

**TEAM COHESION AND ITS  
CONTRIBUTION TO IMPROVR TEAM  
PERFORMANCE: THE CASE OF  
SELECTED AMHARA LEAGUE  
FOOTBALL TEAM**

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**A THESIS SUBMITTED TO THE SCHOOL OF GRADUATE  
STUDIES OF ADDIS ABABA UNIVERSITY IN PARTIAL  
FULFILLMENT OF THE REQUIREMENTS FOR THE  
DEGREE OF MASTERS OF SCIENCE IN SPORT SCIENCE**

**June 2021**

**ADDIS ABABA UNIVERSITY**

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## **ACKNOWLEDGEMENTS**

First and for most, I thank the Almighty God for His helps and giving me the chance to enjoy the fruits of my endeavor.

I am highly thankful assistant professor Wondemu Tadesse to my advisor, during the path of my study his supports, comments and suggestions were very much helpful for my research. I thank him for his kind help, maintenance, and treatments. I am also very much grateful to Dr. Tizazu Mossie for their psychological supports. His comments and suggestions were very constructive and significant for my study. Their encouragement, family-like treatments, and interest in my work were sources of motivation to deal effectively with my research.

I also express my gratitude to the Addis Abeba University for its monetary help. I am very much grateful to the athletes, Coaches who have dedicated their time for discussions and for providing data for this study. I am deeply grateful to my father Ato Girmachew Tesfaw he helped me in any way through the period of study. God bless him.

## *Abstract*

*The purpose of this study was to investigate team cohesion and its contribution to improve team performance in the case of Dembecha Kenema, Buri Kenema, Jega Kenema and Mankusa Kenema amhara leagu football clubs that be present playing in the amhara League of amhara region in 2020/21 G.C. The study used descriptive research design. The target population contained 98 players, four coaches and four team leaders of Dembecha Kenema, Buri Kenema, Jega Kenema and Mankusa Kenema football clubs.the total population was 106. A comprehensive sampling technique was used because all players, coaches, assistant coaches and team leaders of all teams were included in the study sample units. The players completed the Group Environment Questionnaire and a measure of a team performance questionnaire developed by the researcher. Face to face structured interview was also conducted to generate qualitative data on team cohesion and team performance. The collected data were analyzed using, descriptive statistics and correlation. The result showed that there was significant and moderate positive correlation between team cohesion and team performance. The result implied that team cohesion had theoretical and practical significance in improving team performance. The present study figured out the amhara league football teams are cohesive players and team cohesion had significant positive relation to team performance. The players have moderate understanding about the importance of team cohesion they can assist each other, they have a good satisfaction about their team, they develop their performance as the whole team and they register a good score in this season 2020/2021.*

**Key terms:** *team cohesion, team performance, social cohesion, task cohesion, football*

## DECLARATION

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

Name:-

.....signature.....date.....  
.....

This has been submitted for examination with my approval, as university adviser.

Name.....signature.....date...  
.....

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## CHAPTER ONE

### INTRODUCTION

#### 1.1 Back Ground of the Study

Sports mean whole procedures of physical activity which, done unexpected and structured contribution, goal in starting or improving physical ability and mental happiness (Fred C. 2005). For each and all human beings, sports are another to oxygen in keeping a good well-being leading to a joyful life (Saqib K. 2014).

Sport is well-defined as all kinds of physical motion that donate to fitness, mental happiness and social relations, counting play/active recreation prepared /inexpensive sport, and relaxed sports/games(Thomas R. A Mark W. 2003).

Football is extensively have fun at nearly each state in the world In the most nation's it is the main sport enlisting a great amount of members and impressive a excessive acceptance (Wondemu T. and damn H. 2004). It needs several issues such as practical/biomechanical, strategic, spiritual and physiological portions for achievement (Karadağ A. 2013).The football Association, founding in 1863 The game rapidly extends to central European nations and advanced into South America and the additional areas. The world's leading frame, the Federation of the International Football Association (FIFA), was established in 1904 (Thomas R. and A. Mark W. 2003).

Carron H. and Eys (2005) cited in, presented that a chief attention contained by the subdivision of sport psychology is to strengthen the athletic familiarity for persons who are complicated. So as to strengthen the athletic familiarity, An athlete's part on a team, the clearness of the part, and also the reception and fulfilment by the part might all power together team cohesion and general athlete fulfilment. (JONES H. R. M.S. (2006). Sport Psychology assistance athletes, teams, and organizations accomplish their general performance objectives. Which aid how participants to interject over the emotional obstacles that boundary performance and show them a system to achieve in "the zone" on additional reliable base (Michael J. 2010-2019).

Cohesion denotes the strong point of the link among group members or additional casually the amount to which persons to stay composed. In sport and workout study, the

leading believed meaning of cohesion is “a dynamic procedure which is replicated in the leaning for a bunch to stay calm and remain united within the pursuit of its instrumental objectives and/or for the satisfaction of associate emotional requirements (Mark E. and Jeemin K. 2017). Group cohesion is attracting more and further vital in several activities wherever performance is that the key resolution. In group sport, similar in the additional performance funded activity, greater group cohesion is careful to be identical supportive, and has controlled to greater performance. The cohesiveness of sports group frequently mentions to the power of links among group members, the agreement of a gaggle, the sensation of magnetism among group members, and then the amount to which members focus their labors to accomplish group goals (sopa Ioan S. and pomohaci m. 2014). Team cohesion occurs wherever players are combined in a mutual purpose. Athletes frequently pass time composed or share mutual emotional state external of their chosen sport. This can be denoted to as social cohesion. Similar group cohesion is task cohesion, wherever players are combined to achieve a particular task (Salah K. et al 2015).

Performance is a visible behaviour of players in the play area. A noticeable behaviour, negotiation the fundamental ability of the sport and consequently the physical excellence of accomplishment this skill properly (Wondemu T. and damn H. 2004).

The Amhara league clubs computation started in the 2003 Ethiopian calendar. Before that, there was Amhara clubs computation not in league formats rather as a computation on a regional level. two teams were participated from each zone during that time. While in 2003 Ethiopian calendar Amhara league started and the participant was only 6 clubs. Now the numbers of clubs are 33 in 10 years since the establishment.

Currently (2013) Amhara league clubs divided into seven groups. Each group have four up to six teams in accordance with location. The researcher will conduct this study in four clubs those are Buri kenema, Dembech Kenema, Mankusa kenema and Jega kenema Amhara league football clubs.

Bure kenema one of long time participant of Amhara league. Since 2005 the team is contender to promote for the former national league undergone (first) league computation. But Bure kenema has most of the time failed promotion in the knockout stage of the final tournament at the national level. Now the team leads group seven by nine points as the first round four week games finalized last weekend.

Dembecha and Mankusa join the Amhara league in 2010 where the regional clubs computation, held in Chagni and compete in 2011. Now those two teams are competing for three years in Amhara league.. Dembecha is a third position form five teams of group seven with six points, winning two and loss two from four games of the first round and Mankusa is without winning this season at the bottom of the group with two points.

Jega join the Amhara league in 2011. Now the team is fourth position for five teams of group seven with four points.

### Maps of Amhara region

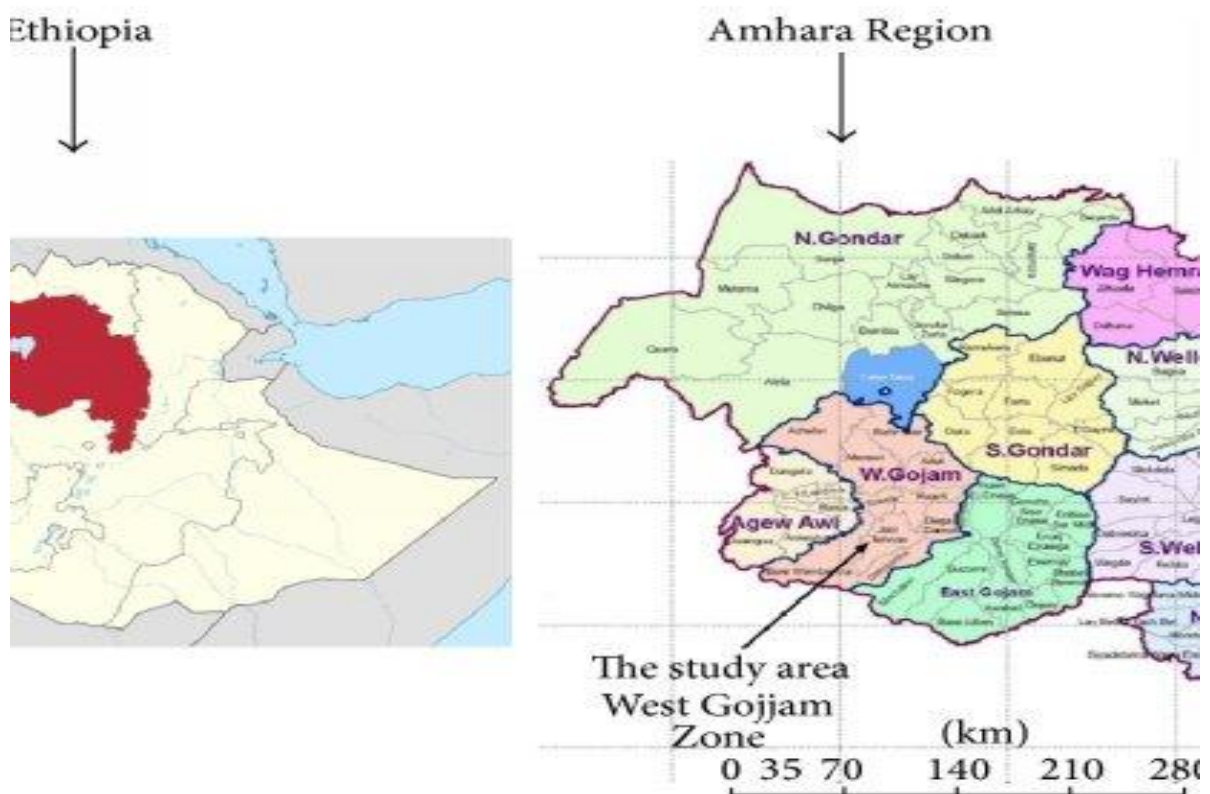


Figure 1.2. Location map of the study area

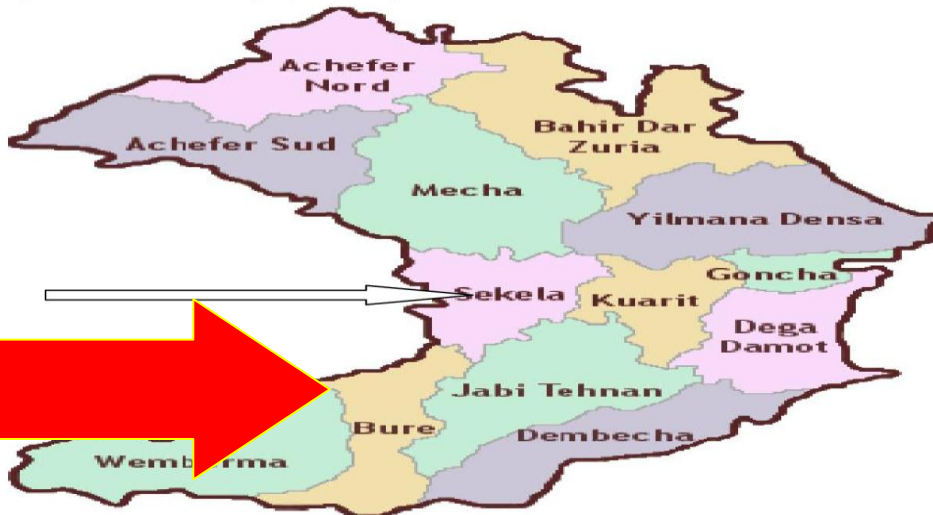


Figure 1 Map of Amhara region

## 1.2. Statement of the Problems

The researcher was through this study to indicate and explain the importance of cohesion in an especially sport group. The aim of this study is to understand how group cohesion can influence team performance. How positive attraction relationship can cause better performance. So as to realize this study were to determine the research gap that there's no enough research conducted on the difficulty of team cohesion and performance in Amhara region football clubs. And a little research conducted on this issue mostly focused on a capital level of football teams eg: - super league, premier league... So the researcher was conducted this study out of capital level of football teams and conduct on the Amhara league team.

## 1.3. Basic Research Questions

The researcher answers the consequent basic research questions.

1. what is the level of communication between players and coaches?
2. Do coaches have sufficient awareness about the importance of team cohesion?
3. How can coaches, develop team cohesion?
4. How is that the relational interaction between team and coach?

## **1.4. Objective of the Study**

### **1.4.1. General Objective**

the main objective of the study is:-

- ❖ To study, the team cohesion and its contributions to improve team performance in selected Amhara league west Gojjam zone clubs.

### **1.4.2. Specific objectives:**

the particular objective of the study is to:-

- Identify communication level of the players and coaches.
- Assess coaches have sufficient awareness about the significance of team cohesion.
- Investigate how can a coach develops team cohesion

Explain How is that the relational interaction among the team and coach

## **1.5 Delimitation of the study**

At current the Amhara league contains about thirty three (33) participating clubs everywhere the region. Regarding the study area, it's limited to Amhara region west Gojjam zone football teams those are:- Dembecha kenema, Jiega kenema, Buri kenema and Mankusa kenema Amhara league football clubs.

