create sponsoring system.
Facilities	• Fulfill sport facilities, sportswear and equipment's of Football for each • Grass root trainees and Clubs as well national team and get income by selling the brand one.	• Full fill facilities, sport wear and equipment's of Football for each trainee.
Grass roottraining	• Targeted at increasing the number of young people playing Football. • Establish annual Football Summer cup program.	• Has their own system of grass root talent identification, and training them in camp.
Clubs	• Promote positive and safe guard children from abuse or poor practice. • Establish links between Clubs and schools. • Football Club development program.	• Has their own Clubs which are compute regularly and continuously • Football Club development program
Administration	• Provide strong leadership • Increase the number of regional development officers to a minimum of 11.	• Strong leadership • Establish Football Club at different levels.

Table 2.3 Asian Countries best practices

	<i>Name of the country selected for best practices</i>	
	China Football Clubs	Korea Football Clubs
Income	• From sponsors and factory company • From brand sell • From facilities rental • From equipment sell for the	• From sponsors and Donors • From government
Facilities	• Each Clubs of the country have their own way to fulfill facilities required. • There are also the special facilities for national team with standard quality.	• Each Clubs have their own facilities • Have high standard gym Football • Have their own shoots and T-shirts with brand symbol and have of athletes.
Grass root Training	• The Clubs have their own young training centers as a grass root training centers. • Have standardized training material and training centers for the grass root trainees.	• There are grass root training centers in • School and center of • Excellency built for this purpose.
Clubs	• There are around 100 million people involved in Football in China. • The officially registered Clubs exceeds 5000 and each can compete against each other.	• There are so many Club of Football which are registered by National Club and compete against each other
Administration	• The grass root training center, the Clubs and the Football Association of china have strong administrative.	• Have strong Administrative staff of Football.

From the above three listed tables of best practices, we can understand that each countries have their own means of income generating system like constant sponsoring, from donors and marketing and commercial system in addition to the government fund regarding income.

The countries selected for best practices have their own means of full filling Football sport facilities, sport wear and equipment's of Football for their grass root training centers, Clubs and National team. Regarding grass root training all of them have their own standard of identification of talented youth's selection as the base for broad base replenish able sports person at national wide level of elite national team members.

All the countries was seen as the Clubs which regularly compute under the Football Club/Association by category as schools, premier league and National league.

The Club of the above countries selected as best practice, has enough number of officers of high standard educational background in addition to those profession officials has also sports council members those can provide strong leadership.

CHAPTER THREE

3. RESEARCH METHODOLOGY AND DESIGN OF THE STUDY

3.1. Methodology of the study

Research methodology is a way to systematically solve the research problem. It is a science of studying how research is done scientifically. The research of this study in factor hinders the effectiveness of Addis Ababa city football club. Research used to conduct. The study in this section the researcher tried to discuss the sample design and sample techniques.

3.2. Design of the study

These features are the research designs you can use to collect, analyze, and interpret data using quantitative and qualitative research. With a better understanding of qualitative research and the advantages of collecting both quantitative and qualitative data, mixed methods of research designs are becoming popular in education. From initial multi method quantitative studies, designs have emerged that incorporate quantitative and qualitative data (e.g., open-ended interviews, documents, and visual materials). A mixed methods design involves the collection, analysis, and “mixing” of both quantitative and qualitative data to best understand a research problem. The purpose of a convergent (or parallel or concurrent) mixed methods design is to simultaneously collect both quantitative and qualitative data, merge the data, and use the results to understand a research problem. A basic rationale for this design is that one data collection form supplies strengths to offset the weaknesses of the other form, and that a more complete understanding of a research problem results from collecting both quantitative and qualitative data (Jhonw. creswell, 2012).

3.3 Research method

The research methods selected for this study is descriptive survey method. Since the aim of the study is to describe facts and explaining on existing condition of the issue under discussion. So that problems and challenge occurrence in Addis Ababa city football club is investigated through descriptive survey method.

3.3.1 Sources of the data

The data for this study was collected from the sources such as primary source. The primary sources are the coaches, players and administrative staff of the.

3.3.2 Study Population

Information was sought out from key respondents at the Addis Ababa City football club a concerned bodies which is players, coaching staff, and club officials. This category of people is assumed to have the ability to answer questions.

The study has included 4 bodies .Those are 8(100%) coaching staff 6(75%) are selected form 25(100%) players 25(100%) players are selected, and from grassroots team players 15 (100%) are selected, and from 6(100%) Addis Ababa City football club officials 4(66.6%) are selected for this thesis. The total numbers of respondents participated are 50(92%) from 54 (100%) total population and used purposive sampling technique.

3.4. Methods of Data Collection instrument

The primary and secondary data sources were used in this research. The combination of the primary and secondary information from different sources or employing multiple instruments of data collection techniques increase the credibility of the research findings and minimize the risk of mistaken conclusion.

Accordingly, two kinds of data collection instruments i.e. questionnaire and structured interview were employed to obtain adequate and variety of information for the study.

3.4.1. Questionnaires

Questionnaires are a good way to obtain information from a large number of people who may not have the time to attend an interview or take part in experiments. They enable people to take their time, think about it and come back to the questionnaire later. Participants can state their views or feelings privately without worrying about the possible reaction of the researcher. Unfortunately, some people may still be inclined to try to give socially acceptable answers. People should be encouraged to answer the questions as honestly as possible so as to avoid the

researchers drawing false conclusions from the study. Questionnaires typically contain multiple choice questions, closed questions and open-ended questions.

The gathered data from the players, coaches and administration were and translated into Amharic and distributed so that they adequately understand and respond to the questions.

3.4.2Interviews

Interviews are usually carried out in person i.e. face to face. The interviewer could adopt a formal or informal approach, either letting the interviewee speak freely about a particular issue or asking specific pre-determined questions. This will have been decided in advance and depend on the approach used by the researchers.

When conducting the interview, the researcher might have a check list or a form to record answers. This might even take the flow of the conversation, particularly in structured interviews. The researcher used structured interview to conduct this research the interview was held in Amharic to avoid language barrier.

3.4.3Pilot Study

A pilot study usually involves stimulating the actual data collection process on small scale to get feedback on whether or not the instruments are likely to work as expected in the actual situation. Therefore, before the distribution of the actual questionnaire was held. Based on their reflections (feedback) the instrument was developed; questionnaire was prepared and distributed to main participants of the study.

