

ADDIS ABABA UNIVERSITY
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COLLEGE OF EDUCATION AND BEHAVIORAL STUDIES

**PRACTICES, CHALLENGES AND PROSPECTS OF FOOTBALL
DEVELOPMENT SOME SELECTED PREMIER LEAGUE CLUBS IN
ADDIS ABABA**

BY
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CERTIFICATE

This is to certify that Mr. Mezmur Getachew on the thesis entitles “Practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa”, is submitted to Addis Ababa University for the award of the Degree of Master of Sport Science and it is a research work carried out by Mr. Mezmur Getachew under our guidance and supervision. Therefore, we hereby declare that no part of this thesis has been submitted to any other university or institutions for the award of any degree or diploma.

Main Adviser’s Name	Date	Signature
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DECLARATION

I hereby declare that this thesis entitled “Practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa” has been carried out by me under the guidance and supervision of Dr. SahelemichaelBezuneh. The thesis is original and has not been submitted for the award of any degree or diploma to any university or institutions.

Researcher's Name

Date

Signature

Abstract

The main objective of this study was to assess and explore the practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa. In this study, descriptive research methods were used. Primary data, through structured questionnaire, was collected from samples of 136 respondents. Data were analyzed using descriptive statistics with the help of SPSS version 23. The results provide strong evidence that there problem with facility related factors, coaching system related factors, football infrastructure, and coaching process related factors. However, the results from communication related factors provide that there is effective communication among players, coaches and club officials. The study found that barriers for football development such as poor cooperation between clubs, NGO's and Government, insufficient budget, little attention by the government, lack of international standard coaching system. Hence, the concerned the government agencies should upgrade football facilities, assist policy formulation; various stakeholders such as NGOs, GOs and private sectors need to support clubs; the management of the club should strengthen communication between players, coaches and club officials; proper coaching standard and strategy should be developed by Addis Ababa football association after the development of the overall strategy. Hence, the government should strengthen integration between clubs and other stakeholders so that they contribute to the development of football.

Key Words: *Prospects, Coaching, Coaching process, practices, challenges, football development*

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ACRONYMS/ABREVIATIONS

AAFA- Addis Ababa football association

BMME- British Military Mission

EFF- Ethiopian Football Federation

FIFA- Federation International de Football Association

GST- General Systems Theory

MOS-Ministry of sport

NGO-Non Governmental organization

SAFA- South African Football Association

SPSS- Statistical Package for Social Science

CHAPTER ONE

INTRODUCTION

1.1. Background of the Study

Football is the world's most popular form of sport, being played in every nation without exception. The sport has become a popular pastime among the people. Above all, interest in football has been growing in the country over the years. The rapidly increasing popularity of football has also need a demand of excellent performance. Football practitioners require many attributes to become successful players (Bompa, T.O., 1994).

Football is the most popular sport in Africa. Each country has millions of supporters, hundreds of thousands of players, hundreds of clubs, and uncountable competitions and tournaments on all possible levels. It is common to see the so-called National Sports Council (NSC) dealing with all sports in a given country. The top body in football is, of course, the football association (FA). Most countries have tried to professionalize the game and have League Boards that oversee the Premier League and the lower divisions, Arnold (2010).

Some of African countries such as Niger, Cameroon, Ivory Coast, and other become successful with the standard. In South Africa, with bitter struggle of multiracial movement against apartheid groups until 1994; the former holistic revolution won to make the same football association. By 1995, they formed South African Football Association (SAFA), they established professional football league as their number one in the country. No amateur-professional player's engage in the league, and there is no a mixture of both amateur and professional as well, Pannenborg (2010).

Ethiopian sport policy scenario via indiscriminating of all levels offering of both groups in the competition, for instance for traditional and modern sports. Thus, the policy was formed after a century of British establishment of legalized professionalization; but Ethiopia retarded to determine amateurism and professionalism by 1998. Even after a century Ethiopian Football leagues are not determined their sport as professionalization, as cited in Junaid, Dagne & Wondimagegn (2019).

In Ethiopian football federation, yearly competitions have resonated in to three league levels: namely Premier league, super league and national league. The leagues continued woefully, players are competing without being acquired a professional license; since the league has not yet established a parameter to make professional league. In the Current time, Ethiopian football leagues have providing an opportunity to players, considering of the amalgamation of amateur and professional player's level. Additionally, even though the clubs pay high salary for players, the football development and players performance is less. Therefore, the main aim of this study is to assess and explore the practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa.

1.2. Statement of the Problem

Sport is widely regarded as having significant social, health and economic benefits. In contemporary political discourse, sport is being analyzed not only in terms of its economic impact but also in terms of its potential to combat poverty, unemployment, crime and segregation. Sport is believed to serve as a vehicle for the empowerment and social connection of 'vulnerable' young people living in underprivileged urban neighborhoods. In particular, it has been argued that the social benefits of sport extend to spheres that are hard to reach through more traditional, political and social activities (Seefeldt, Ewing and Walk 1992). Even if it has countless values and benefits this game is not well developed in our country because of different problems and challenges.

Limited resource investment in football initiatives is also exacerbated by a perception among some development actors that the football sector has access to substantial corporate resources and revenue from major events. As such, in many Commonwealth countries both the total pool of resources within sport, and its prioritization, is insufficient to scale sport-for-all initiatives.

The limited role of the community in sports, the decline of sports in schools, the shortage of sports facilities, sport wear and equipment as well as the lack of trained personnel in the sphere have also made the problem more complex (National sport policy, 1998).

Medias shows that shortage of football facility, lack of infrastructures, problem with coaching system, lack of cooperation between clubs, NGO's and Government to improve football clubs in

the country. Furthermore there is insufficient budget, little attention by the government for football development, unstandardized coaching system in your club, ineffective communication between players on one hand and club officials and coaches, insufficient time allocated for practical training, insufficient instructional materials facilities to implement football training for players, inadequate football ground, pitches and stadiums are some of the problems of Ethiopian football development.

The performance of the Ethiopian premier league club is very low, showing that the club result is very low in National level. Hence, this research was designed to identify those challenges and a problem that hinders the development of football in particular to some selected premier league clubs in Addis Ababa namely, Saint George Football club, Ethiopian coffee football club, Dedebit football club, Defence football club and Electric football club. Therefore, the aim of this study is to assess and explore the practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa.

1.3. Research Questions

To this end, the study tried to answer the following basic research questions.

1. What are the practices and prospects of football development in some selected premier league clubs in Addis Ababa?
2. What are the major challenges of football development in some selected premier league clubs in Addis Ababa?
3. What is the possible solution to overcome the challenges of football development in some selected premier league clubs in Addis Ababa?