## **1.6 Limitation of the study**

Some of the problems which limited my study are:-

- Covid 19 pandemic
- Lack time constrain.
- Unwillingness of players in fulfilling the question on time returns the questionnaire

## 1.7. Significance of the Study

The findings of this study might need the subsequent major significances and therefore the study would support and enrich team cohesion under the study .To this end the importance of the study is to:-

- give coaches his/her awareness around team cohesion and its significance.
- Help good relations between coach and players.
- The outcomes of the study are also cooperative to find out out the softness and disadvantages of numerous teams aimed at the optimistic group environment.
- It may be used for the reason that the reference for the study of the relative topic for the next generation.
- It might help players to understand the best object around team cohesion for the achievement of their performances.
- The other beneficiaries are the another Amhara super and a premier league football clubs for the reason that the super and the premier league team, just found cohesive players; lastly Amhara league teams are further recipients because cohesive players are the choice of present football coaches so they will made well.

## 1.8 Operational Definitions of Terms

**Cohesion:** Cohesion has been defined as “group members inclination to forge social bonds, resulting in members sticking together and remaining united” (Carron, 1982)

**Group cohesion:-** Group cohesion has been defined as an emergent state that “is reflected in the tendency for a group to stick together and remain united in the pursuit of instrumental objectives and/or for the satisfaction of member affective needs” (Carron, Brawley, & Widmeyer, 1998).

**Social Cohesion:** Social Cohesion: reflects the degree to which members of a team like each other and interact accordingly. (salah K, etal 2015).

**Task Cohesion:**- Task Cohesion: refers to the degree to which members of a group work together to achieve common goals, for example, to win a specific game. (Carron, Brawley, & Widmeyer, 1998).

**Team:** Team cohesion is **defined** as the tendency of a **team** to have complete unity of purpose while working towards a goal and to satisfy the emotional needs of its members (Carron and Brawley, 2000).

**Team Cohesion:** cohesion is that the strength and extent of interpersonal connection existing among the members of a gaggle (Emily Cheek 2020).

## CHAPTER TWO

### REVIEW OF RELATED LITERATUR

#### 2.1 Football

Football might be a sport played by a sphere-shaped ball between two teams of 11 players. It's played by around 250 million players in above 200 nations and needs, creation it the world's favourite sport. The sport is played on a rectangular ground named a pitch by a goal at both ends. The component of the sport is to outscore the conflict up by touching the ball outside the stripe into the defending goal. The team through the higher number of goal victories the sport ([https://en.wikipedia.org/wiki/Football\\_in\\_Ethiopia](https://en.wikipedia.org/wiki/Football_in_Ethiopia)).

#### 2.2 History of Football in Ethiopian

“Nowadays football is widely played in altogether local countries of Ethiopia. In furthermost areas, it is the greatest vital sport registering a great amount of members and powerful a excessive acceptance. The defeat of Emperor Menelik II (1889-1913) compared to the Italian attackers at Adwa in 1896 that took football towards Ethiopia. The downfall of Italians influenced the rest of Europe to recognize Ethiopia’s freedom and conduct representatives to pursue favors since the Sovereign. It remained these European ambassadors and their dependants who presented football interested in Ethiopia”.

According to Solomon A. (2009) “the first football game existed detained among these non-nationals in Addis Ababa in 1924. Even though the point that there remained suggestions that football clubs be existent at the Teferi Mekonnen School as initial as 1927, the members continued non-nationals such by way of Armenians and Greeks, who consumed remained decided immigrant position by Ethiopia. In one and only of the “international” football games held in Addis Ababa in 1935. Ethiopia Recognized the Ethiopian Football Federation in 1943. The formation of the African Nations Cup in 1957, containing Ethiopia, Egypt, and Sudan, Ethiopian football accomplished extra impetus. In the 1962 African States Cup that remained detained in Addis Ababa, Ethiopia wins defeat Egypt 4-2. Later formerly, however, Ethiopia had not ever win an African Nations Cup, football has changed into one in each of the leading widespread activities in Ethiopia. Everywhere there's an educational founding identical a campus, college or maybe a high school, around must

remained football clubs remained made; even at Ethiopian armed force, there have remained football clubs that symbolized the military. Throughout this look, the Grand Ethiopian protection force and Organization of Education and Fine Arts played a leading and groundbreaking character in the growth of football in Ethiopia. Equivalent through this, one has become to letter that these remained too "contemporary" organizations over which Western thoughts leaked done into abundant of Africa. Even nowadays, the African militaries and educational formations continue comparatively modern and efficient organizations; and throughout this look, Ethiopia isn't exclusion. (Tadele Yidnekachew T. 1998). "After 1976, Sport Commission was arranged below the Office of Youth Sport and Nation.

## 2.3 Groups

A group has been well-defined by Moorhead and Griffin (1998) shows that "as 'two or additional people who interrelate through every other stated everyone inspirations and is influenced by one extra person'. A team has remained fairly just a bunch. Moorhead & Griffin describe a team as 'a minor number of persons by matching services who are loyal to a normal purpose, common performance goals, and a method that they grip themselves equally accountable'. A team in the wider intelligence isn't essentially a gaggle, because the followers of a team drive be occupied for a typical goal without always upcoming into interaction through all. The team is obviously devoted to a distinctive purpose, but it's not essentially a bunch, for the reason that its members might fulfil their team roles without the swimmers, fighters and long-distance sportsperson's always conference and right influencing respectively. Typically, on the other hand, on one occasion we request a team in sport psychology, we similarly are regarding a bunch of persons who play composed and have a healthy effect on one and only".

Social groups are a portion of the human being connected with the public. Groups have influence and a culture, separate to itself. The groups comprise characteristics that are mutual to everyone in the group, then they too possess characteristics unique to the group in question (Eys, Burke, et al 2006). A bunch joins a Gestalt law of association to its members, a common advantage for members, social association, group processes, and self-categorization. The law of mutual destiny suggests that the complete team defeats or the complete team misses. It's the team personality. Common advantage mentions to the defeat, the singular recognitions, and consequently the freedoms of membership in the group. The system includes the roles, locations, and consequently the rank of the particular

members. The group procedures mention in the message, teamwork, task performance, and consequently the social connections in The group. This is frequently personal and task interdependence. Self-categorization is that the separate worthiest somebody drops in the cooperative group, building the individual a part of the team.

## **2.4 Cohesion**

cohesion, its “a dynamic process reflected within the tendency for a group to stay together and remain united within the pursuit of its instrumental objectives and/or for the satisfaction of member affective needs One strength of this definition is that it identifies four major characteristics of cohesion:- 1) Multidimensional:- Members join and remain in groups for many different reasons, and these reasons vary between groups.2)Dynamic:- The forces acting on members to join and remain involved in groups are not stable and can change as groups develop over time.3) Instrumental:- Every group has a purpose for its formation and, therefore, must have a purpose for its actions.4) Affective:- All groups provide a context for the development of social relationships, good or bad, during their existence ( LUC J.etal 2013)

## **2.5 The concept of team cohesion**

“According to (Share A. 2020) Cohesion might be a multi-faceted procedure; it can break down into four main components: social relations, task relations, perceived unity, and emotions. Members of powerfully cohesive groups are additional motivated to join willingly and to stay through the group.. Cohesion will be further exactly clear because the propensity for a bunch to be in agreement, though occupied to an aim or to fulfil the sensitive wants of its members.”

There are a diversity of separate definitions of cohesion, its “a dynamic progression reflected in the propensity aimed at a group to stay composed and continue joint in the pursuit of its instrumental objects and for the gratification of member emotional requirements” .One power of this definition is that it identifies four main characteristics of cohesion: -

- Multidimensional. Members junction and continue in groups for many different explanations, and these explanations differ among groups.
- Dynamic. The military operatives on members to attach and continue elaborate in groups aren't unchanging and might change as groups grow over a period.

- Instrumental. Every group comprises a resolution for its creation and, consequently, must have a purpose for its movements.
- Affective. All groups offer a framework for the occasion of social relations, good or bad, during their being (LUC J. MARTIN, et al 2013)

The cohesiveness of sports group typically mentions to the power of links among group members, the agreement of a group, the feeling of magnetism among group members, and consequently the amount to which members focus their labors to understand group objectives. And so, from determining that in groups anywhere there are optimistic relations of sympathy, bond and collaboration, the movement is first (Sabin S.& Marcel I. 2014).

## **2.6 Group cohesion**

“Group cohesion is flattering more and further significant in some actions where performance is that the chief purpose. In group sports, similar in the supplementary performance founded actions, greater group cohesion is occupied into account to be very supportive, and has managed to greater performance. The cohesiveness of sports group typically mentions to the power of links among group members, the unity of a group, the sensation of magnetism among group members, and consequently the amount to which members focus their labors to accomplish group objectives (sopa Ioan S. 2014),”

(Team) groups of players must have an intangible link to meet their correct latent. This connection is shaped & reinforced in a very number of the approach, such as:

- Mixing composed to encourage to grip & respect each one
- Having a typical objective to achieve composed that persons invest & invest in expressively
- Making addictions on one more, so no player senses or acts in loneliness
- Producing pride & trust in an especially project shared through all team members
- Continuously determined to examine & increase in performance, forceful the limits of what is attained composed (Gavin T. 2020).

Great cohesion growths the group’s performance, though achieving performance growths cohesion. Though, both task and social cohesion are related to group performance (Pomohaci M. 2014)

## 2.7 Group Cohesiveness

Idea of cohesion has remained everywhere as long as persons are captivated by combining procedures and helpfulness. Cohesion has remained preserved as a multidimensional concept. Three possible mechanisms are recognized: social-task, personal-group, and vertical-horizontal scopes. The leading, reliable theoretic and experiential support happens to the difference between the task and social mechanisms of cohesion. Task cohesion is that the amounts to which members are concerned in the cooperative acknowledgments to its job and its achievement. Social cohesion is that the amount of relational magnetism between participants. The distinction between singular and group magnetism has also expected certain experiential maintenance. But then again singular magnetism is conceptually distinct as of a common link between group members, and its additional powerfully related to the idea of separable commitment. The final difference distinguishes among parallel and vertical mechanisms of cohesion (Kroll. W.. & Lewis, G. 1970),”

Group cohesiveness states in the amount to which members are attracted to the group and interested to stay to be a portion of the group. Cohesive group growth, communication between members hereafter subsequent in better collaboration among members which finishes up in common assistance, social fulfillment, lowers the ratio, lowers absence, and uncommonly developed production ( Ilukor G. 2019).

## 2.8 Factors that Influencing Team Cohesion

**Connection between members:** -concoction is vital to meaning efficiently additional as considerate plus describing roles to understand mutual objectives. Nearby are opposing kinds of objective which might be separated into task or social and aimed at the strong cohesion these must exist all told persons in the identical amounts. Task cohesion: ‘mentions to the amount to which members of a bunch effort composed to attain mutual goals, for example, to victory a specific game’ while social cohesion: ‘reproduces the amount to which members of a team resembling one more and interrelate accordingly’ (Emily C. 2020).

Team directors necessity to make a favorable atmosphere that maintenances actual connection with the group. If probable, team front-runners have a duty to inspire face –to-face communications, whichever by firmly inserting the team composed throughout a central site and /or establish a fun/open-air events. This makes a character's touch and delivers an atmosphere in place of shared happiness, thus producing an attachment procedure surrounded

by which players sense earlier together (Lencioni, 2005). Administrators who initiate humor are exposed to be additional probable to convert an essential a part of a publicly cohesive team (McGrath, 1984). Though, it's significant to escape bad humor and jokes ever since they will also outcome to hate and undesirably disturb the predictable fruitful performance. This eliminates the blocks among directors and players resultant in better cohesion.

**Belief:** it's regarded together of the leading significant phases of team cohesion. It's the link that allows any fairly important contacts forever exists through a team (Sheryl & Bruce, 2005). All players in an extremely athletics must believe one more. Executives and/or coaches may establish social activities geared just before team construction. Football teams in the Super League are made-up from unprofessional best players. Their keyboard is to success, among other participants and may be understood through belief and teamwork, creating from presence elaborate in preparing the attack, considerate plans and strategies to create unquestionable outstanding scores. This can guarantee enlarged team cohesion subsequent in fruitful performance (Lencioni, 2005) When group members since they'll believe one more, group cohesiveness is supplementary effortlessly developed.

**Scope of the group:-** . According to (Ilukor G. 2019).“The scope of the group inspirations the quantity of communication between the members of a specified group. A little small group scope with certain group members inspires communication between the members, though an enormous group scope bounds communication between group members. An enormous group limits the degree of announcement and collaboration with one more. Great groups may reason the formation of lesser groups ensuing in the reduction of the mutual group goals and objectives which ends up and doing into an uprising, formation of the numerous supremacy centers, role aggressive surrounded by additional topics, which all will decrease group cohesion (Ilukor G. 2019). The result of scope in social psychology differs from minor to large groups, carefully knitted groups to distant groups and though it must be calmer to achieve minor groups, the dynamics of enormous groups gifts an collection of in-group and out-group dynamics foremost to the appearance of numerous level cohesiveness and sub-groups that are pursuing dissimilar objective (Adeleke O. Banwo1 et al, 2015)”

**Likeness:** - Once the group members are comparable, it's easier for the group to convert cohesive. The likeness might be for the reason that numerous issues like having similar standards, views, life environments, or pressing life matters. .

**Management:** Team structural setting includes elementary buildings in its hierarchical structure. A study by (Jowett et A. 2004) inspected the degree to which sportsperson insights of their connection with their coach increase the forecast of team cohesion outside what's forecast by the insights of coach headship. Research has exposed that a team is maybe successful to be additional cohesive once its constructions favor near interaction (Sheryl & Bruce, 2005). The leaders and players of teams would be reliable and well-informed in occupied with teams. The elasticity of team leaders to:

- absolutely inspiring commitment of players raises greater team cohesion
- start exposed connection among all participants
- include players in the executive
- deliberate behavioral prospects and punishment, and
- Recognize upright performances and form advice-giving get-togethers where players can look their objections. Management that represents the overhead makings is possibly profitable to grow tougher team cohesion and later effective performances.