3.4.4Document Review

In order to get necessary information with regard to the objectives of the study and to validate the information that was collected from the quantitative source of data and documents in the office of officials was reviewed.

3.5. Procedure of data collection

The data gathering instruments used in the study was drafted on the basis of the reviewed literature and the intended data to be collected. To maximize the quality of the responses and the rate of return the time convenient for the respondents was arranged. The researcher made the objectives of the study clear to all of the sample respondents at the questionnaires, interviews and was made on the players, coaches and other management staff in Addis Ababa city football club and the data are collected from genuine respondents that interpret and recommend based on the finding of the study. In order to avoid confusion and facilitate case, the brief explanation was made by the researcher. A close follow-up was also made to immediately correct problems that arose during the filling of data collecting tools.

3.6. Method of data analysis and interpretation

The information obtained from relevant documents the responses which gathered through interviews and questioners were organized, framed to analysis and inferences were made. Finally, interpretations of the data are quantitatively used frequently and counted. Percentages are also formulated depending on the nature of the data collected and first-hand information from the respondents, are applied.

After carry out the collection of data through questionnaire and structured interview. Based on the available data; the process of tabulation was carried out. The items then were first classified into different tables according to the nature of issues raised in questionnaires and interviews and the data were analyzed.

In analyzing the data, both the quantitative and qualitative methods were used. Accordingly, all the close-ended questions of the questionnaires were analyzed quantitatively using frequency count and percentage. The data obtained from the open-ended questions of the questionnaires and interview were analyzed qualitatively and served as supportive tools for quantitative data. Hence, the quantitative data were triangulated by the qualitative data of the study, therefore, has fairly a high level of breadth from the quantitative surveys and depth from the qualitative interviews and document at all.

CHAPTER FOUR

4. DATA PRESENTATION, ANALYSIS AND DISCUSSION

This chapter presents and analysis of major findings of data collected through the instruments designed for this study. The procedure is that after collecting data using appropriate tools, analysis and interpretations are made. Amharic version questioners were transcribed and translated into English. Quantitative data obtained from coaches and players using questionnaire is analyzed using tables and percentages. Whereas, qualitative data such as open ended questionnaire and interview was analyzed as textual description. The results of the study are presented in four sections. Section one presents about demographical characteristic of subject, Section two presents about background information of the subjects, Section three deals with analysis of quantitative study and four is about analysis of qualitative study.

4.1 Section I. General Demographic Characteristics of the Respondents

Table 4.1: Number of participants in the study

	Participants							
	Athletes		Coaches		Officials		Total	
	N ^o	%	N ^o	%	N ^o	%	N ^o	%
Male	40	100%	6	100%	4	100%	50	100%
Female	-	-	-	-	-	-	-	-
Total	40	100%	6	100%	4	100%	50	100%

As it is stated above in the table, in the process of conducting this research work as the researcher mentioned it in chapter three the sample size the total number of participants is 50 and they are all males; out of this 26, of the mare club players: again 2 coaches, there are also 5 Addis Ababa city Football Club officials. This shows that the Club almost all are male and this situation should be improved.

4.2 Background Information

Addis Ababa city Football Club coaches and players were asked to indicate their background information through questioner. Responses on their sex, age, years of experience in coaching, their current level of coaching license, educational level or qualification. The information they provided are summarized in table 4.2.

Table 4.2: Background Information of the Coaches and players

Characteristics	Values	Types of respondent			
		Coach (N=6)		Athletes (40)	
		No	%	No	%
Sex	Male	6	100	40	100
	Female	-	-	-	-
Age	13-18 year			8	20
	19-24 Year			28	70
	25-30 Year	1	16.7	4	10
	31-36 year	2	33.3		
	Above 37	3	50		
Marital Status	Single	-	-	35	87.5
	Married	6	100	5	12.5
	Divorced	-	-	-	-
Educational level	Grade 10 completed			10	25
	Grade 12 completed	3	50	13	32.5
	Certificate	-	-	9	22.5
	Diploma	-	-	5	12.5
	Degree	2	33.3	3	7.5
	Masters and above	1	16.67	-	-
Experience of (A.A City football club)	Below 1 year	4	66.7	20	50
	1-2 years	2	33.3	9	22.5
	Above 3 years			11	27.5
Birth place	Addis Ababa			18	45
	Out of Addis Ababa	6	100	22	55

According to table 4.2, participant of researches information indicates six coaches are males, and the age ranges of coaches are as they following the two are 26–30, and the other four coaches have more than 37 years. The table also shows that all of them were married. Regarding their experience, in Addis Ababa city football club the four coaches are below one year, two coaches are 1-2 years' experience. Their educational level is three twelve completed; two are first degree and one masters graduated. All coaches are married.

All players are males and the age of ranges of player's areas the following the 8 is 13-18, and the other 28 players is 19-24 and 4 players are 25-30 age ranges. Their educational background of the players is 10 are grade 10 completed, 13 are grade 12 completed, 9 are certificate completed, 5 are college diploma completed and 3 are first degree. The data shows that 35 Players is unmarried and 5 players are married. The 20 players below 1 years' service for Addis Ababa City football club, 9 players 1 up to 2 years' service and 11 players are served more than 3 years. The 18 player's birth place is Addis Ababa and 22 are out of Addis Ababa. All in all 45 Players and 8 coaches are in Addis Ababa City football club.

4.3 Analysis of closed ended questions for players

Table 4.3 Organizations of the club

No	Items	Alternative	No of respondents	Percent
1	Do you think Addis Ababa city football club is well organized	Yes	19	47.5
		No	21	52.5

Table 4.3 shows about the organization of Addis Ababa city football club. According to the above data 47.5% (19) of the respondents believe on the other hand 52.5 (21) of indicate the Addis Ababa city football club is not well organized

Table 4.4 Indicate grassroots development

No	Items	Alternative	No of respondents	Percent
2	Do you think Addis Ababa city football level to support the main team	Yes	27	67.5
		No	13	32.5
4	Is there any players who can be grow up join from the grassroots to the main team	Yes	18	45
		No	22	55

Table 4.4 shows about the Addis Ababa city football club working on grassroots level to support the main team. According to the above data 27 (67.5%) of the respondents believe, on the other hand 13 (32.5%) are not. But on item 4 it is clearly indicated that 18 (45%) of the respondents there is players who can be join from the grassroots to the main team 22 (55%) are not.