1.4. Objectives of the Study

1.4.1. General Objective

The aim of this study is to assess and explore the practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa.

1.4.2. Specific Objectives

- To describe practices and prospects of football development in some selected premier league clubs in Addis Ababa.
- To identify major challenges of football development in some selected premier league clubs in Addis Ababa.
- To suggest possible solution to overcome the major challenges of football development in some selected premier league clubs in Addis Ababa.

1.5. Significance of the Study

The study offers policy makers a ground for analyzing practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa to take informed decisions in the problems encountered in a day to day operations.

The finding of the study can help various stakeholders to see the need to support clubs and contribute to country football development. The government agencies such as federal sport commission, House of peoples representative and ministry of sport and youth can use the findings of this study to assist policy formulation and development for a framework for critical coaching, infrastructure, football facilities which contribute to the development of Ethiopian football. It also help clubs to enhance football management environment by understanding the needs of the clubs) and benefits of quality of football management, they will be able to devise a mechanism to and improve clubs successfulness. Furthermore, this study serves as a basis for other researchers to conduct a comprehensive analytic research work on practices, challenges and prospects of football development on the entire country.

1.6. Scope of the Study

This study confined to assess and explore the practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa. The geographical coverage of the study delimited to Addis Ababa premier league clubs such as Saint George Football club, Ethiopian coffee football club, Dedebit football club, Defence football club and Electric football club and the result may not necessarily represent the reality for the entire country's club. The reader should also bear in mind that the study was confined to data only obtained from these mentioned clubs using closed ended questionnaire.

1.7. Limitation of the Study

From 152 questionnaires distributed to sample respondents, only 136 returned back for analysis.. Therefore, this study was based on result from 136 samples. Some respondents were reluctant to fill the questionnaire. This was mitigated by accompanying with club officials. And some other respondents were also restrict themselves from providing real data and filled questionnaire carelessly. This challenge was minimized by describing the objective of the study to respondents which was for academic purpose. It was also difficult to get most of the respondents and this was minimized by distributing questionnaires by higher officials of these clubs. The long bureaucratic procedure to get permission for data collection from clubs also takes time. It was also serious obstacles to obtain secondary sources related to the subject, and unavailability of such materials in Ethiopian context has limited the researcher to access to information. To fill this gap, literature from other countries were used.

1.8. Organization of the paper

This paper has been divided into five chapters. The first chapter deals with background of the study, problem statement, research questions, objectives of the study, significance of the study, limitation and Scope of the study. Chapter two presents the theoretical and empirical related literature. Chapter three is concerned with the methodology used for this study. Chapter four outlines data presentation, analysis and discussion and finally chapter five provides conclusion, recommendation suggestion for future research.

CHAPTER TWO

REVIEW OF RELATED LITERATURE

The review of related literature has two major sub-topics. These are: theoretical literature and empirical literature.

2.1. Theoretical Related literature

2.1.1. History of Football in Ethiopia

The Italians were the first to promote the football in Ethiopia, after 1937. No overall Ethiopian championship was played in 1938 and 1939, but there were regional leagues in the provinces of Amhara (capital Gondar), Harar (capital Harar), Scioa (capital Addis Abeba) and Sidama (capital Jimma).

The "Campo Sportivo "Littorio" ^[4] was the first football stadium of Addis Abeba: successively it was enlarged in 1940 with tribune and athletic lanes and after WW2 was renamed Addis Ababa Stadium. In 1944 the first Ethiopian Championship was held in Addis Abeba under Haile Selassie rule, with 5 teams representing the various communities in the capital conquered by the Allies. In the final match the BMME of the British Army won the Fortitudo of the remaining Italian colonists. Participants: St. George (Ethiopian); BMME (British); Fortitudo (Italian); Ararat (Armenian); Olympiakos (Greek).

2.1.2. Early Years

Football in Ethiopia came under the control of the Ethiopian Football Federation (EFF) when that organization was founded in 1943. The EFF affiliated to FIFA in 1953 and to the Confederation of African Football in 1957. League football was in existence before the formation of the EFF with regional leagues contested during the 1938/39 and 1939/40 seasons in the provinces of Eritrea, Harar, Amhara, Scioa and Sidamo as part of the Italian occupation.

The first recognised version of the Ethiopian Premier League was contested in 1944 when five teams representing the various communities of Addis Ababa competed for a title won by the British Military Mission-BMME. The Ethiopian Cup was added the following year and has been contested regularly since (albeit with some gaps, notably in the 1960s).

2.1.3. Ethiopian Football Federation

The Ethiopian Football Federation was founded in 1943 and became affiliated with FIFA in 1952. In 1957 the EFF along with its Egyptian, Sudanese, and South African counterparts founded CAF.

In October of 2013, the federation elected JuneidiBasha as its new president to replace SahiluGebrewold. Beating out three other candidates, Basha received the majority of votes (55 of the 101 votes) at the Federation's General assembly. JuneidiBasha, represented the eastern region of Dire Dawa, was a businessman before becoming football federation president.

In June 2018 the EFF elected EsayasJira as President. The 46 year old Jira, who was backed as the candidate from the Oromia region, won 87 of 145 votes by the general assembly which had taken place in Semera, Ethiopia.

The EFF was responsible for all regulatory processes of all professional football leagues in Ethiopia including the Ethiopian Premier League, the Ethiopian Higher League (second tier) and the "First League" (third tier). The federation also runs the Ethiopian Women's Premier League along with the second tier of the Women's professional football league.

2.1.4. Role of Football

There is no doubt that football sports could play a critical role in attaining peace, development and stability. One of the areas to which sport can contribute is health. Football sports activities can help improve our minds and self-esteem and engender a general sense of well-being. A physically active population significantly reduces national health expenditure, as fewer people get sick and people are more alert and productive. Furthermore, other than in Africa, football sports is a booming industry internationally (such as the European football clubs and others) which employs large numbers of people and generates substantial revenues either directly in sports themselves or indirectly through associated activities, all of which contributes not only to the alleviation of poverty but also to raising the living standards.

2.1.5. Theoretical Frameworks

General systems theory (structure), social learning, self-efficacy and collective efficacy (interpretive, constructivist) were suitable for the framing of a wider understanding of the contribution of sport globally, to developing people, communities and countries. These should come from the data. (Glaser & Strauss 1967 cited in Creswell 2008). At the same time, the sampled theories helped with disconfirming information that may be accepted as universally associated with the impact of football and sport on people and communities.