**Group Directness to Fresh Members:** - When a gaggle is exposed and friendly to novel members, group members additional simply grow cohesion. Frequently in excess of time, group association spirit modification appreciations to numerous life conditions or altering separate requirements.

**Attractiveness:** This is the amount to which a sport is frequently played and famous irritated-cultural outfits. If a sport is not accepted, then there'll be a rare person attentive to play this sport. Therefore, it'd be hard for pursuit available teams to play in contradiction, hereafter team cohesion is profitable to be less. Nevertheless, uncertainty a sport is generally there'll stand numerous societies wanting to spot themselves through such a sport. Actual talked-about sports are linked to excessive accomplishments in standings of income, separable celebrity and smooth one suitable a personality. Effective Football players similar Lionel Messi are traditions recognized universal acknowledgments for his good performance. Players surrounded by the super League may predict into flattering signs and therefore, necessity effort as a team aimed at greatest performance. The supposed of occupied composed motivation, encourage team cohesion.

**Previous Group Involvements:** -When members of an additional group be necessary taken earlier optimistic group involvements, they're added simply talented to found group cohesion.

When members be necessary taken previous group involvements that remained unfavorable, they'll struggle increasing cohesion within the team (Jenniffer k. 2016).

**Selfsame:** According to (Lencioni, 2005). Said that “this can be frequently fanatical on the team arrangement and association. Condition the team members are related positions: \_

- Old
- position
- understanding
- requirement
- goals
- social experience
- approaches
- talent
- Obligation and character, they'd have similar group therefore developing team cohesion. In opposition, teams where members have parallels are supplementary cohesive and this might show harmonized behavior forms and a good amount of performance (Lencioni, 2005). If probable, such issues are frequently careful in team collection. In comparing, heterogeneity of the team members could expose unfriendly dissimilarities that may cooperation team cohesion. Supplementary, a distinctive group or team individuality willpower has optimistic significances on performance in a co- substitute sports man similar to football. The social closeness and task agreement that grows in groups is amenable to members. This study, then, a resolute effort to examine the effect of homogeneity of a team on task and social cohesion and also the performance of Amhara region league football clubs”

**Compatibility of the members:** - when a bunch is standardized in expressions of its appearances corresponding; shared qualifications, interests, approaches and standards of its members, it's typically at ease to impulse cohesiveness (Ilukor G. 2019).

## 2.9 The Five Behaviours of a Cohesive Team

**Belief one another:** - Once team members are honestly see-through and truthful through every one, they're prepared to shape weakness built belief (Jenniffer k. 2016).What time group members since they'll belief one another, group cohesiveness is farther simply settled.

Belief is actual beneficial to the operation of a business. Belief improves structural interactions by growing the supremacy of group members to figure calm. Belief is forecast to improve team performance are uninvolved from accomplishment agreement (Mercede M. et al, 2010).

**Occupancy in engagement about thoughts:** - (Partick L. 2018). The battle is frequently reflected unsafe on a team since it can reason firm emotional state. When there's belief, team members are talented to participate in unfiltered, the beneficial discussion of concepts. These vital issues confirm team effort to do well in from top to bottom performance and highest achievement (Wu, M.C. & Chen, Y. 2014). Team battle typically outcomes from the internal discord of team members and is stated in external disagreement or the underachievement of team performance. Team battle might fine be motivated by team members' particular deviation, like thought, roles, and beliefs, and relational connections.

**Commit to judgements:** - Gaining promise since team members aren't the equal as receiving agreement... When team members are prepared to offer view besides argumentative thoughts, they'll be supplementary possible to agree to judgement.

**Grip every one responsible:** - Responsibility is frequently the leading hard behavior for a team of chief. When greatest are dedicated to a see-through plan of achievement, they'll be additional prepared to transmit everyone responsible.

**Effort going on completing cooperative outcomes:** - Accomplishing team goals is why the team occurs. The ultimate term aim of structure better belief, good battle, obligation, and responsibility is one object: the accomplishment of outcome. (Partick L. 2018).

## **2.10 Group Cohesion and Performance**

Group pride plays a positive role in conditions wherever the connection between performance and Cohesion is optimistic and occasionally intense about accomplishment in previous performances. The linking among cohesion and performance takes to remain originate to be optimistic in certain Educations and undesirable in additional educations, this outward contradiction settles the difficulty of Research in group cohesion (Adeleke O. Et al, 2015) Great cohesion raises the group's performance, though effective performance rises Cohesion (sopa Ioan S. 2014).

## **2.11 Elements of group cohesion**

(Widmeyer et al 1985) distinguished between two different aspects of team cohesion. Each member of a team has a view of the team as a unit (this is known as the members' group integration) and of every individual within it (this is called the individual attractions). The members may also have different perceptions of the team and its members as regards their sporting performance and their social interactions. In other words, you can think of your teammates quite differently as individuals and as a team, and as people and co-competitors. We might, for example, see them as socially unpleasant both individually and collectively but as effective co-competitors. (Carron et al 1985) devised a psychometric test, the Group Environment Questionnaire (GEQ), which can be used to measure team cohesiveness. The GEQ considers group integration and individual attractions, and both the task achievement and the social life of a team

## **2.12 Connections among Degree of Collaboration and Team Cohesion**

The amount of relations in a specific sport is too a significant aspect in team cohesion. (Cox, 1990), proposes that sports might be characterized into great relations in team sports (e.g. football, basketball, rugby) and little relations separate sports (e.g. swimming, shooting, and cycling). Football is the chief sport in this revision and it is a group sport and extremely cooperating. Members of the team are probable to:-

- ✓ have a mutual uniqueness that differentiates them on or after other teams
- ✓ stand informally paying attention to each other
- ✓ stay prepared to accompany each other
- ✓ place their team effort beforehand their benefits
- ✓ own particular punishment, and
- ✓ Share goals and aims.

Teams whose players must have the overhead qualities are intended to list better team cohesion and do well in the sports competitions (Wisel, 1994). Conversely, personalized sports be determined by on a player's distinctive and readiness in performing the services to success the competition. Football is a team sport and players must have the potentials stated above for good outcomes. Figure 2 below exemplifies the result of low and high dealings relative to the amount of team cohesion.

---

### LOW INTERACTION GAMES

High team cohesion —————> Less good performance

Low team cohesion —————> Less good performance

### HIGH INTERACTION GAMES

High team cohesion —————> Good performance

Low team cohesion —————> Less good performance

Figure2. Relationships between Team Relations and Degree of Cohesion Team

Performance (Adopted from Cox, 1990:14)

Figure 1 displays that great team cohesion in a low interaction sport reasons low performance. The suggestions of such remarks are to controller coaches and sport psychologists in evaluating team cohesion and grow team-building plans to progress task cohesion, hereafter, rising the “we” attitude. (Eriksson 2000) defines in what way the “we” attitude can increase the performance of altogether the players in a team and assistance decrease the weight related to large actions and also defines eight key qualities of an operative team, which encourages team cohesion. The qualities may contain:-

- ❖ Belief between altogether the team players and the technical team
- ❖ Allowed announcement between players and supervisors
- ❖ Participating executive, and
- ❖ Democratic leadership style. Accordingly, altogether personnel treatment teams must goal to teach into the players the overhead qualities so as to rise cohesion. This study, then tried to assess the effect that the degree of interaction has on team cohesion and performance in the game of Amhara region league football teams.

## 2.13 Team Cohesion and Individual Productivity

Athletes on teams characterized by the presence of a better productivity norm and better cohesiveness may be predicted to exhibit superior performance. Higher cohesion is positively related to higher conformity to team norms. In short, performance standards are present in sport teams, and cohesion increases the likelihood that athletes will strive to satisfy the collective expectations related to those standards. Therefore, it'd be predicted that

in sport teams, the cohesion-performance relationship is enhanced by the presence of a high norm for productivity. On the opposite hand research in sport has shown that task cohesion and norms for productivity are significantly positively related. (KIMBERLEY L. Et al, 2001).

## **2.14 A group is Characterized by Social Cohesion and Interaction of its Members**

A group is that the combination of two or more persons who are linked to each other done social association. Certain significant things to own in the group are connected, effect, contact, interdependence, interrelation, joint identification, joint tasks and aims, construction and organization (Khoirul A. 2016).

Social psychologists describe a gaggle as “two or more individuals who interrelate through each other, have forecasts as members of the group, and share a normal individuality.” a gaggle is fairly a form of persons, comparable persons to come in stripe at a superstore. There’s social cohesion between group members and level of social collaboration.

## **2.15 Measurement of Team Cohesion**

- First, team cohesion is abstracted as a multi-dimensional hypothesis with sizes that highlight social and task scopes crossways a feast of approaches and behaviors. It’s great to hypothesis measures and balances that highlight team cohesion as a multidimensional concept.

- Next, team cohesion must be measured at together the separate equal and at the team level (Salas et al., 2015).

- Third, team cohesion grows finished period, yet few researchers have recognized the lively environment of team cohesion (Salas et al., 2015). The research recommends that teams grow cohesion throughout the leading phases of team creation, so zealous and colleagues propose that researchers grow measures that detention the idea of “swift cohesion” so as to spread the reliability and validity of measures.

## **2.16 Coaching Effectiveness and Coaching Leadership Outlines**

The Meditational Model leadership and so the Multidimensional Model leadership are binary of the leading extensively used coaching leadership models. Of the binary, the MML

appears to have broader custom. With this model, coaching management would be observed as a purpose of the volume to stability the continually varying sizes in the coaching atmosphere. An amount of these sizes is athlete outlooks, situational issues, and coach–sportsperson relations.

Transformational management to be prognostic of coaching capability and athlete fulfilment. They decided that coaches who usage transformational management are considered by a profound consciousness of in what way they reflect, how they act, and the way they're apparent by their sportsperson's (Lesika K. & Leapetswe M. 2019).

Authentic leadership (AL) might be a realistically leadership that motivates and encourages optimistic psychological volumes, emphasizing the ethical and moral constituent of behavior (Carlos G.,Guiu L et al, 2015).

## **2.17 Connection Among Success, Fulfilment and Performance**

“Research has exposed that there is a connection among player fulfilment and effective performance. The connection among team cohesion and performance is mainly co-relational somewhat than unplanned (Sheryl & Bruce, 2005). Cohesion is related through the level to which team players are fulfilled. Fulfilment mentions to a person’s sensation in the direction of their contribution in a team, (Rintaugu et al., 2013). Uncertainty an separate has a height amount of fulfilment they are supplementary prospective to sense good around themselves and their contribution henceforth great performance. On the other hand, uncertainty a group deficiencies the aptitude to improvement fulfilment considerably done its performances, team cohesion may decline. Cohesive teams are supplementary creative than a lesser amount of cohesive team’s performance. Likewise, team players’ gratification may lead to team cohesion from this time fruitful performance. Consequently, it is significant to encourage team gratification finished inspiration and additional methods of assessments to the players. The instant team players are fulfilled as nearby is a strong team cohesion resultant obsessed with fruitful performance. Nevertheless, the absence of fulfilment might outcome to little team cohesion therefore unfortunate performance. Players’ fulfilment creates the style of management, payment/allowances if several, tolerable exercise that improvements their self-confidence and additional procedures of inspiration that are provided to the team (Muthiane et al., 2015). This study, consequently, irritated to evaluate the effect of the player’s fulfilment on team cohesion within the Amhara region league football team”.

## **2.18 Coach-Athlete Relationship**

According to (Altıntaş and Bayar 2016) revealed that the relationship between coach and athlete was a major challenge for team performance and coaching in competitive sports. This relation affected team performance and success also coaching skills and experience was really significant determinants in sport. However, there is a lack of comprehensive knowledge vis-à-vis the challenges of the coach-athlete relationship that are developed in Ethiopian premier league football clubs and how players and coaches believe these challenge transfer to different skill domains and successful performance of the team and coaching outcomes.

A coach needs to improve his/her team performance and possess insights in a variety of circumstances while undertaking a numerous number of tasks, but the main role is to develop and improve the performance of teams as a whole and individual (Mesquita, Isidro, & Rosado, 2010).

However, when they are applying for their own roles, the coach may face challenges for coaching to develop the performance of football teams and individual players. Among, many kinds of coaching challenges the coach-athlete relationship maintenances are the significant impact on the successful performance of coaching and the team (Kebaili & Suissi, 2016). The interpersonal dynamics between the coach and the athlete are crucial to the team performance (Jowett & Duda, 2008). Consequently, research in this area stems from the need to build a systematic, comprehensive, and empirically grounded body of knowledge that contains practical applications for coaches and athletes (Jowett & Poczwardowski, 2007).

## 2.19 Leadership and Group

According to (Moorhead and Griffin 1998) as ‘the utilize of non coercive pressure to straight and organize the performance of group members to get together a goal’. Leadership might be informal or formal. When we assign a team coach and a captain, we know that they have formal leadership roles. However, other team members might also take on informal roles in which they influence and inspire others. For many years, psychologists have been concerned with who becomes a leader and how they carry out their role. In the remainder of this chapter, we shall examine both of these issues

## 2.20 Leadership style

“There is an additional method to lead individuals. An initial nonetheless still the powerful difference is that among authoritarian, laissez-faire and democratic styles of leadership (Lewis et al 1939).