Table 4.5 Show football training material

No	Items	Alternative	No of respondents	Percent
5	Do you think that there is enough materials available for your team	Yes	16	40
		No	24	60
6	Do you have standard gym with appropriate material	Yes	-	-
		No	40	100
7	Do you think that training attire sport wear are enough for your team	Yes	16	40
		No	24	60

Table 4.5 item 5 shows that 16 (40%) of the respondents believe Addis Ababa city football club have enough materials available for the team 24 (60%) are not on item 6 shows that 40 (100%) of the respondents do not have standard gym with appropriate material on item 7.16 (40%) of the respondents indicated that training attire /sport wear/ are enough for the team while 24 /60% /are not.

DewittJ. (2001:55) states that, “You may find it convenient to own your own equipment’s. Regardless of your situation, basic sources equipment will make teaching and coaching easier.”

Therefore, to make the training session of performance effective through the application of different technical-tactical skills it is mandatory to consider the basic training equipment's.

Table 4.6 Show football training field

No	Items	Alternative	No of respondents	Percent
8	Do you have standard training fields for the training and competition	Yes	7	17.5
		No	33	82.5
9	If your answer for question number `g` yes how many	1	4	10
		2	2	5
		3	2	5
10	Do you think your training affected by play ground	Yes	31	77.5
		No	9	22.5
		Sometimes	-	-

Table 4.6 item 8 shows that 7/7.5% of the respondents believe Addis Ababa city football club have standard training field for the training and competition 33 (82.5%) are not on item 9 shows that 4 (10%) of the respondents indicate 1 standard training fields 2 (5%) of the respondents indicated 2 standard training field 2 (5%) of the respondents indicate 3 standard field. But, 32 (80%) of the respondents is not answer the question this is clearly indicated don't have standard training fields for the training. item 10.31 (77.5%) of the respondents believe the training affected by playground while 9(22.5%) are not.

Table 4.7 Indicate Transportation

No	Items	Alternative	No of respondents	Percent
11	Do you think the distance of your playground from the camp affected the training	Yes	37	92.5
		No	3	7.5
12	Do you think you training affected by transportation	Yes	26	65
		No	7	17.5
		Sometimes	7	17.5

Table 4.7 show about the distance of the playground from the camp affected the training according to above data 37(92.3%) of the respondents believe on the other hand 3 (7.5%) is not believe on the other hand 26 (65%) of the respondents believe the training affected by transportation 7(17.5%) of the respondents are not and 7(7.5%) believe that sometime

Table 4.8 Indicators of player's nutrition

No	Items	Alternative	No of respondents	Percent
14	Do you get sufficient amount of balanced diet daily	Yes	17	42.5
		No	23	57.5
15	If you answer for questions 14 is 'yes' how many times per days you get	2	21	52.5
		3	19	47.5
		4	-	-
		5	-	-

Table 4.8 item 14 shows that 17 (42.5%) of the respondents believe Addis Ababa city football club players get sufficient amount of balanced diet daily 23(57.5%) are not on the other hand 21(52.5) of the respondents indicate 2 times per day and 19 (47.5%) indicate 3 times per days.

LA84 Foundation, (1995-2007) elicits that you cannot control the food your athletes eat; you can guide them toward healthy eating. A healthy athlete feels better, trains harder, recovers more quickly and is less susceptible to illness. As a coach, you can have a positive influence on your athletes' attitudes about nutrition as well as their eating habits. Young athletes, in particular, respect, admire and seek advice from their coaches. Dorling Kindersley (2011) states that calorie requirements vary greatly from person to person and are influenced by the level of physical activity, body size and age. Therefore, it is impossible to establish a universal daily caloric requirement for athletes. Weight loss, weight maintenance, or weight gain is a matter of energy balance. An athlete's body weight will stay the same when calorie intake equals calorie expenditure. To lose weight, energy expenditure must be greater than energy intake. To gain weight, energy intake must be greater than energy expenditure. If an athlete is maintaining his or her ideal competitive weight, adequate calories are being consumed. However, restricting

calories can have a negative impact on performance and health. As calorie consumption decreases, so does nutrient intake. Athletes eating less than 1,800 calories a day probably do not consume adequate amounts of vitamins, minerals and protein. This can cause depleted fuel stores, muscle wasting, weakness, fatigue, stress fractures and impaired performance.

Table 4.9 Indicate income generation

No	Items	Alternative	No of respondents	Percent
16	Do you think the club have sustainable income	Yes	13	32.5
		No	27	67.5
17	Do you think the budget enough in comparing with other clubs in the country	Yes	17	42.5
		No	23	57.5
18	Do you think the club is benefit from the transfer of players	Yes	8	20
		No	32	80

Table4. 9 item 16 shows that 13 (32.5%) of the respondents believe Addis Ababa city football club have sustainable income 27(67.5%) are not on the other hand 17(42.5%) of the respondents believe that the budget enough in comparing with other clubs in the country 23 (57.5%) of the respondents are not item 18 shows that 8 (20%) of the respondents believe Addis Ababa city football club is benefit from the transfer of players 32 (80%) are not.

According to Aron Smith et al. (1996) money is not everything. But for many organizations it can be the deciding factor in their success. When the management committee or experts plan, they have to look at all possible dimensions of work to be executed. Since there is no excuse for poor financial operations, economy of efforts should be used to give the greatest result with the least effort

Table 4.10 Indicate medical examination

No	Items	Alternative	No of respondents	Percent
19	Do you have medical personals	Yes	23	57.5
		No	17	42.5
20	Do you have medical examination before job the club and timely check up	Yes	14	35
		No	26	65

Table 4.10 item 19 shows that 23(57.5%) of the respondents ideate Addis Ababa city football club have medical personnel's 17 (42.5%). But on item 20 indicated 14 (35%) of the respondents shows Addis Ababa city football club players have medical examination before join the club and timely checkup 26 (65%) of the respondent are not.