2.1.5.1. General Systems Theory (GST)

Originated from ideas of Ludwig von Bertalanffy (1968), GST recognizes that society can be a system and within that system are subsystems and even more micro subsystems. For instance, it is possible to view GAT as a system, and a household within it as a subsystem. Generally, systems can be open or closed and it is likely that each system will have its own boundary. (Tamas 2000). A closed system is completely sealed off from its environment but nearly all organic systems are open, to allow for some form of energy or influence. A lot of this energy or influence can be in the form of communication which can create a very open system and encourage, sharing and harmony amongst persons. Infrastructure such as roads can also facilitate an open system. Alternatively, elements of mistrust or lack of trust can close a system. A community and society can be seen as a system and in that system, the real focus is on the whole and not the individual element. In, this interpretation of GST, one element by itself cannot make the system function, therefore taking each element and applying a mechanistic approach as opposed to an organic one will not bring success to the goal been pursued. In applying GST to GAT community and the study of human beings, there must be an acceptance of both, as organisms and living elements (Tamas 2000). One of the strengths of GST is that it allows space for the environment to be considered as a factor and does not exclude other variables because of a mechanistic, focused attention on just one element. Spruill (2001) argues that “GST views the world as a series of nested systems to be understood in context rather than taken apart.” Systems thinking reinforce the need to focus on interrelationships “rather than linear cause and effect chains and considering processes of change rather than snap shot events”.

2.1.5.2. Social Learning Theory, Self-Efficacy and Collective Efficacy

Social learning is the notion of individuals learning behaviors that are acceptable or unacceptable by observing and imitating others (Fallon and Butterfield 2012). Imitation is described as the function of a successful model and process and individuals are able to learn from that. Social learning has progressed into social cognitive theory, of which theories of self-efficacy and collective efficacy are off-shoots. Self-efficacy is described as the level of confidence that an individual has in his or her ability to execute a course of action or attain specific performance outcomes. (Roos, Potgieter&Temane 2013). This assertion of confidence has been proven to affect human functioning in a number of ways. For instance, it has been suggested that high self-efficacy is linked to high self-esteem, better physical condition and greater well-being amongst other human qualities. On the other hand the term collective efficacy has been used to determine motivational beliefs in groups rather than in individuals. Bandura (1997) suggests that collective efficacy may be defined as the shared beliefs in the conjoint capabilities to execute courses of action required to achieve designated goals. He identified four ways of gauging efficacy. Of particular interest to this study is what he calls „vicarious experiences“ which concerns the comparison people draw between their level of competency and that of others who they perceive as similar. Seeing someone whom they perceive as similar succeed, can increase their efficacy.

2.1.5.3. Structuration Theory

Structuration theory has not been included in much discourse on the impact of football on people and society (Dixon 2011). However, its inclusion can represent a new way of thinking about the contradictory natural relationship between structure and agency in society. In structuration theory, neither agency nor structure exerts primacy over each other. Social systems are reproduced from social practices which are existent through time and space because they are adhered to by the majority of society’s members (Sadan 1997, Dixon 2011). Rules and resources reproduce social action within the system. Giddens argues that although rules provide a formula for action it is resources that bring them to life.

2.2. Empirical Related Literature

2.2.1. Coaching System

It seems obvious to state that the coach occupies a position of centrality and influence in the sporting arena, but for clarity, and not just for this review of literature but also for this research, it is worth stating the obvious. The coach is at the very heart of the coaching process; an essential part of the jigsaw, not a limitation (Cross & Lyle, 1999). Rather than embracing the complexity of the coach, the majority of coaching research has been content to look simply at what the coach does. As a result coaching research has preferred to concentrate on observable coaching behaviors (Cushion, 2001; Kahan, 1999; Lyle, 1999; McPhail & Kirk, 2001; Solomon, Striegel, Eliot, Heon, Maas, & Wayda, 1996). The behavioral research, quite logically, acknowledges that through their words and actions, coaches influence both the players' performance and their social and emotional well being (Horn, 1992; Miller, 1992; DeMarco, Mancini, Wuest, & Schempp, 1996; Jones, et al., 1997). Finally, as with much of the coaching research, the coach behavior literature spills over into other areas of the coaching process, for example; the player, effectiveness and coach-player interaction.

The sections on coach behavior and expectancy effects have demonstrated two things, firstly; that there will be variations in coach behavior from one setting to another, and secondly; that the practical coaching context is truly complex. This complexity and behavioral differences mean that it is difficult to apply the conclusions drawn concerning coach behavior from one setting to another. Obviously, not all coaches coach the same way, nor do they share the same beliefs about coaching or treat their players the same (Lyle, 1999). It could be argued that, "the differences that are present in coaching practice allow for the individuality of the coach, the preferences of performers and the demands of different organizational settings" (Lyle, 1999, p.25). Moreover, the coach's behavior will, "often reflect more deep-seated values, and these will be subject to societal scrutiny" (Lyle, 1999, p.25). Indeed, coaching practice, an essentially social practice, does not occur in a vacuum and therefore cannot be value free (Schempp, 1998; Schinke, Bloom & Salmela, 1995; Lyle, 1999; McAllister, Blinde & Weiss, 2000). Values are always represented in coaches' behavior, which they may or may not be aware of (Crisfield, Cabral & Carpenter,

1996). All coaches will have developed a personal set of views on coaching, and on issues regarding their sport, and interpersonal relationships (Lyle, 1999).

2.2.2. Coaching Process

The existence of the coaching process has been recognized in the literature for over a decade (Lyle, 1984, 1986, 1992, 1999). Yet, arguably, it still lacks a sound conceptual underpinning that could inform practice. This is, perhaps, unsurprising as Lyle (1996) reported that not only is there no consensus or clarity about the nature of coaching itself, but that no 'best' model of coaching exists to inform practice across sports (Cross, 1995b). This assertion is supported with research evidence by Gould, Giannini, Krane, and Hodge (1990), who found that a majority of elite U.S. Pan American and Olympic coaches indicated that there was an absence of a definitive set of concepts and principles for the coaching process and effective coaching.

Consequently, research has concluded that many coaches work without any reference to a coaching process model and, in reality, base their coaching on feelings, intuitions, events and previous experience that trigger actions (Lyle, 1992; Cross, 1995a; Cross, 1995b). This may be the case, but a word of caution is needed about these findings. Our understanding of coaching practice is limited by the extent of our current knowledge. It has already been suggested that there is a lack of consensus, clarity and a conceptual underpinning of the coaching process. Therefore, if coaches cannot position their practice within existing definitions of the coaching process, it does not necessarily follow that they do not operate within, or with reference to, a coaching process. Simply, current levels of understanding may be inadequate to conceptualize the process of coaching in practice.

2.2.3. Barriers that affect Football development

2.2.3.1. Inadequate investment

Most existing facilities in Africa are in very poor condition and they will need extremely heavy investment to bring them back to international standards. According to Chiweshe (2010), other countries invested substantial sums of money to build and renovate stadiums to host the Africa Cup of Nations; however, the investments which have gone into expanding sports development in Africa have frequently been affected by mismanagement and corruption.