- ❖ The *authoritarian* leader creates decisions by yourself and imagines unthinking compliance as of the group. This method has benefits and difficulties in sport. The chief benefit is that team members can unmoving be concentrating on the direction of resolute accomplishment as soon as they are tired, worried and disappointed. On the other hand, authoritarian leadership has its prices. Supplementary group members are frequently deprived of whatever would be a valuable contribution to decision constructing, and, in the nonappearance of the leader, the members might have struggled in inspiring themselves.
- ❖ The *laissez-faire* leader leaves group members to become through the task at pointer deprived of interfering. Such leaders may support persons, nevertheless do not try to form or inspire the group as a total. At the same time as existence a member of a group through laissez-faire leadership might permit you to travel your aptitudes deprived of presence gratuitously limited, leaders who can function *solitary* in a laissez-faire way frequently be unsuccessful to inspire groups to attain their possible or manage with disasters.”
- ❖ The *democratic* leader, can be realized as a central household flanked by authoritarian and laissez-faire styles. The democratic leader takings decisions and imposes them, but decisions continuously take explanation on the opinions of the

respite of the group. Democratic leadership can reason problems once actual fast decision creation is obligatory in an alternative, nonetheless in maximum circumstances; this is the greatest fruitful style of leadership. Lewin has obtained a valuable method to considerate by what means leaders may function. This prepares not mean, conversely, that a leader can function in only one approach. Lewin supposed that each style of leadership the whole thing in dissimilar circumstances, and that the greatest leaders can custom all three styles as suitable.

## **CHAPTER THREE**

### **METHODOLOGY AND DESIGN OF THE STUDY**

### **3. Introduction**

This chapter describes the methods and procedures that were employed in the study. These include an outline of the study area, research design, target population, sample size and sampling procedures, instruments and procedures of information collection, validation of the instruments, variables of the study, data analysis and data presentation techniques.

#### **3.1 Methodology**

According to (Hagan 2003), triangulation assumes use of multiple methods to measure the same phenomena. The logic of triangulation holds that by using ‘‘ using different methods and/or techniques’ (questionnaires, interview, experiment, observation, and/or documentary analyses) of measuring a phenomena should be similar. Triangulation methods assume that it is relatively hopeless to attempt to demonstrate the validity or reliability of one measurement using only one method. In the same vein, it is proposed that the study be conducted within the quantitative and the qualitative paradigms or approaches.

Quantitative research has certain distinct characteristics. These are data are in the form of numbers, are usually generated using more structured research instruments (i.e., questioner’s), and the finding is based on larger sample sizes that are representative of the study population. Any hypothesis can be tested using concepts in the form of distinct variables, measures of the variables are systematically created data collection and are standardized, and finally, the reasoning is logically deduced and goes from the general to the specific..

One of the major distinguishing characteristics of qualitative research is the fact that the researchers attempt to understand peoples in terms of their own definition of their word. Here the focus is on an insider- perspective rather than on an outsider-perspective. By utilizing a qualitative approach, an attempt will be made to understand the views and opinion of youth in the regional states of Amhara as well as youth football coaches and the method of their training.

Against this background, the researcher was used triangulation (multiple) methods. This study utilized observation. Personal interviews with some members of the coach and team leader in their club in west gojjam Amhara regional states of Ethiopia. Moreover the same methods employed to collect primary data on those issues under investigation from youth footballers by using questionnaires’.

### **3.2. Design and Method of the Study**

This study was used descriptive research design. The researcher was used both qualitative and quantitative data.

### **3.3. Demography of the Study**

The study was conducted at Dembecha kenema, Jega kenema, Bure kenema and Mankusa kenema football clubs in west Gojjam zone Amhara Region, which is found 350km, 376 km, 387 km and 367k north of Addis Ababa respectively. Dembecha located at the 10°3’N 37°29’E longitude and latitude with the elevation of 2083m above water level where Jiga longitude and latitude 10°40’0’N 37°22’0’E Buri longitude and latitude of 10°42’N 37°4’E with an elevation of 2091 meters above water level.

### **3.4 Sampling Technique and Sampling Size**

In this study four woreda football clubs were selected purposively out of 33 woreda football clubs thanks to somewhat the similarity of the climate, zone, transport accessibility and social interaction among peoples. Those woredas are: - Dembecha kenema, Jiga kenema Buri kenema and Mankusa kenema Amhara leagu football clubs. The sample size of the study in the Dembecha Kenema football club was 25 players, Jega kenema 24, Buri kenema 24 and Mankusa kenema 25. The players in each team were vetted through competitive selection and also the teams were qualified for the Amhara league. The sampling frame containing the lists all players of every club. All members of the population were used as sample units. The researcher was used comprehensive sampling technique. The participants that include within the study was 98 players, 4 coaches, and 4 team leaders. The whole population of this study was 106.

### **3.5. Sources of Data**

The data sources for the study was: - primary data and supported documents were used for safe sufficient data/information. Primary data were collected from subjects through questionnaires interviews and observation, whereas supported document was gathered from published and unpublished materials.

### **3.6. Variables of the Study**

Team cohesion, (social cohesion and task cohesion) was the independent variable and team performance was the dependent variable of the study.

### **3.7 Data Collection Instrument and Procedure**

The Group environment questionnaire (GEQ), observation and interview were used as a tool for data collected during this study. The questionnaires constitute both closed-ended and open-ended items. Observation and Face-to-face structure interview will conduct to gather qualitative data from four head coaches, four assistance coach and 4 team leaders and , quantitative data collect through questionnaires’.

#### **3.7.1 Questioner**

A questionnaire is prepared and administered to the sample players to collect data regarding to team cohesion of amhara league football players. In order to elicit the necessary data, both questionnaires were constructed based on the review of related literatures; consisting of two main sub-topics: I, personal profiles, II, effects of team cohesion on the result of selected amhara league football teams. This was constructed in keeping with the main themes of research guiding questions as well. There are two sets of questions, some of them comprise close-ended while most of them consist of open ended questions which, the researcher believes, would help the respondent to write their real feeling about the phenomena they are asked.

#### **3.7.2 Interview**

Face-to-face interview was conducted with coaches and Team Leader. To this end, a set of unstructured open-ended interview questions were prepared. The interview items were mainly focused on the team cohesion and its contribution in enhancing performance to the players, the involvement of society and implementation of team cohesion to promote and facilitate for the successful participation of football players. The data obtained from the interview consists of responses of the directors and the

experts about their knowledge, experience, opinions, perception, and intervention concerning the development and promotion of team cohesion.

### **3.7.3 Observation**

Observation is prepared to gather additional information. Two consecutive observations were carried out in order to accomplish the task. There was well organized check list having twelve important questions, most of the questions are used as an indicator of whether there is team cohesion or not.

### **3.8. Method of Data Analysis**

The data that collected through questionnaires were analyzed by using Statistical Package for Social Sciences (SPSS) version 26.0. The information was tabulated within the form frequencies, percentages, and correlation. Correlation coefficients were calculated to work out the connection of team cohesion and team performance. Qualitative data were first organized into meaningful information and also the data were described both as express by interviews and observation by the researcher.

### **3.9 Pilot Test Instrument**

In this study, it totally was translated into Amharic by the researcher to live team cohesion of football clubs within the Ethiopian context. The questionnaire was subjected to both reliability and validity assessment. Comments were received from experts within the field and a few items were modified. The reliability of the scales was estimated using the inner consistency method. Social cohesion and task cohesion scales had 0.952 and 0.983 reliability coefficients respectively. The aim of calculating the reliability coefficients aids to make sure the validity of the evidences obtained using the questionnaire. Twenty seven players from Dembecha edget football team were involved within the pilot test accustomed conduct reliability analysis.

### **3.10. Ethical Consideration**

Before collecting the information, the researcher explained the aim of the study for club administrative managers, coaches and players. Follow the reason, participants the researcher was asked for his or her permission to participate within the interview and direct measurement. Furthermore, a participant was informed that the knowledge they need provided is employed just for the research purpose.

**CHAPTER FOUR**  
**DATA PRESENTATION AND ANALYSIS**

This chapter presents an analysis, results, and discussions of the study. The first piece deals with explanation of demographic characteristics of the participants. second, descriptive analysis of participants’ perceptions of team cohesion(social and task) was described and explained. Third, correlations between team cohesion (social and task) and team performance were calculated. The full population of this study as indicated within the below table was 106 and, the questioner was through with 98 players. Lastly, an interview was made with 4 coaches, and 4 Team leaders respectively.

**Table 4.1.1 Research setting and participants of the study**

Types of participants in the study	Research instrument	Research setting and no of participants			Total
		Player	Coach	Team leader	
Player	Questioner	98	-	-	98
Coach	Interview	-	4		4
Team leader	Interview	-		4	4

As mentioned earlier, the participant’s total male questionnaire was distributed to 98 players. All players returned the completed questionnaire. The remaining 4 coach’s and 4 team leaders were politely answered which the interview was raised by the researcher. Totally the participants in this study were 106.

**4.1 demography of participant**

**Table 4.1.2 demography of the participants**

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	98	100.0	100.0	100.0

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-22	65	66.3	66.3	66.3
	23-27	30	30.6	30.6	96.9
	28-32	3	3.1	3.1	100.0
	Total	98	100.0	100.0	

Marital status					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	12	12.2	12.2	12.2
	Single	86	87.8	87.8	100.0
	Total	98	100.0	100.0	

work experiences					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	one years	48	49.0	49.0	49.0
	two years	31	31.6	31.6	80.6
	three years	7	7.1	7.1	87.8
	four years	3	3.1	3.1	90.8
	above five years	9	9.2	9.2	100.0
	Total	98	100.0	100.0	

According to table 4.2 98 players were involved in the study 98(100%) of the players respondents are male because the research done by male football club.

As participants age a higher number of the subjects, 65(66.3%) were within the ages of 18 up to 22 years. This implies that the majority of players were in their young peoples, which is the epitome of physical activity (Murray, 2006). The subject's age limits were commensurate

with elite football players for successful performance in the Amhara league 2020/21 season.

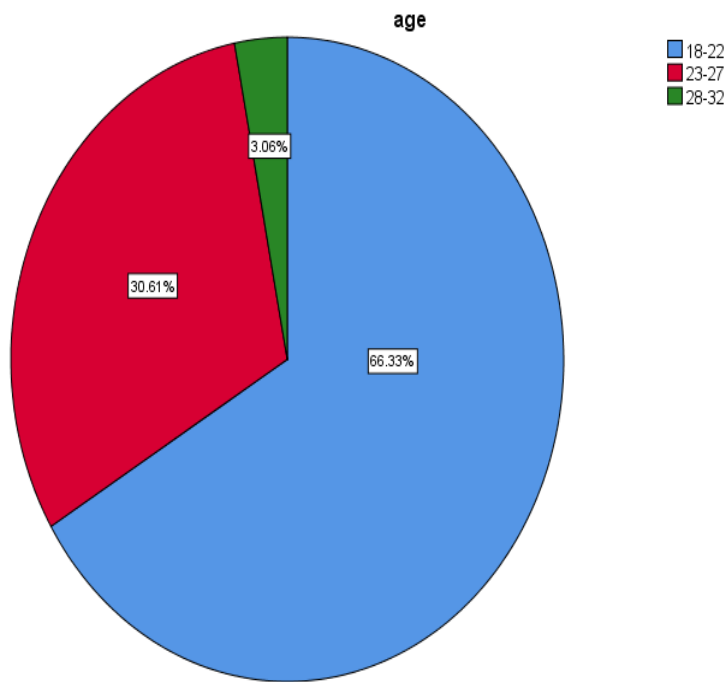


Figure 3. age of the participant

As the marital status of the participants that majority of the respondents, 86 (87.8%) were single, while 12 (12.2%) were married. The result indicated that were in their adolescence age and unmarried. Married players may have low performance because after marriage players may be tied by family responsibilities and obligations.

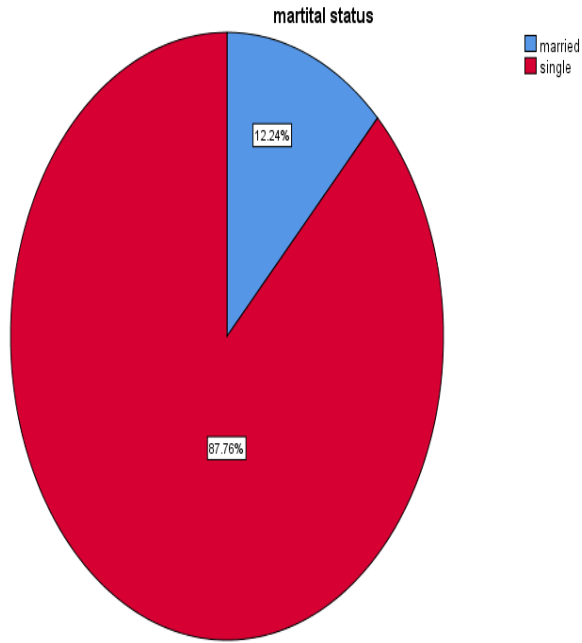


Figure 4 marital status of the participant

As work experience of the players in their team Out of 98 players, 48 (49.0%) of respondents indicated that they spent up to 1 year in their teams, while 31 (31.6%) indicated they spent 2 years. The remaining 7 (7.1%) of the participants spent 3 years, and 3 (3.1) respondents 4 years and 9 (9.2) respondents responded that they spent above 5 years in their clubs.

Table 4.1.3 degree of social cohesion

<b>How many friends do you have in the team</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5	33	33.7	33.7	33.7
	6-10	5	5.1	5.1	38.8
	11-15	12	12.2	12.2	51.0
	16-20	11	11.2	11.2	62.2
	above 20	37	37.8	37.8	100.0
	Total	98	100.0	100.0	

<b>the Number of Individuals the Players Disliked in Their Teams</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	9	9.2	9.2	9.2
	No	89	90.8	90.8	100.0
	Total	98	100.0	100.0	

<b>When you win a game for whom do you give credit</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	for team	82	83.7	83.7	83.7
	talented players	8	8.2	8.2	91.8
	non-committed	8	8.2	8.2	100.0
	Total	98	100.0	100.0	

<b>when you lose a game, do you blame particular players in the team or a team as a whole</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	for the team	72	73.5	73.5	73.5
	talented players	14	14.3	14.3	87.8
	non-committed	12	12.2	12.2	100.0
	Total	98	100.0	100.0	

As shown in Table 4.3 the majority of 37 (37.8%) of respondents indicated that there have above 20 friends in their team, 33 (33.7%) they have 1-5 friends, 12 (12.2%) they have 6-10 friends they have 11 (11.2%) 16-20 friends they have and 5 (5.1%) of the respondents they have 6-10 friends in their team. so the above responses clearly indicated that there is high social cohesion in the team because players more friends are on their teams.

only minority proportion of 9 (9.2%) of respondents indicated that there were players they disliked in their teams, but majority 89 (90.8%) indicated that they did not dislike so the above responses clearly indicated that there is high social cohesion in the team because players do not dislike each other.