Table 4.11 Football player's selection

No	Items	Alternative	No of respondents	Percent
21	Do you think the coach followed scientific way of training system	Yes	19	47.5
		No	21	52.5
22	Do you think the player that join to the club selected by the coach	Yes	33	82.5
		No	7	17.5
24	Do you think the club have the criteria to select the players	Yes	15	37.5
		No	25	62.5

Table4. 11 item 21 shows that 19 (47.5%) of the respondents believe the coach followed scientific way of trading system 21 (52.5%) are not on item 22 show 33 (82.5%) of the respondents indicated the player that join to the club selected by the coach 7 (17.5%) of the respondents are not believe on the other hand item 24 shows that 15 (37.5%) of the respondents believe the club have the criteria to select the players 25 (62.5%) are not.

From the above table we can see that player selection is by the will of the coaches and some set their own criteria and some do not have selection criteria at all. This clearly indicates us that the coaching system is prone to be unscientific and result in personal bias. The respondents who are engaged in selected new players simply based on trainee's visible foot ball skills, without having a clear set criterion adjust themselves to join other coaches who apply their own selection criteria by sharing their experience.

Table 4.12 Indicate organization of the club

No	Items	Alternative	No of respondents	Percent
1	Do you think Addis Ababa city football club is well organized	Yes	4	66.7
		No	2	33.3

Table 4.12 shows about the organization of Addis Ababa city football club. According to the above data 4(66.7) of the respondents believe on the other hand 2(33.3) of indicate the Addis Ababa city football club is not well organized.

4.4 Analysis of closed ended questions for coaches

Table 4.13 Indicate grassroots development

No	Items	Alternative	No of respondents	Percent
2	Do you think Addis Ababa city football level to support the main team	Yes	3	50
		No	3	50
4	Is there any players who can be grow up join from the grassroots to the main team	Yes	2	33.3
		No	4	66.7

Table 4.13 shows about the Addis Ababa city football club working on grassroots level to support the main team. According to the above data 3 (50%) of the respondents believe, on the other hand 3 (50%) are not. But on item 4 it is clearly indicated that 2 (33.3%) of the respondents there is players who can be join from the grassroots to the main team 4(66.7%) are not.

Table 4.14 Show football training material

No	Items	Alternative	No of respondents	Percent
5	Do you think that there is enough materials available for your team	Yes	2	33.3
		No	4	66.7
6	Do you have standard gym with appropriate material	Yes	-	-
		No	6	100
7	Do you think that training attire sport wear are enough for your team	Yes	3	50
		No	3	50

Table 4.14 item 5 shows that 2(33.3%) of the respondents believe Addis Ababa city football club have enough materials available for the team 4 (66.7%) are not on item 6 shows that 6 (100%) of the respondents do not have standard gym with appropriate material on item 3(50%) of the respondents indicated that training attire /sport wear/ are enough for the team while 3 /50% /are not.

Table 4.15 Show football training field

No	Items	Alternative	No of respondents	Percent
8	Do you have standard training fields for the training and competition	Yes	-	-
		No	6	100
9	If your answer for question number `g` yes how many	1	-	-
		2	-	-
		3	-	-
10	Do you think your training affected by play ground	Yes	5	83.3
		No	1	16.7
		Sometimes	-	-

Table 4.15 item 8 shows that 0/0% /of the respondents believe Addis Ababa city football club have standard training field for the training and competition 6 (100%) are not. But, 6 (100%) of the respondents is not answer the question this is clearly indicated don't have standard training fields for the training. item 10.5 (83.3%) of the respondents believe the training affected by playground while 1(16.7%) are not.

Foundation Football Coaching Manual (2008:192) describes that; the field of play must be rectangular; its length cannot be more than 130yards nor less than 100yards. Its width cannot be more than 100 yards nor less than 50 yards. One goal must be anchored at each end of the field. The field with a goal area, penalty area, penalty spot, penalty arc, corner areas, goal lines, touch lines (side lines), half way line and center circle. Dorling Kindersley (2011) states that if a team practice on a field with a permanent goal, it can use the net during shooting practices. The net can help the players as a reference point while shooting and hitting, the back of the net can help increase the players' confidence and satisfaction.

Table 4.16 Indicate Transportation

No	Items	Alternative	No of respondents	Percent
12	Do you think the distance of your playground from the camp affected the training	Yes	4	66.7
		No	2	33.3
13	Do you think you training affected by transportation	Yes	3	50
		No	2	33.3
		Sometimes	1	16.7

Table 4.16 show about the distance of the playground from the camp affected the training according to above data 4(66.7%) of the respondents believe that the training affected by the distance of playground from the camp on the other hand 2 (33.3%) is not believe. on the other hand 3 (50%) of the respondents believe the training affected by transportation 2(33.33%) of the respondents are not and 1(16.7%) believe that sometimes.

Table 4.17 Indicators of player's nutrition

No	Items	Alternative	No of respondents	Percent
14	Do you get sufficient amount of balanced diet daily	Yes	4	66.7
		No	2	33.3
15	If you answer for questions 14 is `yes` how many times per days you get	2	2	33.3
		3	4	66.7
		4	-	-
		5	-	-

Table 4.17 item 14 shows that 4(66.7%) of the respondents believe Addis Ababa city football club players get sufficient amount of balanced diet daily 2(33.3%) are not on the other hand 2(33.3) of the respondents indicate 2 times per day and 4(66.7%) indicate 3 times per days.

Table 4.18 Indicate income generation

No	Items	Alternative	No of respondents	Percent
16	Do you think the club have sustainable income	Yes	1	16.7
		No	5	83.3
17	Do you think the budget enough in comparing with other clubs in the country	Yes	4	66.7
		No	2	33.3
18	Do you think the club is benefit from the transfer of players	Yes	-	-
		No	6	100

Table 4. 18 item 16 shows that 1(16.7%) of the respondents believe Addis Ababa city football club have sustainable income 5(83.3%) are not on the other hand 4(66.7%) of the respondents believe that the budget enough in comparing with other clubs in the country 2(33.3%) of the respondents are not item 18 shows that 0 (0%) of the respondents believe Addis Ababa city

football club is benefit from the transfer of players 6 (100%) are not. We can understand that generating sustainable income is basic for fulfilling all other requirements simultaneously within other criteria's.