2.2.3.2. Policy vacuum

Some African countries have sports policies but the majorities are fragmented and uncoordinated. Moreover, the ministries in charge of sports are often sandwiched in other ministries. The ministries or departments in charge of sports suffer from underfunding and are unable to support priority activities, let alone establish and enforce policies, Steiner (2008).

2.2.3.3. Poor governance

Football stands for good governance, respect for the rules, fair play, honesty and discipline. Yet sports ministries suffer from poor governance. According to Mwisukha and Mabagala (2011), personnel serving in the various national sports federations and organizations in East Africa as managers are not trained professionals in the areas of sports management and administration. In view of this and other factors, many African countries feature prominently on the Transparency International's Corruption Perception Index; mostly in football (Pannenberg, 2010). Most African journalists are of the opinion that corruption has ruined African football. There are substantial sums of money, coming from various sponsors and FIFA development projects, which have disappeared into people's pockets and most African football facilities, are in an appalling condition. As Chiweshe (2014) stipulates, African football is in a bad state by all standards. Dealing with corrupt individuals has made it difficult to follow FIFA standing rules concerning non-interference in football matters by governments or state bodies. Even with a number of African players playing in major leagues abroad, performance of African teams at the World Cup continues to deteriorate; and at the national level the football clubs suffer from polarization, corruption and tribalism.

CHAPTER THREE

METHODOLOGY OF THE STUDY

This chapter discusses the study setting, study design, population and sampling design, sample selection technique, sources of data, method of data collection and methods of data analysis

3.1. The Study Setting

This study was conducted on practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa. It was selected due to the fact that there are large number of players, its proximity to the researcher as well as accessibility to collect primary data. This study was carried out in some selected premier league clubs in Addis Ababa namely, Saint George Football club, Ethiopian coffee football club, Dedebit football club, Defence football club and Electric football club.

3.2 Study Design

The research design employed in this study was descriptive survey, which is a systematic method for gathering information from a sample of entities for the purpose of constructive quantitative descriptors of the attributes of the larger population of which the entities are members (Groves et.al, 2004). Descriptive kind of research was used to obtain information concerning the current status of the phenomena to describe what exists with respect to variables or conditions in a situation. It describes practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa. The descriptive research method was used with the help of quantitative study techniques to describe the characteristics of objects, people group, organization or environments. In other words, descriptive research tries to paint a picture of a given situation by addressing who, what, when, where and how questions. Descriptive research design will be used to describe the current conditions, terms concerning a in a certain specific field Problem (Mugenda, 2003).

3.3 Population and Sampling Design

3.3.1. Population of the Study

The whole set of the universe from which a sample is taken is called the population (Saunders et al, 2007). Target population refers to the larger population to which the researcher ultimately would like to generalize the results of the study (Mugenda, 2003).

The population of study consists of 273 players and staff of the selected premier league clubs in Addis Ababa namely, Saint George Football club, Ethiopian coffee football club, Dedebit football club, Defense football club and Electric football club.

3.2.2 Sampling Design & Sample Size Determination

The study used simple random sampling to select sampled respondents from five clubs (Saint George Football clubs, Ethiopian coffee football club, Dedebit football club, Defence football club, Electric football clubs). Simple random sampling was chosen because of every member of the population has the same chance of being included in the sample. This technique was also preferred because it is used to assist in minimizing bias when dealing with the population. It involved collecting information from members of the population who are randomly selected from the whole population. The sample size was determined based on 5% precision level with 95% confidence interval (Yamane, 1967). Based on this, a sample of 152 respondents was selected from 273 population.

3.4. Source of data

This study used both primary and secondary sources of data collection. In order to realize the target, the study used close ended questionnaire as an instrument of data collection from players and staff of the selected premier league clubs in Addis Ababa. This method of data collection is preferred due to its high response rate. The primary data was collected mainly from respondents of five premier league clubs; Saint George Football clubs, Ethiopian coffee football club, Dedebit football club, Defense football club and Electric football clubs. As secondary data, this study used archived researches, journal, newspaper and magazine. Besides, variety of books, published and/or unpublished documents and newsletters, proclamation, football strategy, sport statistics annual report, was reviewed to make this study fruitful.

3.5. Methods of Data collection

The data collection instrument, for collecting the primary quantitative data was questionnaire on the issue of practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa. The questionnaire instrument consists of two parts as follows: the first part contains demographic background related questions which included gender, age, educational level and marital status of respondents. The second part consisted of questions associated with practices, challenges and prospects of football development which contained items measured on the 5-point Likert type of scale strongly disagree, disagree, neutral, agree, strongly agree.

3.6. Data Analysis

This was the further transformation of the processed data using descriptive (statistical) analysis. The Statistical Package for Social Science (SPSS) version 23 was used to analyze the data obtained from primary sources. Specifically, descriptive statistics (mean, standard deviation and charts) was taken from this tool. Descriptive analysis was used to reduce the data in to a summary format by tabulation (the data arranged in a table format) and measure of central tendency. Moreover, pie charts were used to describe the general characteristics of respondents.

3.7. Validity of research Instrument

Validity is the degree to which a test measures what it purports to measure (Creswell,2009). Its primary purpose is to increase the accuracy and usefulness of findings which allows for greater confidence in the findings of a given study. To increase the validity of the study the researcher followed the following techniques. First, the instrument was tested by conducting pilot study using questionnaire. Second the questionnaire was refined based on the respondent comment and finally the proper detection obtained from advisor was taken.

3.8. Ethical consideration

Before conducting primary data collection, the researcher asked a permission from five premier league clubs offices to conduct study on the title “practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa”. Based on this, the researcher received permission from all clubs. During data collection, the sampled respondents informed about the purpose of the study, the confidentiality of the data was given before their

response. In line with secondary data, the researcher acknowledged the sources of different studies undertaken by different researchers used in this study.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND DISCUSSION

Introduction

This chapter presents research finding of the study carried out to assess and explore the practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa. The chapter is guided by research objective: to describe practices and prospects of football development in some selected premier league clubs, to identify major challenges of football development in some selected premier league clubs in Addis Ababa and to suggest possible solution to overcome the major challenges of football development in some selected premier league clubs in Addis Ababa. The study was targeted 152 sampled a representative from players and staff of the selected premier league clubs in Addis Ababa. The questionnaires were distributed to all sampled players and staff of the selected premier league clubs in Addis Ababa. Out of this only 136 of them returned back questionnaires representing 89% response rate.