Previous research has been conducted in order to identify and explore personal attributes which associated with participation in sports. Attributes such as self-esteem, pride and competition within a team and attitudes towards other players in a team have both negative and positive effects (Murray, 2006). Findings from the present study have revealed that social cohesion thrived in teams in the study.

majority of respondents 82 (83.7%) gave credit of winning for the team while very few respondents 8 (8.2%) responded that they give credit of winning for few talented players, and 8 (8.2%) of respondents were non-committal.

In addition 72 (73.5%) Respondents indicated that they gave the responsibility of losing for the team while 14 (14.3%) of respondents responded they blame particular players. 12 (12.3%) of respondents were non-committal. Therefore, the above responses clearly indicated that there is high social cohesion in the team because players give credit of winning and give responsibility for losing for the team as a whole rather than blaming each other and celebrating individually.

**some of my best friends are in this team**

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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	2	2.0	2.0	2.0
	Disagree	6	6.1	6.1	8.2
	Undecided	8	8.2	8.2	16.3
	Agree	35	35.7	35.7	52.0
	strongly agree	47	48.0	48.0	100.0
	Total	98	100.0	100.0	

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**I enjoy meeting the people in my team**

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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	2	2.0	2.0	2.0
	Disagree	3	3.1	3.1	5.1
	Undecided	6	6.1	6.1	11.2
	Agree	36	36.7	36.7	48.0
	strongly agree	51	52.0	52.0	100.0
	Total	98	100.0	100.0	

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he majority of the respondents of the players in the study 45(45.9%) indicated that they are agree for Some of my best friends are in this team, 27(27.6%) strongly agree , 16(16.3%) undecided 5(5.1) disagree 5(5.1) strongly dis agree Therefore, the above responses clearly indicated that there is high social cohesion in the team because the majority of the team mates have a friend within a team.

he majority of the respondents of the players in the study 39(39.8%) indicated that they are strongly agree for I enjoy meeting the people in my team 36(37%) agree, 14(14.3%) undecided 7(7.1%) dis agree and 2(2%) strongly dis agree Therefore, the above responses clearly indicated that there is high social cohesion in the team because the majority of the respondents are strongly agree for they enjoy meeting among their teams

**For me, this team is an important social group to which I belong**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	33	33.7	33.7	33.7
	strongly agree	65	66.3	66.3	100.0
	Total	98	100.0	100.0	

**Members of our team would rather go out as a team than go out on their own**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	5	5.1	5.1	5.1
	Disagree	5	5.1	5.1	10.2
	Undecided	5	5.1	5.1	15.3
	Agree	35	35.7	35.7	51.0
	strongly agree	48	49.0	49.0	100.0
	Total	98	100.0	100.0	

additionally 48(48.0%) of respondents indicated that they are strongly agree for, for me, this

team is an important social group to which I belong 35(35.7%) agree, 8(8.2%) undecided, 6(6.1%) disagree and 1(2.0) strongly dis agree Therefore, the above responses clearly indicated that there is high social cohesion in the team because majority of the respondents indicated that they are strongly agree for there , there team are an important social group to which they belong.

additionally 51(52.0%) of respondents indicated that they are strongly agree for Members of our team would rather go out as a team than go out on their own 36(36.7%) agree, 6(6.1%) undecided, 3(3.1%) disagree and 2(2.0) strongly dis agree Therefore, the above responses clearly indicated that there is high social cohesion in the team because majority of the respondents indicated that they are strongly agree for there , Members of our team would rather go out as a team than go out on their own

**Our team spends time socializing before or after training/meetings.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	4	4.1	4.1	4.1
	Disagree	2	2.0	2.0	6.1
	Undecided	5	5.1	5.1	11.2
	Agree	35	35.7	35.7	46.9
	strongly agree	52	53.1	53.1	100.0
	Total	98	100.0	100.0	

**Our team would like to spend time together if the season was to end**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	3	3.1	3.1	3.1
	Disagree	2	2.0	2.0	5.1
	Undecided	1	1.0	1.0	6.1
	Agree	35	35.7	35.7	41.8
	strongly agree	57	58.2	58.2	100.0
	Total	98	100.0	100.0	

the majority of the respondents of the players in the study 65(66.3%) indicated that strongly agree, for Our team spends time socializing before or after training/meetings33(33.7%) of respondents are agree, 0 undecided, 0 disagree and 0 strongly disagree Therefore, the above responses clearly indicated that there is high social cohesion in the team because the team meats spends time socializing before or after training/meetings.

As can be seen in the Table 4.3 the majority of the respondents of the players in the study 48(49.0%) indicated that strongly agree, for Our team would like to spend time together if the season was to end35(35.7%) of respondents are agree, 5(5.1%) undecided, 5(5.1%) disagree and 5(5.1%) strongly disagree Therefore, the above responses clearly indicated that there is high social cohesion in the team because the team meats would like to spend time together if the season was to end.

**Members of our team stick together out of training or group meetings.**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	1	1.0	1.0	1.0
Disagree	1	1.0	1.0	2.0
Undecided	10	10.2	10.2	12.2
Agree	28	28.6	28.6	40.8
strngly agree	58	59.2	59.2	100.0
Total	98	100.0	100.0	

**I enjoy the social interactions I have with my team**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	5	5.1	5.1	5.1
Disagree	5	5.1	5.1	10.2
Undecided	16	16.3	16.3	26.5
Agree	45	45.9	45.9	72.4
strongly agree	27	27.6	27.6	100.0
Total	98	100.0	100.0	

the majority of the respondents of the players in the study 52(53.1%) indicated that strongly agree, for Members of our team stick together out of training or group meetings 35(35.7%) of respondents are agree, 5(5.1%) undecided, 2(2.0%) disagree and 4(4.1%) strongly disagree Therefore, the above responses clearly indicated that there is high social cohesion in the team because the team meats stick together out of training or group meetings.

As can be seen in the Table 4.3 the majority of the respondents of the players in the study 57(58.2%) indicated that strongly agree, for enjoy the social interactions they have with their team 35(35.7%) of respondents are agree, 1(1%) undecided, 2(2%) disagree and 3(3.1%) strongly disagree Therefore, the above responses clearly indicated that there is high social cohesion in the team because the team meats are enjoy their social interactions they have with their team.

I am going to miss the members of my team when the season ends.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	2	2.0	2.0	2.0
Disagree	7	7.1	7.1	9.2
Undiced	14	14.3	14.3	23.5
Agree	36	36.7	36.7	60.2
strongly agree	39	39.8	39.8	100.0
Total	98	100.0	100.0	

the majority of the respondents of the players in the study 59(59.2%) of the respondent indicated that they are strongly agree for they are going to miss the members of their team when the season ends, 27(28.6%) agree, 10(10.2%) undecided 1disagree and 1 strongly disagree so the above responses clearly indicated that there is high social cohesion in the team because the majority of the team meats are they are miss each other when the seasons ends

**Table 4.1.4 degree of task cohesion**

<b>our team does not work together</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	14	14.3	14.3	14.3
	Disagree	50	51.0	51.0	65.3
	Undecided	8	8.2	8.2	73.5
	Agree	10	10.2	10.2	83.7
	strongly agree	16	16.3	16.3	100.0
	Total	98	100.0	100.0	

<b>I'm happy with the amount of exercise I get with my team</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly dis agree	4	4.1	4.1	4.1
	dis agree	5	5.1	5.1	9.2
	Undecided	2	2.0	2.0	11.2
	Agree	36	36.7	36.7	48.0
	strongly agree	51	52.0	52.0	100.0
	Total	98	100.0	100.0	

the majority respondents 50(51%) indicated that there were disagree for the team was not work together, 14(14.3%), strongly disagree, 8(8.2%) non-committed, 10(10.2%) strongly agree and 16(16.3%) strongly agree Therefore, the above responses clearly indicated that there is high task cohesion in the team because e teams are work together their works properly.

According to tabl 4.4 51(51.5%) the respondents indicated that they are strongly agree for they are happy with the amount of exercise they get with their team 36(36.4%) agree, 2(2%) undecided, 5(5.1%) disagree and 4(4.1%) strongly disagree Therefore, the above responses clearly indicated that there is high task cohesion in the team because the majority of the team meats are they are happy for the amount of exercise they get with their team.

**I'm happy with my team's level of desire to win**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	3	3.1	3.1	3.1
Disagree	3	3.1	3.1	6.1
Undecided	14	14.3	14.3	20.4
Agree	34	34.7	34.7	55.1
strongly agree	44	44.9	44.9	100.0
Total	98	100.0	100.0	

**This team gives me enough opportunities to improve my personal performance**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly dis agree	6	6.1	6.1	6.1
Disagree	4	4.1	4.1	10.2
Undecided	10	10.2	10.2	20.4
Agree	33	33.7	33.7	54.1
strongly agree	45	45.9	45.9	100.0
Total	98	100.0	100.0	

In addition 44(44.4%) of the respondents indicated that they are strongly agree for they are happy with their team's level of desire to win 34(34.3%) agree, 14(14.1%) undecided, 3(3.0%) disagree and 3(3.0%) strongly dis agree Therefore, the above responses clearly

indicated that there is high task cohesion in the team because the majority of the team members are happy for the level of their team desire to win.

In addition 45(45.5%) of the respondents indicated that they strongly agree Their team gives for there enough opportunities to improve their personal performance,33(33.3%) agree, 10(10.1%) undecided 4(4.0%) disagree and 6(6.1%) strongly disagree so Therefore, the above responses clearly indicated that there is high task cohesion in the team because the majority of the respondents are strongly agree for Their team gives for them enough opportunities to improve their personal performance.

**I like the type of exercise we do with this team**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	4	4.1	4.1	4.1
	Disagree	7	7.1	7.1	11.2
	Undecided	16	16.3	16.3	27.6
	Agree	40	40.8	40.8	68.4
	strongly agree	31	31.6	31.6	100.0
	Total	98	100.0	100.0	

**Our team is united in trying to reach the goals of the team**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	2	2.0	2.0	2.0
	Disagree	4	4.1	4.1	6.1
	Undecided	6	6.1	6.1	12.2
	Agree	36	36.7	36.7	49.0
	strongly agree	50	51.0	51.0	100.0
	Total	98	100.0	100.0	

Out of 98 players, 40(40.2%) of respondents indicated that they are agree for I like the type of exercise we do with this team and another players indicated 31(31.3%) strongly agree, 16(16.2%) undecided, 7(7.1%) dis agree and 4(4%) strongly disagree so, the above responses clearly indicated that there is high task cohesion in the team because the majority of the respondents are agree for they are like the type of exercise they do on their team.

As can be seen in the Table 4.4, the majority of the respondents of the players in the study 50(50.5%) indicated that strongly agree, Our team is united in trying to reach the goals of the team 36(36.4%) of respondents are agree,6(6.1%) undecided, 4(4%) disagree and 2(2%) strongly disagree Therefore, the above responses clearly indicated that there is high task cohesion in the team because there team is united in trying to reach the goals of the team.

**We all take responsibility for the task adherence of our team**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	1	1.0	1.0	1.0
	Disagree	1	1.0	1.0	2.0
	Undecided	3	3.1	3.1	5.1
	Agree	45	45.9	45.9	51.0
	strongly agree	48	49.0	49.0	100.0
	Total	98	100.0	100.0	

**Our team members have similar aspirations for the group's exercise adherence**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	3	3.1	3.1	3.1
	Disagree	2	2.0	2.0	5.1
	Undecided	4	4.1	4.1	9.2
	Agree	33	33.7	33.7	42.9
	strongly agree	56	57.1	57.1	100.0

Total	98	100.0	100.0
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additionally 48(48.5%) of respondents indicated that they are strongly agree for, We all take responsibility for the task adherence of our team 45(45.5%) agree, 3(3%) undecided, 1(1%) disagree and 1 strongly disagree Therefore, the above responses clearly indicated that there is high task cohesion in the team because majority of the respondents indicated that they are strongly agree for there , they all take responsibility for the task adherence of there our team

Out of 98 players, 56(56.6%) of respondents indicated that they are strongly agree for Our team members have similar aspirations for the group’s exercise adherence and another players indicated 33(33.3%) agree, 4(4%) undecided, 2(2%) disagree and 3(3.1%) strongly disagree so, the above responses clearly indicated that there is high task cohesion in the team because the majority of the respondents are agree for their team members have similar aspirations for the group’s exercise adherence.

**If members of our team have problems exercising, everyone wants to help them**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	3	3.1	3.1	3.1
	Disagree	2	2.0	2.0	5.1
	Undecided	5	5.1	5.1	10.2
	Agree	30	30.6	30.6	40.8
	strongly agree	58	59.2	59.2	100.0
	Total	98	100.0	100.0	

**Our team members communicate freely about each other’s responsibilities to the task**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	3	3.1	3.1	3.1
	Disagree	5	5.1	5.1	8.2
	Undecided	2	2.0	2.0	10.2
	Agree	39	39.8	39.8	50.0

strongly agree	49	50.0	50.0	100.0
Total	98	100.0	100.0	

majority of the respondents of the players in the study 58(58.6%) indicated that they are agree for If members of our team have problems exercising, everyone wants to help them, 30(30.3%) strongly agree , 5(5.1%) undecided 2 disagree 3 strongly disagree Therefore, the above responses clearly indicated that there is high task cohesion in the team because the majority of the respondents indicated If members of our team have problems exercising, everyone wants to help them

the majority of the respondents of the players in the study 49(49.5%) indicated that they are strongly agree for Our team members communicate freely about each other’s responsibilities to the task. 39(39.4%) agree , 2 undecided 5(5.1%) disagree 3 strongly disagree Therefore, the above responses clearly indicated that there is high task cohesion in the team because the majority of the respondents indicated Our team members communicate freely about each other’s responsibilities to the task.