Table 4.19 Indicate medical examination

No	Items	Alternative	No of respondents	Percent
19	Do you have medical personals	Yes	6	100
		No	-	-
20	Do you have medical examination before job the club and timely check up	Yes	2	33.3
		No	4	66.7

Table 4.19 item 19 shows that 6(100%) of the respondents ideate Addis Ababa city football club have medical personnel's .But on item 20 indicated 2 (33.3%) of the respondents shows Addis Ababa city football club players have medical examination before join the club and timely checkup 4 (66.7%) of the respondent are not.

Table 4.20 Football player's selection

No	Items	Alternative	No of respondents	Percent
21	Do you think the coach followed scientific way of training system	Yes	5	83.3
		No	1	16.7
22	Do you think the player that join to the club selected by the coach	Yes	3	50
		No	3	50
24	Do you think the club have the criteria to select the players	Yes	2	33.3
		No	4	66.7

Table 4.20 item 21 shows that 5(83.3%) of the respondents believe the coach followed scientific way of trading system 1 (16.7%) are not on item 22 show 3(50%) of the respondents indicated

the player that join to the club selected by the coach 3 (50%) of the respondents are not believe on the other hand item 24 shows that 15 (33.3%) of the respondents believe the club have the criteria to select the players 4 (66.7%) are not.

4.5 Analysis Open Ended Questions

1. List down the potential challenges that hinder the effectiveness on Addis Ababa city football club?
 - A. Poor supply of sport wear
 - B. The selection of player is not fair
 - C. Long distance of training place
 - D. Don't have field
 - E. Don't have spectators
 - F. Transportation affects the training and dealing place is fire from training place.
 - G. The player cannot get sufficient rest
2. Please list down the members of coaching staff working in Addis Ababa city football club
 - A. Main coach
 - B. Assistance coach
 - C. Goal keeper coach
 - D. Technical director
 - E. Medical person
 - F. Team leader
3. List down the action should have to take for the effectiveness of Addis Ababa city football clubs?
 1. It don't have training field
 2. The distance between training place and bedroom place is fire
 3. Good balance diet daily and properly
 4. The administrator of the club must be have the knowledge of football
 5. The administrators following every action of the coach and players
 6. Working on public basement and attract the spectators
 7. Creating sustainable income

8. Well organized transportation system
9. It must have gym with available materials

4.6 Analysis of structured interview questioner

Table 4.21 Information of the interviewer

No	Club responsibility	Office code		Educational level
1	Administrator of the club	AACF	1	BSC
2	Technical director	AACF	1	BSC
3	Team leader	AACF	1	BSC
4	Finance administrator	AACF	2	BSC

1. Do you think that Addis Ababa city football club is well organized by materials, facilities and personnel's?

All the respondents answer Addis Ababa city football club is not well organized by materials, facilities and personnel's because to organized materials facilities and personnel's need wide income generation system but the club supported by government is not generate any income because football in the country is not changed into business not only the problem of Addis Ababa city football club the problem of the country.

The government support or budget is not enough to organized the club by facilities because facilities need allowed of money but if you comply with other club Addis Ababa city football club is well organized because the foundation if the club is very short

2. What is the potential challenges that hinder the effectiveness of Addis Ababa city football club

The respondents answer the clubs is effective and join to the premier league but when join to the premier league the club is not well prepare league the club is not well prepared for the premier league computation because the preparation period is very short and the other problem is the selection of players join to the club is not fit for premier league computation.

The other is financial problem the club run only by government budget there is no any means of income generation system and don't build by strong people basement.

The other is the city administrator of Addis Ababa cannot following consuls and the system of the country related with the foundation of the club is not well organized the federation can't apply the rule and regulation of cafe and FIFA this affected the entire club throughout the country not only Addis Ababa city football club.

3. What is the role of grassroots development to the effectiveness of Ababa city football club?

The respondents answer the role of grassroots is very important to develop the effectiveness of Addis Ababa city football club even for the country football, but working on grassroots need long process and long time as a country there is no strong guideline and system to participate all club develop grassroots players this is the problem of the federation.

As a club the only club which have 11-20 team is Addis Ababa city football club, but is not say build effective grassroots to support the main team.

4. In Addis Ababa city football club do you have sufficient accommodation for the players

The respondents answer is not sufficient because the current by large amount of money because of this the players use bedroom and dining table by group as a dorm there is no strong finance to give the service individually.

5. Addis Ababa city football club is there any mechanism of income generation system

All the respondents answer `No` the club run by the budget of city administrator of Addis Ababa.

6. What is the way of evaluating the players, coaching staff and administrator of the club

The respondent answer there are different way to evaluate the players evaluate by day to day performance this evaluated by technical director of the club and the salary of the players depend up on the result of the evaluation.

The coaching staffs evaluate by the rule and regulation of Addis Ababa city football club and depend up on the result of club. The administrator is evaluating by the rule and regulation of the

club and depends up on the result of the club, depend up on the result of the responded given by coaching staff, players and Addis Ababa city football federation.

7. What are the actions should have to take for the effectiveness of Addis Ababa city football club?

The respondent answer the country must followed the rule and regulation of CAF and FIFA club foundation guideline. The country must develop the system of all clubs developing grassroots players as a mandatory this help the clubs to be effective and the country football. If you want Addis Ababa city football club to be effective strong finance, working on grassroots, sufficient facilities, material and spectators.

CHAPTER FIVE

5. SUMMARY, CONCLUSIONS AND RECOMMENDATION'S

5.1 Summary

- To improve football coaching quality and to evaluate the working activity of the coaches need a time but the club does not give sufficient time.
- To improve the effectiveness of the club the players also need sufficient time to evaluate the performance and the communication between players but more than 50% of the players below one year serving for Addis Ababa city football club.
- According to the data collected from the respondents Addis Ababa city football club players have problem of sport materials gym and sport wear these hinders the effectiveness of the club.
- The majority of players responded that don't have enough football fields where as the number of field available for the club is below average one two three and the large number of respondents are not answer this questions. The data in which collected from questioner and interview indicates that Addis Ababa city football club have no standard football fields.
- The amounts of balanced diet is good according to the respond form the coaches majority of the coaches indicates 2 times per days the other 3 times per days, but the players does not agree with the coaches respond.
- The majority of the respondents indicate the training is affected by the distance between the camps and play ground and also affected by transportation.
- There is no interest and sufficient knowledge in generating sustainable income and change the football in to marketing the club only depends up on the city administrator budget.
- Majority of the players respond the club is working on the grassroots of level but large number of respondents indicates the grassroots team is not support the main team.
- Majority of the players is younger below 24 age level this helps the club to be effective because performance affected by age. However, the club should give the time for the players and coaches.