4. Data Presentation

4.1 Demographic Characteristics of Respondents

4.1.1. Gender of Respondents

Table4.1: Gender of Respondents

Gender of Respondents	Frequency	Percent
Male	81	59.6
Female	55	40.4
Total	136	100.0

Source: SPSS Output from Survey Data, 2020

From the output in Table 4.1 above, the majority of respondents 81(59.6%) are male and the remaining 55(40.4%) respondents are female. From this we can conclude that males are more enrolled in these clubs than females, hence their participation in football remained less. This proportion is depicted in the chart as follows;

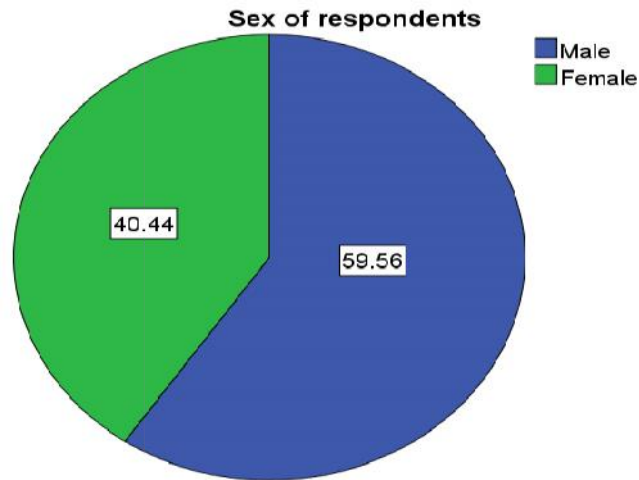


Figure 4.1: Sex of Respondents

4.1.2. Age of Respondents

Table 4.2: Age of Respondents

Age of Respondents	Frequency	Percent
18-25	41	30.1
26-35	48	35.3
36-45	26	19.1
46-55	21	15.4
Total	136	100.0

Source: SPSS Output from Survey Data, 2020

As shown in table 4.2, most of respondents 48(35.3%) fall between the age of 26-35 followed by those who are between the age of 18-25 which constitutes 41(30.1%) , then between 36-45 which constitutes 26(19.1%) then by those between 46-55 which constitutes 21(15.4%). This indicates the majority of respondents are those in the younger age category. This proportion is indicated in the chart 4.2, as follows;

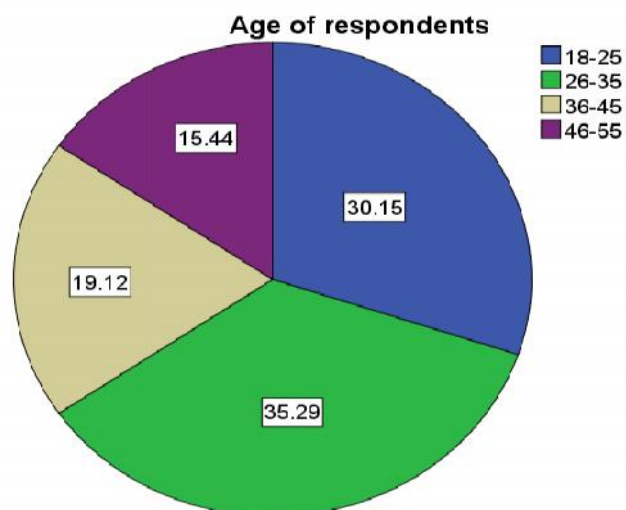


Figure 4.2: Age of Respondents

4.1.3. Educational Background of Respondents

Table 4.3: Educational Background of Respondents

Educational Background of Respondents	Frequency	Percent
Elementary	25	18.4
secondary	54	39.7
diploma and degree	43	31.6
above degree	14	10.3
Total	136	100.0

Source: SPSS Output from Survey Data, 2020

As shown in above Table 4.3, most of the respondents are those who completed secondary school 54(39.7%) and followed by those who received diploma and degree 43(31.6%), then by those who completed elementary school which constitute 25 (18.4%), then followed by those who have more than degree 14(10.3%). This shows that most respondents are those who completed secondary school followed by those who received diploma and degree. This proportion is indicated in the chart 4.3, as follows;

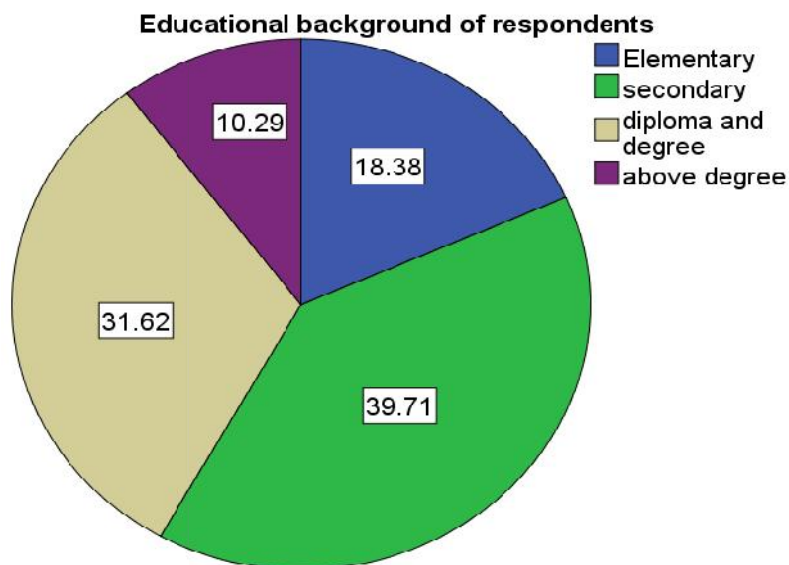


Figure 4.3: Educational Background of Respondents

4.1.4. Marital Status of respondents

Table 4.4: Marital status of respondents

Marital status of respondents	Frequency	Percent
Single	77	56.6
Married	49	36.0
Divorced	10	7.4
Total	136	100.0

Source: SPSS Output from Survey Data, 2020

As depicted in above Table 4.4, the majority of respondents 77(56.6%) have single marital status, followed by those who married 49(36.0%) and lastly followed by those who divorced 10(7.4%). This indicates that most respondents fall under the category single marital status showing that they are youngster. This proportion is demonstrated in in detail in the chart 4.4, as follows;