**Our team is working well as a team**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	5	5.1	5.1	5.1
Disagree	6	6.1	6.1	11.2
Undecided	8	8.2	8.2	19.4
Agree	26	26.5	26.5	45.9
strongly agree	53	54.1	54.1	100.0
Total	98	100.0	100.0	

**We, the players in the team, are developing our individual Performance**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid strongly disagree	2	2.0	2.0	2.0
Disagree	5	5.1	5.1	7.1

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Undecided	7	7.1	7.1	14.3
Agree	56	57.1	57.1	71.4
strngly agree	28	28.6	28.6	100.0
Total	98	100.0	100.0	

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the majority respondents 53(53.5%) indicated that strongly agree for there Our team is working well as a team ,26(26.3%) agree, 8(8.1%) undecided 6(6.1) disagree and 5(5.1%) strongly dis agree Therefore, the above responses clearly indicated that there is high task cohesion in the team because the majority of the respondents are indicated that they are strongly agree for their teams working well as a team

the majority respondents 28(28.3%) indicated that they are strongly agree for We, Players in the team, are developing our individual Performance ,56(56.6%) agree, 7(7.1%) undecided ,5(5.1%) disagree and 2 strongly disagree the majority of respondents are indicated that they are agree so, the above responses clearly indicated that there is high task cohesion in the team because they play in their team is develop their individual performance.

<b>Our team is achieving its performance goals/ desired outcomes</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	13	13.3	13.3	13.3
	Disagree	11	11.2	11.2	24.5
	Undecided	3	3.1	3.1	27.6
	Agree	30	30.6	30.6	58.2
	strongly agree	41	41.8	41.8	100.0
	Total	98	100.0	100.0	
<b>The team wins most of the matches we played in this season</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	13	13.3	13.3	13.3
	Disagree	15	15.3	15.3	28.6
	Undecided	12	12.2	12.2	40.8
	Agree	32	32.7	32.7	73.5
	strongly agree	26	26.5	26.5	100.0
	Total	98	100.0	100.0	
<b>We consistently produce strong, measurable results</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	15	15.3	15.3	15.3
	Disagree	16	16.3	16.3	31.6
	Undecided	6	6.1	6.1	37.8
	Agree	41	41.8	41.8	79.6
	strongly agree	20	20.4	20.4	100.0
	Total	98	100.0	100.0	

The majority of the respondents 41(41.8%) indicated that they are strongly agree for Our team is achieving its performance goals/ desired outcomes, 30(30.6%) agree, 13(13.3%) strongly dis agree , 3(3.1%) undecided and 11(11.2%) disagree so they cant achieve there performance goals so they do work there exercise in better performance.

In addition 32(32.7%) of respondents indicated that they are agree for The team wins most of the matches we played in this season 26(26.5%) strongly agree, 13(13.3%) strongly disagree, 15(15.3%) disagree and 12 (12.2%) undecided so the majority of the respondents response is they are agree so they are most of the matches played in this season.

The majority of respondents 41(41.8%) indicated that they are agree for We consistently produce strong, measurable results, 20(20.2%) strongly agree, 15(15.3%) strongly disagree , 16(16.23%) disagree and 6(6.1%) undecided, so they can constantly produce strong measurable results.

**Table 4.1.5 the relationship between team cohesion(social and task) and performance**

Correlations				
		mean of social	mean of task cohesion	mean of performance
mean of social	Pearson Correlation	1	.961**	.923**
	Sig. (2-tailed)		.000	.000
	N	98	98	98
mean of task cohesion	Pearson Correlation	.961**	1	.828**
	Sig. (2-tailed)	.000		.000
	N	98	98	98
mean of performance	Pearson Correlation	.923**	.828**	1
	Sig. (2-tailed)	.000	.000	
	N	98	98	98

\*\* . Correlation is significant at the 0.01 level (2-tailed).

In an attempt to explain the research question that investigates significance of the relationships between team cohesion (social and task) and team performance, Pearson product moment correlation was computed. As indicated in table 4.5 the correlation between social cohesion and team performance was found to be moderately positive and significant ( $r=.923$ ,  $p<.0.01$ ). The result revealed that as overall score of social cohesion, increased, overall score on team performance increased and vice versa. And the correlation between task cohesion and team performance was found to be positively correlated and significant ( $r=.828$ ,  $p<.0.01$ ). The result revealed that as overall score of task cohesion, increased, overall score on team performance increased and vice versa

## 4.2 Observation check list

No	Activities	Excellent		Very good		Good		poor	
		No	%	No	%	No	%		
1	Motivates the players to articulate their experience	3	75	1	25	-	-	-	-
2	Makes the training interactive	4	100	-	-	-	-	-	-
3	Organizes players in to pairs/group	4	100	-	-	-	-	-	-
4	Facilitates team discussion	4	100	-	-	-	-	-	-
5	Encourages players to participate in group discussion (theoretical)	3	75	1	25	-	-	-	-
6	Make players unity	3	75	1	25	-	-	-	-

Similarly, as indicated in the above field observation checklist

- ✓ In 3(75%) of the coaches are very good Assesses player prior Experience 1(25) of the coaches were good.
- ✓ In 3(75%) of the coach are excellent for Motivates the players to articulate their experience 1(25%) very good.
- ✓ In 4(100%) of the coach are excellent for Makes the training interactive.
- ✓ In 4(100%) of the coach are excellent for Facilitates team discussion
- ✓ In 3(75%) of the coach are excellent for Encourages players to participate in group discussion 1(25%) very good
- ✓ In 3(75%) of the coach are excellent for Make players unity 1(25%) very good

#### Players activity

No	Activity	Excellent		Very good		Good		poor	
		no	%	no	%	no	%	No	%
1	Players interact with coaches	4	100	-	-	-	-	-	-
2	Players interact with other players	4	100	-	-	-	-	-	-
3	players express ideas on different issues	3	75	1	25	-	-	-	-
4	Players ask question	2	50	1	25	1	25	-	-
5	Players answer question	-	-	1	25	3	75		
6	Players participate in group discussion	-	-	1	25	3	75		

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- ✓ In 4(100%) of players are excellent for Players interact with coaches.

Players interact with other players

- ✓ In 4(100%) of players are excellent for Players interact with other players
- ✓ In 3(75%) of players are excellent for players express ideas on different issues  
1(25%) very good
- ✓ In 1(25%) of players are excellent for Players ask question 1(25%)very good and  
1(25%) good.
- ✓ In 1(25%) of players arevery good for Players answer question 3(75%) good.
- ✓ In 1(25%) of players are very good for Players participate in group discussion (75%)  
good.

### 4.3 Interview Data

In this study interview were conducted on coaches, assistant coaches and team leaders of all teams. And the questions say that

1. Do you think Team cohesion affect team performance or not? If Yes, how? The result showed that all respondents respond yes team cohesion affect team performance and they were also ask how and they list different ways (mechanism) first the players offer recognize at what time the teams be successful or failure during the computation, second, they love their teams they don't hate each other and they prepare their works in proper way they do group exercise in happily. And they do their goal third, they keep each other and one player takes responsibility when whatever happens the group so they develop their performance in the whole.

2. What does your relationship look like with the players? The respondents responded they have smooth and good connection with their teams and they interact with their players like as a brother, as a friend and infrequently they act as a coach and they love each other, they communicate and fix every challenges /problems in openly and frankly, the relationship between players and them is not limited in sport field only, but it goes far out of the sport field.

### 3. What possible strategies do you apply to develop team cohesion in your club?

They use different mechanisms to develop cohesion in their team they to prepare the party and enjoy as a whole group, they use team spirit, arranging trips and get-togethers to foster interpersonal relationship, they have taken some time to drink coffee when training is ending, when a group's loss or win a match they take responsibility as a group as a whole and they satisfy and manage whatever it comes into their group.

### 4. What do you suggest the possible solution to reduce the individuality in the team.

If individual players happen in their team they have a way how to challenge that person and they use first to take personal communication with that individual players and to give an advice to mix up with the group members ,to prepare trip and get together ,and they give psychological training and importance of team cohesion, to encourage create a friend in their team, to arrange family hood situation in the team, to motivate that players to communicate with another players and make a uniq environment and they clear and solve any problems when done in their team to communicate openly with the players

## 4.4 Discussion

The literature so far reviewed indicates a significant relationship between cohesion and team performance, both positive and negative relationships. In a positive relationship, the study by Carron et al., (1985) offers clear evidence that Real-world sports teams benefit from high levels of task cohesion. In a negative relationship, Carron et al., (1982) found that success can be realized even without social cohesion as long as players play professionally and with commitment. Research has shown that trust is immensely important in increasing team cohesion and /or performance. In his study on challenges to virtual success, Kirkman (2002) indicated that trust is the bond that allows any kind of significant relationship to exist between people. Trust between members of a team is a key success to a cohesive team and cohesion. This study, find out the effect of task and social cohesion on team performance within football teams in the Amhara region amhara league football teams are more trusted and trust is important to develop cohesion in sport teams,task and social cohesion are the chief factors to improve performances.

“Mutually social cohesion and task cohesion can defend players from exit. The group cohesion and group performance correlation had existed studied broadly. Previous researchers were powerless to find out a scientific affiliation amid performance and cohesion. Two current meta analytic studies decided that a slight, but positive relationships among group cohesion and group performance occurred. But, succeeding studies affected through these meta-analyses on whether or not the cohesion, performance, relationship was qualified by additional variables, corresponding levels of education, task interdependency, goal receiving, and group rule”.( Chang, et al. 2006) and this study expected to research team cohesion and its contribution to improve team performance on selected Amhara league men's football teams. The statistical results ensure exposed a main connection between team cohesion and team performance. These results exposed that the magnetism amid the equal team players do their achievement which is linked to results of positive connection amid team cohesion and performance. And additionally, task cohesion takes a positive and high connection with performance.

## CHAPTER FIVE

### Summery, Conclusion and Recommendation

#### 5.1 Summary

This study was to investigate team cohesion and its contribution to improve team performance in the case of Amhara league football teams those are: - Dembecha Kenema, Buri Kenema, Jega kenema and Mankusa kenema football clubs. And the study used descriptive research design and the population also 98 players, 4 coaches, 4 assistant coaches and 4 team leaders are participating in this study. The data were collected through questioners, interview and observation and analyzed in descriptive statistics, explanation and Pearson correlation.

Team cohesion was an important psychological factor that needed to be addressed to enhance team performance

Team cohesion was seriously upgraded performance using task cohesion and social cohesion in a percentage.

Team cohesion was definitely related to team performance and it was significantly correlated to team performance. Using taskcohesion and social cohesion in using Pearson correlation and those are vice versa.

The players have great interest to participate in practical activity and they have low interest to share theoretical activities when the researchers check the observation checklist.

- The players have moderate understanding about the importance of team cohesion they can assist each other, they have a good satisfaction about their team, they develop their performance as the whole team and they register a good score in this season 2020/2021.
- The players have moderately known the advantage of team cohesion. The players have a very happy with their team. They love each other and they protect each other.

#### 5.2 Conclusions

- Team cohesion was a very vital psychological factors and it improve performance defently. And both social cohesion and task cohesion are a very vital to improve team performances and task cohesion is an exceedingly and absolutely related to team performance.
- Most of the participants are 18-22 age category and they have preparatory and college students so they have a moderate awareness about the advantage of team cohesion.

- Coaches are educated in sport science first degree and those have enough knowledge about the importance of team cohesion, and they use different mechanisms to develop cohesion within the group ex:- they occasionally prepare get together, frequently they take a sometime and drink tea as a whole team and communicate the past training and game time. There for the link between players and coaches are excellent and when they talk each other openly and frankly.
- Coaches use democratic leadership style. Democratic leadership style is that the most favourite thoughtful leadership. Coaches also confirmed that the democratic leadership style is their best.
- The result indicated that in Amhara league football teams have cohesive player and they know the importance of team cohesion and they register a good score and they develop their performance.

### **5.3 Recommendation**

- Methods of treating players and smooth communication are ways to build cohesive team coaches should apply them in their daily training program and in game situation as a result teams become cohesive.
- As communication is a prerequisite for team cohesion amhara league coaches should work to create smooth communication between players and players and coaches. Because this smooth communication is the reason for effective team cohesion.
- Players and coaches should be adapt approaches that are more friendly, mutual, trusting and respecting to enhance interpersonal relationships.
- The coaches must prepare and make strategies about the importance of team cohesion and how to improve performance by using team cohesion and to teach their players appropriately and they use their knowledge to team cohesion and develop the attitude of players about cohesion, increasing players understanding and interests, encouraging players to the administration and coaches, by preparing different team interaction between in the players.
- During observation, some of the existing facilities were inadequate. The Amhara regional, state must building stadium to reduce over crowdedness in football field, making available water supply for players after training to drink and wash, building cloth changing rooms, coins, and other football materials and to get ready shower accessibility, rest room accessibility, other football resources and to organize a camp for players in their interest.