5.2 Conclusions

The study attempted to seek major factors hinder the effectiveness of Addis Ababa city football club. Based on the majority findings of the investigation, the following conclusions were drawn.

- Lack of give sufficient time for the coaches and players
- Lack of sufficient training materials, facilities and sport wear.
- Lack of standard football field for the training and competition
- Lack of sufficient amount of balanced diet supply for the players
- Lack of income generation system and insufficient knowledge to change the football in to market or profitable
- The major problem is lack of working in grassroots players without grassroots development difficult to be effective.

5.3 Recommendation

On the basis of the conclusions drawn from the findings, the researcher forwarded the following recommendations

- The club officials give sufficient time for the coaches and players
- The club official provides appropriate facilities, training materials and sport wear.
- The city administrates and club officials provide standard football fields and gym.
- The club officials provide sufficient amount of balanced diet and the coaching staff could make awareness about the value of to eat balanced deist to be effective.
- The club officials and coaches focused on the development of grassroots players and young training program development
- The coaches, club managers and the city administrates find different possible Mays such as the way to enhance financial capacities and how to get proper sponsorships.
- As a general, if the above mentioned paints are taken in to practices the researcher believes that the effectiveness of Addis Ababa city football club will be improved.

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APPENDIX 1

Addis Ababa University

Faculty of Natural Science

School of graduate studies

Department of Sport Science

Questionnaire for Addis Ababa city football club players and coaches

This questionnaire is designed to gather data on factors hindering the effectiveness of Addis Ababa city football club since the success of the study depends up on the responses that you provide I appreciate your genuine and accurate response to each of the items. I would like to assure you that your response and answers remain strictly confidential.

Part one background information

Direction 1: Please respond to the following questions by writing the appropriate information on the space provided or by writing `X` mark in one of the boxes provide.

1. Sex Male ☐ Female ☐
2. Age 13-18 ☐ 19-24 ☐ 25-30 ☐
 31-36 ☐ 37 and above ☐
3. Educational background
 Grade ten complete ☐ Twelve complete ☐
 Certificate ☐ Diploma level Degree ☐ MSC and Above ☐
 If other specify
4. Place of birth Addis Ababa ☐ Out of Addis Ababa ☐
5. Marital status single ☐ Married ☐ Divorced ☐
6. For how long have you serving for Addis Ababa city football club
 Below 1 year ☐ 1-2 ☐ 2-4 ☐ 4-7 ☐
 8-10 years and above ☐
7. All in all how many male players in Addis Ababa city football club

Section 2: Closed ended questions

Direction 2: Please respond to the following questions by writing the appropriate information on the space provided or by writing `X` mark in one of the boxes provided.

1. Do you think Addis Ababa city football club is well organized
Yes ☐ No ☐
2. Do you think Addis Ababa city football club working on grass roots level to support the main team
Yes ☐ No ☐
3. If your answer for question 2 is `No` what do you think the reason is
4. Is there any players who can be growing join from the grassroots to the main team
Yes ☐ No ☐
5. Do you think that there is enough training materials available for your team
Yes ☐ No ☐
6. Do you have standard gym with appropriate material
Yes ☐ No ☐
7. Do you think that training attire (sport wear) are enough for your team
Yes ☐ No ☐
8. Do you have standard training fields for the training and competition
Yes ☐ No ☐
9. If your answer for question number `8` yes how many
1 ☐ 2 ☐ 3 ☐
10. Do you think your training effected by play ground
Yes ☐ No ☐ Sometimes ☐
11. If your answer for question 10 is `yes` what do you think the reason is
12. Do you think the distance of your playground from the camp affect the training
Yes ☐ No ☐
13. Do you think your training affected by transportation
Yes ☐ No ☐
14. Do you get sufficient amount of balanced diet daily
Yes ☐ No ☐

15. If your answer for questions 14 is `yes` how many times per day do you get
A. 2 B. 3 C. 4 D. 5
16. Do you think the club have sustainable income
Yes ☐ No ☐
17. Do you think the budget enough in comparing with other clubs in the country
Yes ☐ No ☐
18. Do you think the club is benefit from the transfer of players
Yes ☐ No ☐
19. Do you have medical personnel's
Yes ☐ No ☐
20. Do you have medical examinations before join the club and timely checkup
Yes ☐ No ☐
21. Do you think the coach followed scientific way of training system
Yes ☐ No ☐
22. Do you think the player that join to the club selected by the coach
Yes ☐ No ☐
23. If your answer for question 22 is `No` what do you think the reason is
24. Do you think the club have the criteria to select the players
Yes ☐ No ☐

Part 2: Open ended questions

Direction 3: Please responds to the following questions by writing your opinion on the space provided.

1. List down the potential challenges that hinder the effectiveness on Addis Ababa city football club
A. D.....
B. E.....
C..... F.....
2. Please list down the members of coaching staff working in Addis Ababa city football club
A..... F.....
B..... G.....
C..... H.....
3. List down the actions should have to take for the effectiveness of Addis Ababa city football clubs
1..... 4.....
2..... 5.....
3..... 6.....
4. What are the roles of Addis Ababa football club team officials for the effectiveness of the club.

APPENDIX 2

Addis Ababa University

School of Graduate Studies Department of Sport Science

Interview for A.A City Football Club Officials

Dear respondents

This Question /Interview is designed to gather data on factors hindering the effectiveness of Addis Ababa city football club. Since the success of the study depends upon the responses that you provide, I ask your genuine and accurate response to each of the items, I would like to assure you that your response and answer remain strictly confidential.