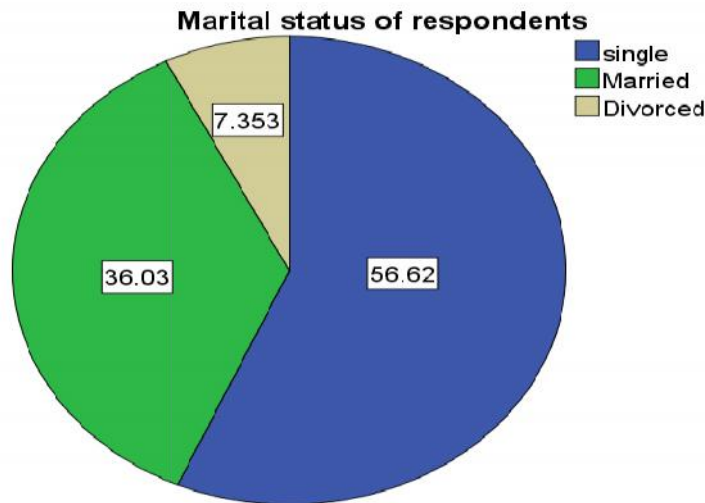


Figure 4.4: Marital Status of respondents

4.2. The practices, Challenges and prospects of Football development

4.2.1. Facility Related Factors

Table4.5:Facility Related Factors

Facility Related Factors	N	Mean	Std. Deviation
There is Sufficient number of coaches are available in your club	136	2.82	.824
There is Extra coaching facility are available in your club	136	2.79	.790
There is sufficient Hostel facility for sportsperson and coaches in your club	136	2.96	.719
There is Extra diet facility is available in your club	136	2.99	.755
There is sufficient medical facilities in your club	136	3.07	.737
There is facility representatives personnel in your club	136	3.12	.761

Source: SPSS Output from Survey Data, 2020

As shown in table 4.5 above, with respect to sufficient number of coaches' availability in the club, the respondents remained neutral on availability of sufficient number of coaches in the club with a mean score of 2.82 and a standard deviation of 0.824. Similarly, the respondents remained neutral in the availability of extra coaching facility in the club with a mean score of 2.79 and a

standard deviation of 0.790. Additionally, the respondents neither agree nor disagree in the availability of sufficient hostel facility for sportsperson and coaches in the club with a mean score of 2.96 and a standard deviation of 0.719. Similarly, the respondents remained neutral on the availability of extra diet facility in their club with a mean score of 2.99 and a standard deviation of 0.755. With respect to medical facilities, the respondents agreed there is sufficient medical facilities in their club with a mean score of 3.07 and a standard deviation of 0.737. Additionally, the respondents agreed that there is facility personnel representatives in the club with a mean score of 3.12 and a standard deviation of 0.761.

4.2.2. Coaching System Related Factors

Table4.6: Coaching System Related Factors

Coaching System Related Factors	N	Mean	Std. Deviation
The Coaching system in your club is Clear, visible and easy to understand for players. (transparency and simplicity)	136	2.71	.835
The Coaching system in your club have clear relationship with the relevant professional standards, clearly identified need.(relevance)	136	3.01	.650
The Coaching system in your club Cater for all types of training and for all players, irrespective of their professional specialization. (comprehensiveness)	136	2.77	.720
The Coaching system in your club Offers equal training opportunity to all.(equality)	136	2.89	.617
The Coaching system in your club Accessible to all players, no matter how their competence was achieved (accessible)	136	2.77	.760
There is best use of scarce resources, appropriate organizational development, human resource development and clear definition of functions and responsibilities. (efficiency)	136	3.09	.931
The Coaching system in your club Contain a variety of entry ,exit and reentry points for players (legitimacy)	136	3.02	.649
The Coaching system in your club Treat all training fairly and consistently, relating training outcomes coherently to one another. (Coherence).	136	2.96	.698
The Coaching system in your club provides life-long learning opportunities.	136	3.21	.690
The Coaching system in your club help create to environmental awareness	136	2.95	.773

Source: SPSS Output from Survey Data, 2020

As shown in Table 4.6, with respect to coaching system the club, the respondents remained neutral that coaching system in their club is clear, visible and easy to understand for players with a mean score of 2.71 and a standard deviation of 0.835. Similarly, the respondents agreed that the coaching system in their club have clear relationship with the relevant professional standards and clearly identified their need with a mean score of 3.01 and a standard deviation of 0.650. The respondents also remained neutral with respect to the coaching system in the club cater for all types of training and for all players, irrespective of their professional specialization with a mean score of 2.77 and a standard deviation of 0.720. In line with the coaching system related with offering equal training opportunity to all, the respondents neither agree nor disagree with equal training opportunity in their clubs with a mean score of 2.89 and a standard deviation of 0.617. In the same vein, the respondents remained neutral with accessible coaching system to all players, no matter how their competence was achieved with a mean score of 2.77 and a standard deviation of 0.760. On the other hand, the respondents agreed with the question related with best use of scarce resources, appropriate organizational development, human resource development and clear definition of functions and responsibilities with a mean score of 3.09 and a standard deviation of 0.931. The respondents agreed that there is coaching system in their club which contain a variety of entry ,exit and re-entry points for players, with a mean score of 3.02 and a standard deviation of 0.649. The respondents neither agree nor disagree with the coaching system in your club treat all training fairly and consistently, relating training outcomes coherently to one another with a mean score of 2.96 and a standard deviation of 0.698. On the other hand, the respondents also agreed that the coaching system in your club provides life-long learning opportunities with a mean score of 3.21 and a standard deviation of 0.690. However, the respondents remained neutral with coaching system in their club help to create environmental awareness with a mean score of 2.95 and a standard deviation of 0.773.

4.2.3. Infrastructure Related Factors

Table4.7: Infrastructure Related Factors

Infrastructure Related Factors	N	Mean	Std. Deviation
There is adequate football ground, pitches and stadiums etc. to implement football for players.	136	2.60	.713
There is adequate gym to implement football coaching for players	136	2.73	.812
Football infrastructure is relevant to the player's situation.	136	2.73	.711
There is up-to-date machineries ,tools ,equipment and Facilities for football training	136	2.49	.532
There is timely maintenance of training facilities and infrastructure	136	2.46	.595
There is adequate Sports related videos in the club for training process.	136	2.54	.654

Source: SPSS Output from Survey Data, 2020

As shown in Table 4.7 above, with respect to adequate football ground, pitches and stadiums to implement football for players, the respondents remained neutral with a mean score of 2.60 and a standard deviation of 0.713. Similarly, the respondents neither agree nor disagree with adequacy of gym to implement football coaching for players with a mean score of 2.73 and a standard deviation of 0.812. In line with Football infrastructure relevancy to the player's situation, the respondents remained neutral with Football infrastructure relevancy to the player's situation with a mean score of 2.73 and a standard deviation of 0.711. Similarly, the respondents remained neutral with that there is up-to-date machineries, tools, equipment and facilities for football training situation with a mean score of 2.49 and a standard deviation of 0.532. Similarly, the respondents neither agree nor disagree that there is timely maintenance of training facilities and infrastructure with a mean score of 2.46 and a standard deviation of 0.595. In line with adequate Sports related videos in the club for training process, the respondents neither agree nor disagree that there is adequate sports related videos in the club for training process with a mean score of 2.54 and a standard deviation of 0.654.