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## APPENDIX I

ADDIS ABABA UNIVERSITY SCHOOL OF GRAGUATE STUDIES

FACULTY OF NATURAL SCIENCE

DEPARTEEMANT OF SPORT SCIENCE

SELECTED AMHARA LEAGUE FOOTBALL CLUB PLAYER'S QUESTIONNAIRE

Participants Information Sheet and a Consent Form

Researchers' Name: Rahel Girmachew

Major Advisors Name: Wondemu Tadesse(associate professor)

Thesis Proposal Title: Team cohesion and its contribution to improve team performance the case of selected Amhara league football teams

You are being asked to participate in this research study as described below. All research studies carried out like this one are governed by the regulation for research on human beings. These regulations require that the researcher should obtain a sign agreement (consent) from you to participate in this research project. The researcher will explain to you in the detail purpose of the project, the procedure to be used, the potential benefits and the possible risk of participation in this study. You can ask a researcher any question that you may have about a study and expect to receive satisfactory answers regarding the same. A basic explanation of the project is summarized below.

General Directions:

- A) This is a research study. Through sampling procedures you happen to be included in this study
- B) You may choose to or not to participate in this study.
- C) You are requested to respond to all questions.
- D) This is not an examination of any kind. Therefore, any response you give is correct.
- E) Respond to the questionnaire items appropriately by filling in and or ticking against a given option.

F) You are free to ask the researcher for any clarification in cases whereby you do not understand what the question/item demands.

G) All the information given will be treated with ultimate confidentiality and anonymity.

#### purpose and Procedure

The purpose of this research is to assess team cohesion and its contribution to improve team performance the case of selected amhara league football teams in terms of win/loss record of the selected football teams (Dembecha, Buri,Jega and Mankusa kenema in the Amehara League football teams involved in this study will be 91 players and 4 coaches and four team leaders from the four clubs.

#### Confidentiality

The information obtained about you will be kept in confidence, and the information will be used only for the study.

Contact Address:

Rahel Girmachew

Tel +251962954855

E-mail r.rahelgirmachew@gmail.com

I certify that I have fully understood the above study; therefore, I willingly participate in this study.

Name of Subject: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

I certify that I clearly explained the nature of the study, purpose of potential benefits.

Signature of Investigator: \_\_\_\_\_

Date: \_\_\_\_\_

Thank you in advance for your anticipating response of participating in this study.



For the team

For talented players

Non - committal

ii) When you lose a game, do you blame particular players in the team or a team as a whole?

Team

particular players

Non - committal

12) How and when you spend time with your players?

\_\_\_\_\_

13) By which means you contact your player's often (phone, text message, internet) explain?

\_\_\_\_\_

14) How you enjoy being a part of the social activities of this team?

\_\_\_\_\_

**Instruction 2**

The following questions are designed to assess your feelings about YOUR PERSONAL INVOLVEMENT with your group. Please Tick (✓ √√ √) to indicate your level of agreement with each of the statements. (1 disagree completely, 2 for strongly disagree, 3 for somewhat disagree, 4 for neutral, 5 neither agree nor disagree, 6 somewhat interested, 7 for somewhat agree, 8 for strongly agree, 9 for completely agree).

No. 1 2 3 4 5 6 7 8 9

No.		1	2	3	4	5	6	7	8	9
1	I enjoy the social interactions I have with my team.									
2	I'm happy with the amount of exercise I get with my team.									
3	I am going to miss the members of my team when the season ends.									
4	I'm happy with my team's level of desire to win									
5	Some of my best friends are in this team.									
6	This team gives me enough opportunities to improve my personal performance.									
7	I enjoy meeting the people in my team									
8	I like the type of exercise we do with this team.									
9	For me, this team is an important social group to which I belong.									

**Instruction-3**

The following questions are designed to assess your perceptions of YOUR TEAM AS A WHOLE. Please Tick (✓ √√ √) that best indicates your level of agreement with each of the statement. 1 disagree completely, 2 for strongly disagree, 3 for somewhat disagree, 4 for neutral, 5 neither agree nor disagree, 6 somewhat interested, 7 for somewhat agree, 8 for strongly agree, 9 for completely agree).

No. 1 2 3 4 5 6 7 8 9

No		1	2	3	4	5	6	7	8	9
1	Our team is united in trying to reach the goals of the team									
2	Members of our team would rather go out as a team than go out on their own									

3	We all take responsibility for the task adherence of our team																		
4	Our team spends time socializing before or after training/meetings.																		
5	Our team members have similar aspirations for the group's exercise adherence																		
6	Our team would like to spend time together if the season was to end																		
7	If members of our team have problems exercising, everyone wants to help them.																		
8	Members of our team stick together out of training or group meetings.																		
9	Our team members communicate freely about each other's responsibilities to the task.																		

**Instruction-4**

The questions below are designed to assess your teams' level of performance. Please Tick (√ √√ √) that best indicates your level of agreement with each of the statement. 1 disagree completely, 2 for strongly disagree, 3 for somewhat disagree, 4 for neutral 5 neither agree nor disagree, 6 somewhat interested , 7 for somewhat agree, 8 for strongly agree, 9 for completely agree).

No. 1 2 3 4 5 6 7 8 9

No		1	2	3	4	5	6	7	8	9
1	Our team is working well as a team									
2	We, Players in the team, are developing our individual Performance									
3	Our team is achieving its performance goals/ desired outcomes									
4	The team wins most of the matches we played in this season									
5	We consistently produce strong, measurable results									

**Interview**

Dmbecha kenema, Buri kenema, Jega kenema and Mankusa kenema : Interview Question for Coaches, Team leaders, and assistance coaches The main purpose of this Interview is to assess the perception of coaches, team leaders, and assistance coaches about Team Cohesion and what measures they are taking in order improve team performance in Dembecha,Jega,Buri and Mnkusa kenema Amhara league football Clubs.

**Part 1**

Qualification-----

Total experience-----

Age-----

1. Do you think Team cohesion affect team performance? If Yes, how?

2. What do your relationship looks like with the players?

3. What possible strategies do you apply to foster team cohesion in your club?

4. What do you suggest the possible solution to minimize the individuality in the team?

**Observation**

The main purpose of this observation check list is to assess the Team Cohesion and its contribution to improve team performance activities practiced in Dembecha, Buri, Jega and Mankusa Amhara league football teams.

I. Observation Checklist

1. Home of club -----
2. Club -----
3. League -----
4. No of players in the club -----

II. Information about the coaches

- 1 Qualification -----
- 2 Experience -----
- 3 Sex -----

III. Plan of training

1. Prepared according to players interest?
2. Observation about classroom instruction.

1. Activities of the coaches

Table 1 Activities of the coaches

No	Activities	Yes	Yes but not effective	No
1	Motivates the players to articulate their experience			
2	Makes the training interactive			
3	Organizes players in to pairs/group			
4	Facilitates group discussion			
5	Encourages players to participate in group discussion			
6	Make players unity			

2. Players activity

No	Activity	Yes	Yes but not effective	No
1	Players interact with coaches			
2	Players interact with other players			
3	players express ideas on different issues			
4	Players ask question			
5	Players answer question			
6	Players participate in group discussion			
7	Players present the result of group discussion			

APPENDIX II

መግለጫ / አባሪ 1

ለጥናቱ ተሳታፊዎች የሚሰጥ መግለጫ ና የስምምነት ቅጽ

የአጥኝዉ ስም: ራሄል ግርማቸዉ

የዋና አማካሪዉ ስም: አቶ ወንድሙ ታደሰ (ረዳት ፕሮፌሰር)

የረዳት አማካሪዉ ስም: .....

የጥናቱ ርዕስ: በደምበጫ ፣ጅጋ፣ ቡሬ እና ማንኩሳ ከነማ የአማራ ሊግ የእግር ኳስ ቡድኖች ዉስጥ የቡድን ጥምረት እና ጥምረቱ ቡድኑ ብቃት ከፍ እንዲል ያለዉ አስተዋጽኦ።

ዉድ ተጫዋቾች ከዚህ በታች በተገለጸዉ መሰረት በዚህ የምርምር ጥናት እንዲሳተፉ እየተጠየቁ ነዉ። እንደዚህ አይነት የምርምር ጥናቶች በሙሉ በሰዉ ልጆች ጥናት ላይ በሚተዳደር ደንብ ይመራሉ። እነዚህ ደንቦች ተመራማሪዉ በዚህ የምርምር ፕሮጀክት ላይ ከሚሳተፉ አካላት ላይ ፍቃድ እንዲያግኝ ያስገድዳሉ። ተመራማሪዉ የፕሮጀክቱን ዝርዝር አላማ፣ የጥናቱን ሂደት፣ ጥቅሙንና በጥናቱ መሳተፍ ሊኖረዉ የሚችለውን ችግር ይገልጽልዎታል። ጥናቱን በተመለከተ የሚኖርዎትን ማንኛዉንም አይነት ጥያቄ የመጠይቅና አጥጋቢ መልስ የማግኘት መብት አለዉት። የፕሮጀክቱ መሰረታዊ ማብራሪያ ከዚህ በታች ተገልጧል።

**አጠቃላይ አቅጣጫዎች**

1. ይህ ጥናት የምርምር ጥናት ነዉ። በዚህ የምርምር ጥናት የናሙና መረጣ ሂደት ዉስጥ እርስዎ የጥናት ናሙናዉ አካል ሆነዉ ተመርጠዋል።
2. በዚህ ጥናት የመሳተፍም ሆነ ያለመሳተፍ መብት አለዉት።
3. በጥናቱ የተካተቱትን ሁሉንም ጥያቄዎች እንዲመልሱ ይጠበቃል።
4. ይህ የምርምር ጥናት ማንኛዉም አይነት ምርመራ አይደለም። ስለዚህ የሚሰጡት መልስ ሁሉ ትክክል ነዉ።
5. ለተሰጡት ጥያቄዎች አጭር መልስ በመስጠት ወይም (✓) ምልክትን በማስቀመጥ ይመልሱ።
6. መጠይቁን በተመለከተ የሚኖርዉትን ማንኛዉንም ጥያቄ አጥኝዉን የመጠቅ መብት አለዉት።
7. የሚሰጡት መረጃ ሁሉ በከፍተኛ ሚስጥራዊነት ይያዛል።

**የጥናቱ አላማና ሂደት**

የዚህ ጥናት ዋነኛ አላማ በደምበቻ ፣ጅጋ፣ ቡሬ እና ማንኩሳ ከነማ የ አማራ ሊግ የእግር ኳስ ቡድኖች ዉስጥ የቡድን ጥምረት እና ጥምረቱ በቡድኑ ብቃት ከፍ እንዲል ያለዉን አስተዋጽኦ ለማጥናት ነዉ። በዚህ ጥናት የሚካተቱ ተሳታፊዎች ብዛት ከአራቱ ቡድኖች የተዉጣጡ 91 ተጫዋቾች፣ 4 አሰልጣኞች፣ 4 የቡድን መሪዎች፣ እና 4 ረዳት አሰልጣኞች ናቸዉ። ከእያንዳንዱ ቡድን አጠቃላይ ተጫዋቾች፣ 4 አሰልጣኞች፣ 4 የቡድን መሪ፣ እና 4 ረዳት አሰልጣኞች የሚወሰድ ይሆናል።

**የመረጃ ሚስጥራዊነት**

ስለእርስዎ የሚወሰደዉ ማንኛዉም አይነት መረጃ በከፍተኛ ሚስጥራዊነት የሚቀመጥ ይሆናል። በተጨማሪም የሚሰጡት መረጃ ለዚህ ጥናት አላማ ብቻ የሚዉል ይሆናል።

**የአጠኝዉ አድራሻ**

ሙሉ ስም: ራሄል ግርማቸው ተስፋው

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ከላይ ያለውን ዝርዝር መረጃ በሚገባ ተረድቻለሁ። ስለዚህ በዚህ ጥናት ላይ በፈቃደኝነት ተካፋይ ነኝ።

የተሳታፊው ስም:

ፊርማ:

ቀን

እኔ አጥኝኛል የጥናቱን ባህሪ፣ አላማና የሚኖረውን ጥቅም በሚገባ አብራርቻለሁ።

የአጥኝኛው ፊርማ:

ቀን:

በዚህ ጥናት ላይ ለመሳተፍ በመወሰንዎትና ለሚሰጡኝ መልስና አጠቃላይ ትብብር ከወዲሁ አመሰግናለሁ።

ራሄል ግርማቸው

ስፖርት ሳይንስ ዲፓርትመንት

አዲስ አበባ ዩኒቨርሲቲ

**መግለጫ/ አባሪ 2**

**በእግር ኳስ ተጫዋቾች የሚሞላ መጠይቅ**

**አጠቃላይ መግለጫ**

ወደ ተጫዋቾች የዚህ መጠይቅ ዋነኛ አላማ በደምበቻ ፣ጅጋ፣ ቡሬ እና ማንኩሳ ከነማ የአማራ ሊግ የእግር ኳስ ቡድኖች ውስጥ የቡድን ጥምረት እና ጥምረቱ ቡድኑ ብቃት ከፍ እንዲል ያለው አስተዋጽኦ በሚል ርዕስ ለሚሰራው ጥናትና ምርምር አስፈላጊ መረጃዎችን ለመሰብሰብ ነው። በመሆኑም ለዚህ ጥናት መሳካት የእናንተ ቅን ትብብር በጣም አስፈላጊ ነው።

- \* በመጠይቁ ላይ ስም መፃፍ አያስፈልግም።
- \* ከእናንተ የሚወሰደው መረጃ ሚስጥራዊነት የተጠበቀ ይሆናል።

**መመሪያ 1**

**የተጫዋቾች አጠቃላይ መረጃ**

ከዚህ በታች ዋና ዋና የሆኑ የተጫዋቾችን መረጃ የሚመለከቱ ጥያቄዎች ተቀምጠዋል። ከተቀመጡት አማራጮች ውስጥ እርስዎን የሚወክለውንና የሚስማሙትን በመምረጥ የ (✓) ምልክትን በማስቀመጥ ወይም አጭር መልስ በመስጠት ይሙሉ።

1. የክለቡ ስም: \_\_\_\_\_

2. እድሜ: 18-22  23-27  25-32  ከ 32 በላይ

3. የትዳር ሁኔታ: ያገባ  ያላገባ

4. በ ክለቡ ውስጥ ስንት ተጫዋቾች አሉ

16-20  21-25  26-30  ከ 30 በላይ

5. በክለቡ ውስጥ ምን ያህል ጊዜ አሳልፈዋል?