Thank you in Advance for your cooperation

1. Do you think that Addis Ababa city football club is will organized by material , facility and personnel
2. What are the potential challenges that hider the effectiveness of A.A city football club
3. What do you think about the role of grass roots development look like to make the club effective
4. Are there sufficient Accommodation, facilities and equipment in Addis Ababa city football club
5. What action should have taken for the effectiveness of A.A city football club
6. Do you have any Income generation system
7. Do you think Addis Ababa city football club is effective

APPENDIX 3
አዲስአበባዩኒቨርሲቲ
የተፈጥሮአዳዲስነት
የስፖርት ሳይንስ ትምህርት ክፍል
በተጫዋቾችና በአሠልጣኞች የሚሞላ
የዳሰሳ ጥናት መጠይቅ

የዚህ የዳሰሳ ጥናት መጠይቅ ዋና ዓላማ በአዲስ አበባ ዩኒቨርሲቲ የስፖርት ሳይንስ ትምህርት ክፍል ለሚከናወነው የሁለተኛ ዲግሪ ጥናት መረጃ ማሰባሰብ ሲሆን የጥናቱ ትኩረት የአዲስ አበባ እግር ኳስ ክለብ ውጤታማ እንዳይሆን ማነቆ የሆኑት ችግሮች ለማወቅና ምርምር ለማካሄድ አስፈላጊውን መረጃ ለመሰብሰብ ነው፡፡ በመሆኑም በጉዳዩ ዙርያ ተገቢውን መረጃ ለማግኘት እርስዎን በዋና ምንጭነት ለመጠቀም ሲታሰብ የሚሰጡት ትክክለኛ መረጃ ለጥናቱ መሳካት ከፍተኛ ጠቀሜታ ስላለው መጠይቁን እንዲሞሉልኝ በክብርት እጠይቃለሁ፡፡ በመጨረሻ ምላሽ ሚስጥራዊነቱ የተጠበቀ መሆኑን እገልጻለሁ፡፡

ለትብብርዎ አመሰግናለሁ፡፡

ክፍል አንድ፡- ግላዊ መረጃ

መመሪያ 1 የሚከተሉትን ጥያቄዎች ትክክለኛውን መልስ በተሰጠው ሳጥን ውስጥ የእርማት ምልክት "✓" በማድረግ እንዲተባበሩኝ በክብርት እጠይቃለሁ፡፡

1. ፆታ ወንድ ☐ ሴት ☐
2. እድሜ 13-18 ☐ 19-24 ☐ 25-30 ☐ 31-36 ☐ 37 እና በላይ ☐
3. የትምህርት ደረጃ አስረኛ ክፍል ያጠናቀቀ ☐ አሥራ ሁለተኛ ክፍል ያጠናቀቀ
 ሰርተፍኬት ☐ ዲፕሎማ ☐ ዲግሪ ☐ ሁለተኛ ዲግሪና በላይ ☐
 ሌላ ካለ ይግለጹ ☐
4. የትውልድ ቦታ አዲስ አበባ ☐ ከአዲስ አበባ ውጪ ☐
5. የጋብቻ ሁኔታ ያላገባ ☐ ያገባ ☐ የፈታ ☐
6. ለአዲስ አበባ እግር ኳስ ክለብ ምን ያህል ጊዜ አገልግለዋል
 ከአንድ አመታት በታች ☐ 1-2 አመት ☐ 2-4 አመት ☐ 4-7 አመት ☐
 8-10 አመትና በላይ ☐
7. በአጠቃላይ በአዲስ አበባ እግር ኳስ ክለብ ውስጥ የሚገኙ ወንድ እግር ኳስ ተጫዋቾችና አሰልጣኞች ምን ያህል ናቸው

መመሪያ 2 እባክዎትን ከዚህ ቀጥሎ ለረቡት ጥያቄዎች በተሰጠው ክፍት ሳጥን ውስጥ "x" ምልክት በማስቀመጥ መልሱን ያስቀምጡ፡፡

1. የአዲስ አበባ እግር ኳስ ክለብ በደንብ ተደራጅቷል ብለው ያስባሉ? አዎ ☐ አይ ☐
2. የአዲስ አበባ እግር ኳስ ክለብ እግር ኳሱንም ሆነ ክለቡን ለማጠናከር ወይም ለማሳደግ ታዳጊዎች ላይ እየሰራ ነው ብለው ያስባሉ? አዎ ☐ አይ ☐
3. ለጥያቄ ቁጥር 2 መልስ "አይ" ከሆነ ምክንያቱን በአጭሩ ቢገልፁልኝ
4. ከታዳጊዎች ቡድን አድጎ ለዋናው ቡድን በመጫወት ለክለቡ የበኩሉን አስተዋጽኦ ያደረገ ወይም በመጫወት ላይ ያለ ተጫዋች ☐ አዎ ☐ አይ ☐
5. ለስልጠና የሚያገለግሉ በቂ የስልጠና መገልገያ መሳርያዎች አሉ ብለው ያስባሉ? አዎ ☐ አይ ☐
6. ለስልጠና እና ለውድድር ደረጃውን የጠበቀ የመጫወቻ ሜዳ አላችሁ? አዎ ☐ አይ ☐
7. ለጥያቄ ቁጥር 6 መልስ አዎ ከሆነ በቁጥር ምን ያህል ነው?
1 ☐ 2 ☐ 3 ☐
8. ስልጠናው በስልጠና ሜዳ አለመመቻት ምክንያት ለችግር ተጋልጧል ብለው ያስባሉ?
አዎ ☐ አይ ☐
9. ለጥያቄ ቁጥር 8 መልስ "አዎ" ከሆነ ምክንያቱ ምን ይሆን ብለው ያስባሉ?
10. የስልጠና ቦታው ከመኖርያ ካምፓችሁ ያለው ርቀት በስልጠናው ላይ ተፅእኖ አለው ብለው ያስባሉ?
አዎ ☐ አይ ☐
11. ስልጠናው በትራንስፖርት ምክንያት ተፅእኖ ይደርስበታል ብለው ያስባሉ? አዎ ☐ አይ ☐
12. ደረጃውን የጠበቀና የተሟላ መገልገያ መሳርያዎችን የያዘ ጅምናዝየም አላችሁ?
አዎ ☐ አይ ☐
13. ሁልጊዜ በቂ የተመጣጠነ ምግብ ታገኛላችሁ? አዎ ☐ አይ ☐
14. በተራ ቁጥር 13 የሰጣችሁት መልስ አዎ ከሆነ በቀን ምን ያህል ጊዜ እንደሚጠቀሙዎ ግለፁ
ሀ. 2 ለ. 3 ሐ. 4 መ. 5
15. የአዲስ አበባ እግር ኳስ ክለብ አስተማማኝና ዘላቂ የሆነ የገቢ ምንጭ አለው ብለው ያስባሉ?
አዎ ☐ አይ ☐
16. ከሌሎች የሀገራችን ክለቦች አንፃር ለክለቡ የሚበጀተው በጀት በቂ ነው ብለው ያስባሉ?
አዎ ☐ አይ ☐
17. የአዲስ አበባ እግር ኳስ ክለብ ከተጫዋቾች ዝውውር ተጠቃሚ ነው ብለው ያስባሉ?
አዎ ☐ አይ ☐