4.2.4. Coaching Process Related Factors

Table4.8: Coaching Process Related Factors

Coaching Process Related Factors	N	Mean	Std. Deviation
There is sufficient orientation about career possibilities and choice of profession before the training starts	136	2.61	.701
There is direct relationship between theory and practice of football training	136	2.84	.772
There is guidance and counseling service to help players before and during training process.	136	2.61	.690
There is sufficient time allocated for practical training	136	2.78	.858
Players have awareness about the objectives of training in the club.	136	2.57	.737
Up to date books and reference materials are available in the library.	136	2.90	.713
There are sufficient instructional materials facilities to implement football training for players.	136	2.88	.799
There is sufficient orientation to prepare players for match competition.	136	3.21	.704

Source: SPSS Output from Survey Data, 2020

As shown in Table 4.8, the respondents remained neutral with that there is sufficient orientation about career possibilities and choice of profession before the training starts with a mean score of 2.61 and a standard deviation of 0.701. Similarly, the respondents neither agree nor disagree with that there is direct relationship between theory and practice of football training with a mean score of 2.84 and a standard deviation of 0.772. The respondents also remained neutral with that there is guidance and counseling service to help players before and during training process with a mean score of 2.61 and a standard deviation of 0.690. In the same vein, the respondents neither agree nor disagree with that there is sufficient time allocated for practical training with a mean score of 2.78 and a standard deviation of 0.858. Additionally, the respondents remained neutral with that players have awareness about the objectives of training in the club with a mean score of 2.57 and a standard deviation of 0.737. The respondents also neither agree nor disagree with that of up to date books and reference materials availability in the library with a mean score of 2.90 and a standard deviation of 0.713. The respondents also remained neutral with that there are sufficient instructional materials facilities to implement football training for players with a mean score of 2.88 and a standard deviation of 0.799. The respondents also remained neutral with that

there is sufficient orientation to prepare players for match competition with a mean score of 3.21 and a standard deviation of 0.704.

4.2.5. Communication Related Factors

Table4.9: Communication Related Factors

Communication Related Factors	N	Mean	Std. Deviation
There is effective communication between players	136	3.27	.923
There is effective communication between players and coaches.	136	3.18	.975
There is effective communication between players and club officials.	136	3.31	.915

Source: SPSS Output from Survey Data, 2020

As shown in Table 4.9, the respondents agreed that there is effective communication between players with a mean score of 3.27 and a standard deviation of 0.923. Similarly, the respondents agreed that there is effective communication between players and coaches with a mean score of 3.18 and a standard deviation of 0.975. In the same vein, the respondents agreed that there is effective communication between players and club officials with a mean score of 3.31 and a standard deviation of 0.915.

4.2.5. Barriers for Football Development

Table4.10: Barriers for Football Development

Barriers for Football Development	N	Mean	Std. Deviation
Players diverse professional background affects football development	136	2.57	.580
There is strong cooperation between clubs, NGO's and Government to improve football clubs in the country	136	3.24	.725
corruption affects football development in your club	136	2.72	.727
There is sufficient budget for football implement	136	2.57	.604
There is due attention by the government for football development.	136	2.74	.621
There is international standard coaching system in your club	136	2.58	.591
There is strong relationship between player and international market.	136	2.65	.660

Source: SPSS Output from Survey Data, 2020

As shown in Table 4.10, the respondents agreed with that players diverse professional background affects football development with a mean score of 3.57 and a standard deviation of 0.580.

However, the respondents neither agree nor disagree that there is strong cooperation between clubs, NGO's and Government to improve football clubs in the country with a mean score of 2.94 and a standard deviation of 0.725. Similarly, the respondents agreed that corruption affects football development in your club with a mean score of 3.42 and a standard deviation of 0.727.

The respondents also neither agree nor disagree with that there is sufficient budget for football implement with a mean score of 2.57 and a standard deviation of 0.604. The respondents also neither agree nor disagree with that there is due attention by the government for football development with a mean score of 2.74 and a standard deviation of 0.621. In line with international standard coaching system in your club, the respondents also remained neutral with that there is international standard coaching system in your club with a mean score of 2.58 and a standard deviation of 0.591. Similarly, the respondents neither agree nor disagree with that there

is strong relationship between player and international market with a mean score of 2.65 and a standard deviation of 0.660.

CHAPTER FIVE

CONCLUSION, RECOMMENDATION & SUGGESTIONS FOR FUTURE RESEARCH

Introduction

This chapter presents conclusion and recommendation based on the findings of the study and suggest possible areas for future research.

5.1. Conclusions

The main objective of this study was to assess and explore the practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa. Specifically, the study attempted to describe practices and prospects of football development in some selected premier league clubs, to identify major challenges of football development in some selected premier league clubs in Addis Ababa and to suggest possible solution to overcome the major challenges of football development in some selected premier league clubs in Addis Ababa.

It tried to assess the practices, challenges and prospects of football development such as facility related factors, coaching system related factors, infrastructure related factors, coaching process related factors, and communication related factors and barriers for football development.

In line with facility related factors, the results provide strong evidence that there is shortage of coaches, lack of coaching facility, lack of hostel facility for sportsperson and coaches, extra diet facility in the club. On the other hand, the result shows that there is sufficient medical facilities and facility representatives personnel in their clubs.

Regarding coaching system related factors; the results provide strong evidence that there is problem of transparency and simplicity which is not clear, visible and easy to understand for

players. There is also problem with catering for all types of training and for all players, irrespective of their professional specialization, there is also problem with equal training opportunity to all and accessibility of coaching to all players, treatment of all training fairly and consistently, relating training outcomes coherently to one another and there is also problem in the club in creating environmental awareness related with coaching system. On the other hand, the result shows that coaching system in their club have clear relationship with the relevant professional standards, clearly identified need, use of scarce resources, appropriate organizational development, human resource development and clear definition of functions and responsibilities, contain a variety of entry, exit and re-entry points for players and provides life-long learning opportunities.

In line with infrastructure related factors, the results provide strong evidence that there is problem of football ground, pitches and stadiums to implement football for players, there is problem of adequate gym to implement football coaching for players, there is problem of timely maintenance of training facilities and infrastructure and there is problem of adequate sports related videos in the club for training process. Additionally, the result shows that there is problem with football infrastructure which is relevant to the player's situation and up-to-date machineries, tools, equipment and Facilities for football training.

In line with, coaching process related factors the results provide strong evidence that there is problem of sufficient orientation about career possibilities and choice of profession before the training starts, direct relationship between theory and practice of football training, guidance and counseling service to help players before and during training process, sufficient time allocated for practical training, players have awareness about the objectives of training in the club, up to date books and reference materials are available in the library and sufficient instructional materials facilities to implement football training for players. On the other hand, the result shows that in line with coaching process in their club, there is sufficient orientation to prepare players for match competition.