1 አመት  2 አመት  3 አመት  4 አመት  5 አመት

6. ክለባችሁ በዚህ ሲዝን ያድረጋቸው ግጥሚያዎች ብዛት \_\_\_\_\_

7. ክለባችሁ ካደረጋቸው ጨ ዋታዎች ውስጥ: ያሸፋቸው: \_\_\_\_\_ የተሸነፉቸው: \_\_\_\_\_ አቻ የወጣቸው: \_\_\_\_\_

8. በክለቡ ውስጥ ምን ያህል የቅርብ ጓደኞች አለዎት? ከ 1-5  ከ 6-10  ከ 11-15   
ከ 16-20  ከ 20 በላይ

9. ቡድናችሁ ግጥሚያ ያወጣችሁ ነገር ስላላችሁ ያሸነፍብት ወ ቅት ምን ስጋና ወገን ለማንኛውም ነገር የሚሰጡት?

ሰው ድኑ  ብቃት ላሳዩ ተጫዋቾች  እርግጠኛ አደለሁም

10. ግጥሚያ በምትሸነፉበት ጊዜ ተጠያቂ የምታደርጉት ማንን ነው?

ቡድኑን  ጥቂት ተጫዋቾችን  እርግጠኛ አደለሁም

11) ቡድናችን ልምምዱን በደንብ አይሰራም

እስማማለሁ  አልሰማም  ያልተሰጠ  በጥብቅ እስማማለሁ  በጥብቅ አልሰማም

12 ጨዋታ ሲሸነፉ በቡድኑ ውስጥ ያሉ ልዩ ተጫዋቾችን ወይም በአጠቃላይ ቡድኑን ይወቅሳሉ?

ቡድኑን  ጥቂት ተጫዋቾችን  እርግጠኛ አደለሁም

13) የዚህ ቡድን ማህበራዊ እንቅስቃሴዎች አካል መሆን እንዴት

ያስደስታል \_\_\_\_\_

15) ብዙ ጊዜ ከተጫዋቾቻችን ጋር በምን አይነት መንገድ ነው የሚገናኙት (ስልክ ፣ የጽሑፍ መልእክት ፣

በይነመረብ(ኢንተርኔት)) ያብራሩ? \_\_\_\_\_

16 ከተጫዋቾቻችን ጋር እንዴት እና መቼ ጊዜ ያሳልፋሉ? \_\_\_\_\_

**መመሪያ 2**

ከዚህ በታች የተመለከቱት ጥያቄዎች እርስዎ በቡድንዎት ውስጥ ባለዎት ተሳትፎ ያለውትን ስሜት ለማወቅ የተዘጋጁ ጥያቄዎች ናቸው። እባክዎትን በእያንዳንዱ ጥያቄዎች ፊት ለፊት በተቀመጡት አማራጮች በሚስማሙበት ላይ የ

(√) ምልክትን በማስቀመጥ ያለውትን ስሜት ይግለጹ። (መግለጫ፤ 1 እጅግ በጣም እቃወማለሁ ፣ 2 በጣም እቃወማለሁ 3 አልስማማም፣ 4 እርግጠኛ አደለሁም፣ 5እስማማለሁም አልስማማም ም 6እስማማለሁ፣ 7 በመጠኑ እስማማለሁ 8 በጣም እስማማለሁ 9 እጅግ በጣም እስማማለሁ ማለት ናቸው።)

ተ.ቁ		1	2	3	4	5	6	7	8	9
1	ቡድኖችን የቡድኑን ግብ ለማሳካት በምናደርገው ጥረት እንደቡድን በጥምረት ይሰራል።									
2	የቡድኖችን አባላት በተናጠል ከመዝናናት ይልቅ በቡድን መዝናናትን ይመርጣሉ።									
3	ሁላችንም ለቡድኖችን ስራ ሃላፊነቱን እንወስዳለን።									
4	ቡድኖችን ከልምምድ ወይም ከስብሰባ በፊት ወይም በኋላ ስንገናኝ ጊዜያችንን በአብሮነት እናሳልፋለን።									
5	የቡድኖችን አባላት ለቡድኑ ስራዎች ተመሳሳይና ወጥ ፍላጎት አላቸው።									
6	የወድድር አመቱ ሊያልቅ ሲል ቡድኖችን በአንድ ላይ ጊዜ ማሳለፍን ይወዳል									
7	የቡድኖችን አባላት የአካል ብቃት እንቅስቃሴ ማድረግ ያልቻሉ አባላትን ለመርዳት ዝግጁ ናቸው።									
8	ከልምምድ በኋላ የቡድኑ አባላት ጊዜያቸውን አንድ ላይ ማሳለፍን ይመርጣሉ									
9	የቡድኖችን አባላት ስራቸውን በተመለከተ ለእያንዳንዳቸው በተሰጣቸው ሃላፊነት ላይ በግልጽ ይነጋገራሉ።									

**መመሪያ 4**

ከዚህ በታች የተመለከቱት ጥያቄዎች የእርስዎ ቡድን ያለበትን የብቃት ደረጃ ለማወቅ የተዘጋጁ ጥያቄዎች ናቸው። ስለሆነም በእያንዳንዱ ጥያቄዎች ፊት ለፊት በተቀመጡት አማራጮች በሚስማሙበት ላይ የ

(√) ምልክትን በማስቀመጥ ያለውትን ስሜት ይግለጹ። (መግለጫ፤ 1 እጅግ በጣም እቃወማለሁ ፣ 2 በጣም እቃወማለሁ 3 አልስማማም፣ 4 እርግጠኛ አደለሁም፣ 5እስማማለሁም አልስማማም ም 6እስማማለሁ፣ 7 በመጠኑ እስማማለሁ 8 በጣም እስማማለሁ 9 እጅግ በጣም እስማማለሁ ማለት ናቸው።)

ተ.ቁ		1	2	3	4	5	6	7	8	9
1	የእኛ ቡድን እንደ ቡድን በደንብ እየሰራ ነው።									
2	የቡድኑ አባላት የግል ብቃታችንን እያሳደግን እንገኛለን።									
3	ቡድኖችን ግቡን እያሳካናና የሚፈለገውን ውጤት እያመጣ ነው።									
4	ቡድኖችን በዚህ የወድድር አመት ያደረግናቸውን አብዛኛዎቹን									

	ጨዋታዎች አሸንፏል።									
5	ቡድኖችን በተከታታይ ወጥና ተጨባጭ ዉጥቶችን እያስመዘገበ ይገኛል።									

**መግለጫ/ አባሪ 3**

**ቃለ-መጠይቅ**

ቡድን አሰልጣኞች፣ ረዳት ቡድን አሰልጣኞች እና የቡድን መሪዎችና የተዘጋጀ ቃለ መጠይቅ የዚህ ቃለ-መጠይቅ ዋና አላማ በደምበቻ ፣ጅጋ፣ ቡሬ እና ማንኩሳ ከነማ የአማራ ሊግ የእግር ኳስ ክለቦች ቡድን አሰልጣኞች፣ረዳት ቡድን አሰልጣኞች እና የቡድን መሪዎች ስለ ቡድን ዉህደት ያላቸዉን ግንዛቤ ለማወቅና የቡድን ዉህደትንና የቡድን ብቃትን ለማሳደግ ምን አይነት እርምጃዎችን እንደሚወስዱ ለማወቅ የተዘጋጀ ቃለ-መጠይቅ ነዉ።

የሙያ / የት/ት ዝግጅት፡ \_\_\_\_\_  
 በቡድኑ ዉስጥ የእርስዎ የስራ ድርሻ፡ \_\_\_\_\_  
 በቡድኑ ያሳለፉት ጊዜ፡ \_\_\_\_\_  
 እድሜ፡ \_\_\_\_\_

1. የቡድን ዉህደት በቡድኑ ብቃት ላይ ተጽእኖ አለዉ ብለዉ ያምናሉ? አዎ ካሉ በምን መንገድ?
  2. እርስዎ ከቡድኑ ተጫዋቾች ጋር ያለዉት መስተጋብር ምን ይመስላል?
  3. በቡድኑ ዉስጥ የቡድን ዉህደትን ለማሳደግ ምን አይነት መፍትሄዎችን ይጠቀማሉ?
  4. በቡድኑ ውስጥ ያለውን ግለሰባዊነት ለመቀነስ የሚቻለውን መፍትሄ ምን ይጠቁማሉ?
- እርስዎ በቡድኑ ዉስጥ ግላዊነት እንዲቀንስ የሚቀርቡት(የሚጠቀሙት ) መፍትሄ ምንድን ነዉ።

**መግለጫ/ አባሪ 4**

**ምልከታ**

የዚህ ምልከታ ቼክ ዝርዝር ዋና ዓላማ በቡድን በደምበጫ ፣ በጀጋ ፣ በቡሬ እና በማንኩሳ እግር ኳስ ቡድኖች ለተለማመዱ የቡድን አፈፃፀም ተግባራት የቡድን ትስስር እና አስተዋፅኦ እንዲሻሻል መገምገም ነዉ ።

**I. የክትትል ማረጋገጫ ዝርዝር**

1. የክለብ ቤት -----
2. ክለብ -----
3. ሊግ -----
- 4.በክበቡ ውስጥ የተጫዋቾች ብዛት -----

**II. ስለ አሰልጣኞች መረጃ**

- 1 ብቃት -----
- 2 ተሞክሮ -----
- 3 ጾታ -----

**III. የሥልጠና ዕቅድ**

1. በተጫዋቾች ፍላጎት መሠረት ተዘጋጅቷል
2. ስለ ክፍል ትምህርት መመሪያ ምልክታ.

**1. Activities of the coaches**

ሠንጠረዥ 1 የአሠልጣኞች ተግባራት

ተ.ቁ	እንቅስቃሴዎች	አዎ	አዎ ግን ውጤታማ አይደለም	አይደለም
1.1	የተጫዋቾች ቀዳሚ እውቀት እና ተሞክሮ ይገመግማል			
1.2	ተጫዋቾቹ ልምዶቻቸውን እንዲገልጹ ያነሳሳቸዋል.			
1.3	ስልጠናውን በአይን ግንኙነት ያደርገዋል			
1.4	ተጫዋቾችን ወደ ጥንድ / ቡድን ያደራጃል			
1.5	የቡድን ውይይትን ያመቻቻል			
1.6	የቡድን ውይይት ያመቻቻል(team)			
1.7	ተጫዋቾች በቡድን ውይይት እንዲሳተፉ ያበረታታል			
1.8	የቡድን ውይይትን ያስማማ			
1.9	ተጫዋቾችን በአንድነት ያደርጓቸው			

**2የተጫዋቾች እንቅስቃሴ**

ሠንጠረዥ 2. የተጫዋቾች እንቅስቃሴ

ተ.ቁ	እንቅስቃሴዎች	አዎ	አዎ ግን ውጤታማ አይደለም	አይደለም
2.1	ተጫዋቾች ከአሠልጣኞች ጋር መስተጋብር ይፈጥራሉ			
2.2	ተጫዋቾች ከሌሎች ተጫዋቾች ጋር መስተጋብር ይፈጥራሉ			
2.3	ተጫዋቾች በተለያዩ ጉዳዮች ላይ ሀሳቦችን ይገልጻሉ			
2.4	ተጫዋቾች ጥያቄ ይጠይቃሉ			

2.5	ተጫዋቾች ጥያቄን ይመልሳሉ			
2.6	ተጫዋቾች በቡድን ውይይት ውስጥ ይሳተፋሉ			
2.7	ተጫዋቾች የቡድን ውይይት ውጤትን ያቀርባሉ			
2.8	ሌሎች			

### APENDIX III

#### THE VALIDITY AND RELIABILITY OF ITEMS

Items	Social	Task	Crombach alpha item deleted	Crombach $\alpha$
How many friends do you have in the team	.847		.956	.9       52
the Number of Individuals the Players Disliked in Their Teams	.688		.955	
When you win a game for whom do you give credit	.431		.957	
when you lose a game, do you blame particular players in the team or a team as a whole	.555		.954	
I enjoy the social interactions I have with my team	.873		.945	
I am going to miss the members of my team when the season ends	.914		.945	
Some of my best friends are in this team	.934		.943	
I enjoy meeting the people in my team	.944		.942	
For me, this team is an important social group to which I belong	.941		.943	
Our team spends time socializing before or after training/meetings	.807		.951	
Our team would like to spend time together if the season was to end	.932		.943	

Members of our team stick together out of training or group meetings	.917		.943	
I'm happy with the amount of exercise I get with my team		.933	.982	.983
I'm happy with my team's level of desire to win		.960	.981	
This team gives me enough opportunities to improve my personal performance		.959	.981	
I like the type of exercise we do with this team		.948	.981	
Our team is united in trying to reach the goals of the team		.947	.982	
We all take responsibility for the task adherence of our team		.893	.983	
Our team members have similar aspirations for the group's exercise adherence		.907	.982	
If members of our team have problems exercising, everyone wants to help them		.904	.982	
Our team members communicate freely about each other's responsibilities to the task		.937	.982	
Our team is working well as a team		.939	.981	
We, Players in the team, are developing our individual Performance		.911	.982	
Our team is achieving its performance goals/ desired outcomes		.878	.983	
The team wins most of the matches we played in this season		.834	.984	
We consistently produce strong, measurable results		.849	.984	