18. የአዲስ አበባ እግር ኳስ ክለብ የህክምና ባለሙያ አለው? አዎ ☐ አይ ☐
19. ተጫዋቾች ወደ ክለቡ ከመቀላቀላቸው በፊት እና በኋላ በየጊዜው የጤና ምርመራ ይደረግላቸዋል?
አዎ ☐ አይ ☐
20. የአዲስ አበባ እግር ኳስ ክለብ ተጫዋቾች በቂ ትጥቅ እና የመገልገያ ቁሳቁሶች ተሟልቶላቸዋል ብለው ያስባሉ?
አዎ ☐ አይ ☐
21. ለተጫዋቾቹ የሚሰጠው ስልጠና ሳይንሳዊ የስልጠና መንገድን የተከተለ ነው ብለው ያስባሉ?
አዎ ☐ አይ ☐
22. በክለብ የሚጫወቱ ተጫዋቾች በአሰልጣኙ የተመረጡ ናቸው ብለው ያስባሉ?
አዎ ☐ አይ ☐
23. ለጥያቄ ቁጥር 22 አይ ከሆነ መልስዎ ምክንያቱን ይገለጹ?
24. ክለቡ ተጫዋቾችን ለመምረጥና ለመመልመል የራሱ የሆነ መመዘኛ አለው ብለው ያስባሉ?
አዎ ☐ አይ ☐

መመሪያ -3 እባክዎ የሚተሉትን ጥያቄዎች የራስ የሆነ መልስ በተሰጠዎ ባዶ ቦታ ላይ ግለፁ።

1. የአዲስ አበባ እግር ኳስ ክለብ ውጤታማ እንዲሆን ችግር የሆኑ ዋና ዋና ምክንያቶችን ዘርዝሩ?

ሀ. _____ መ. _____

ለ. _____ ሠ. _____

ሐ. _____ ረ. _____

2. የአዲስ አበባ እግር ኳስ ክለብ ውጤታማ እንዲሆን መደረግ የሚገባቸው ዋናዎች ተግባራት ምን ምን ናቸው ብለው ያስባሉ?

1. _____ 4. _____

2. _____ 5. _____

3. _____ 6. _____

3. የአዲስ አበባ እግር ኳስ ክለብ ውስጥ የአሰልጣኞች ቡድን በመሆን አሰልጣኙን የሚረዱ ባለሞያዎችን ዘርዝሩ?

1. _____ 5. _____

2. _____ 6. _____

3. _____ 7. _____

4. _____ 8. _____

4. በመጨረሻም ለክለቡ ውጤታማነት ይረዳል የሚሉት አስተያየት ካለ ይግለፁ።

APPEDIX 4

አዲስአበባዩኒቨርሲቲ

የተፈጥሮአዳዲስነት

የስፖርት-ሳይንስና ምህንድስና

በክለቡ-አስተዳደር አካላት የሚመለስ

የዳሰሳ ጥናት መጠይቅ

ይህ ቃለ መጠይቅ የተዘጋጀው የአዲስ አበባ እግር ኳስ ክለብ ውጤታማ እንዳይሆን እንቅፋት የሆኑ ችግሮችን ለመለየት ጠቃሚ መረጃዎችን ለመስብሰብ ነው። ስለሆነም የዚህ ጥናት ውጤታማነት የተመሠረተው መላሹ በሚሰጡት ትክክለኛ የሆነ መረጃ ላይ የተመሠረተ ነው። በተጨማሪ ለምንዳንዱ ጥያቄ የሚሠጡት መልስ ሚስጥራዊነቱ የተጠበቀ ቀመሆኑን በአክብሮት እንልፃለሁ።

ስለ ትብብርዎ በቅድሚያ አመሰግናለሁ

1. የአዲስአበባእግርኳስክለብውጤታማነውብለውያስባሉ?
2. የአዲስ አበባ እግር ኳስ ክለብ በመገልገያ መሳሪያዎች፣ በማዘውተርያ ስፍራዎች እና በሰው ኃይል በበቂ ሁኔታ የተደራጀ ነው ብለው ያስባሉ?
3. የአዲስ አበባ እግር ኳስ ክለብ ውጤታማ እንዳይሆን እንቅፋት የሆኑ ዋናዋና ችግሮች ምን ምን ናቸው?
4. የአዲስ አበባ እግር ኳስ ክለብ ውጤታማ እንዲሆን ቢታደግላቸው ላይ እየሠራ ያለው ስራ ምን ይመስላል?
5. በአዲስ አበባ እግር ኳስ ክለብ በቂ የሆነ የተጫዋቾች ማረፊያ ቦታ ከነመገልገያ መሳሪያዎች ተሟልቷል?
6. ክለቡ የራሱ የሆነ የገቢ ምንጭ እና የገቢ ማስገኛ ዘዴ አለው? _____
7. የአዲስ አበባ እግር ኳስ ክለብ ተጫዋቾቹን፣ አሰልጣኞቹን እና የአስተዳደር አካላትን የሚመዝንበት መንገድ ምን ዓይነት ነው?
8. የአዲስ አበባ እግር ኳስ ክለብ ውጤታማ እንዲሆን መከናወን ያለባቸው ዋና ዋና ተግባራት ምን ምን ናቸው?

Declaration

This thesis is my original work, has not been presented for a partial fulfillment of the requirement of a degree in any university and that all sources of material used for the thesis have been duly acknowledged.

Eshetu Nigusu

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