In line with communication related factors the results provide strong evidence that there is effective communication between players, there is effective communication between players and coaches and there is effective communication between players and club officials.

In line with barriers for football development, the results provide strong evidence that there is problem with, cooperation between clubs, NGO's and Government to improve football clubs in the country, sufficient budget for football implement, attention by the government for football development, international standard coaching system in your club and relationship between player and international market. Similarly, the results provide strong evidence that Players diverse professional background affects football development and corruption affects football development in the clubs.

5.2. Recommendations

The result of the study shows that there is facility related problems such as shortage of coaches, lack of coaching facility and lack of hostel facility. Therefore, the government agencies such as federal sport commission, House of peoples representative and ministry of sport and youth should upgrade Football facilities as a matter of urgency to meet international standards.

The result of the study shows that there is problem regarding coaching system related factors such as lack of transparency and simplicity, unequal training opportunity and inaccessibility of coach to all players, shortage of environmental awareness related with coaching system. Hence, government agencies should assist policy formulation and development for a framework for critical coaching, system related factors which can contribute to the development of Ethiopian football.

The result of the study shows that there is problem of infrastructure related factors such as, problem of football ground, pitches and stadiums; inadequate gym, untimely maintenance of training facilities and infrastructure and lack of up-to-date machineries, tools, equipment and facilities for football training. Therefore, various stakeholders such as NGOs, GOs and private sectors need to support clubs and contribute to country football development. To this end, the

government should also encourage NGOs working on clubs so that clubs can get ample opportunity to get both technical and financial support to enhance their training centers.

The result of the study shows that there is problem of coaching process such as insufficient orientation about career possibilities and choice of profession, indirect relationship between theory and practice of football training, insufficient time allocated for practical training, lack of up to date books and reference materials in the library. Therefore, proper coaching standard and strategy should be developed by Addis Ababa football association after the development of the overall strategy.

The result of the study shows that communication related factors the results provide strong evidence that there is effective communication between players, between players and coaches and between players and club officials. Therefore, the management of the club should strengthen communication between players, coaches and club officials.

The result of the study shows that there is problem of cooperation between clubs, NGO's and government, insufficient budget, little attention by the government, corruption affects football development in the clubs. Hence, the government should strengthen integration between clubs and other stakeholders so that they contribute to the development of football.

5.3. Future Research Direction

This study dealt with assessing and exploring the practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa. It tried to describe practices and prospects of football development and identify major challenges of football development in some selected premier league clubs. Thus, future research should concentrate on investigation of factors affecting football development to see the extent to which these factors affect its development.

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No.	Statement	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Neutral</i>	<i>Agree</i>	<i>Strongly Agree</i>
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ANNEX I
ADDIS ABABA UNIVERSITY
SCHOOL OF GRADUATES STUDIES
DEPARTMENT OF SPORT SCIENCE

This Questionnaire is prepared for the sole purpose of acquiring data for the study designed to conduct on the title practices, challenges and prospects of football development in some selected premier league clubs in Addis Ababa. Here, believing that your response is value adding to the study, and hence I am kindly requesting you to state the appropriate answer for the following questions. The data will be used only for the purpose of academic research to fulfill the requirement for the successful completion of graduate study. The result of the study is extremely dependent on your response. Therefore, you are kindly requested to respond honestly and answer all questions correctly as much as possible. Your name will not be included in the study and the information that you give will be kept confidential and used only for the purpose of the study.

Direction-1: in answering the questions put “X” in the space provided.

I. Personal Information

1. sex:- ☐ Male ☐ Female
2. Age: 18-25☐ 26-35☐ 36-45☐ 46-55☐ above 5 ☐
3. Educational Background ☐ elementary edu. ☐ Secondary edu. ☐ diploma and degree ☐ Above
4. Marital status :- ☐ single☐ married ☐ divorced☐

Direction II: put “X” in the space provided

	Facility Related Factors	1	2	3	4	5
1	There is Sufficient number of coaches are available in your club					
2	There is Extra coaching facility are available in your club					
3	There is sufficient Hostel facility for sportsperson and coaches in your club					
4	There is Extra diet facility is available in your club					
5	There is sufficient medical facilities in your club					
6	There is facility representatives personnel in your club					
	Coaching system related Factors					
1	The Coaching system in your club is Clear, visible and easy to understand for players. (transparency and simplicity)					
2	The Coaching system in your club have clear relationship with the relevant professional standards, clearly identified need.(relevance)					
3	The Coaching system in your club Cater for all types of training and for all players, irrespective of their professional specialization. (comprehensiveness)					
4	The Coaching system in your club Offers equal training opportunity to all.(equality)					
5	The Coaching system in your club Accessible to all players, no matter how their competence was achieved (accessible)					
6	There is best use of scarce resources, appropriate organizational development, human resource development and clear definition of functions and responsibilities. (efficiency)					
7	The Coaching system in your club Contain a variety of entry ,exit and re entry points for players (legitimacy)					
8	The Coaching system in your club Treat all training fairly and consistently, relating training outcomes coherently to one another. (Coherence).					
9	The Coaching system in your club provides life-long learning opportunities.					

10	The Coaching system in your club help create to environmental awareness					
	Infrastructure related Factors					
1	There is adequate football ground, pitches and stadiums etc. to implement football for players.					
2	There is adequate gym to implement football coaching forPlayers					
3	Football infrastructure is relevant to the player's situation.					
4	There is up-to-date machineries ,tools ,equipment and Facilities for football training					
5	There is timely maintenance of training facilities and infrastructure					
6	There is adequate Sports related videos in the club for training process.					
	Coaching process related Factors					
1	There is sufficient orientation about career possibilities and choice of profession before the training starts.					
2	There is direct relationship between theory and practice of football training					
3	There is guidance and counseling service to help players before and during training process.					
4	There is sufficient time allocated for practical training					
5	Players have awareness about the objectives of training in the club.					
6	Up to date books and reference materials are available in the library.					
7	There are sufficient instructional materials facilities to implement football training for players.					
8	There is sufficient orientation to prepare players for match competition.					
	Communication related Factors					
1	There is effective communication between players					

2	There is effective communication between players and coaches.					
3	There is effective communication between players and club officials.					
Barriers for Football development						
1	players diverse professional background affects football development					
2	There is strong cooperation between clubs, NGO's and Government to improve football clubs in the country					
3	corruption affects football development in your club					
4	There is sufficient budget for football implement					
5	There is due attention by the government for football development.					
6	There is international standard coaching system in your club					
7	There is strong relationship between player and international market.					