

ADDIS ABABA UNIVERSITY
SCHOOL OF GRADUATE STUDIES
DEPARTMENT OF SPORT SCIENCE

**CHALLENGES IN ORGANIZING FOOTBALL CLUBS:
THE CASE OF KIRKOS SUB CITY ADDIS ABABA**

BY:
HENOK AMDEMARIAM

JUNE, 2015
ADDIS ABABA
ETHIOPIA

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DECLARATION

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

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Abbreviations

AAFF-Addis Ababa Football Federation

EC-Ethiopian Calendar

EFF-Ethiopian Football Federation

F- Frequency

FA- Football Association

FC-Football Club

FFF- Federation Football France

FIFA-Association of International Football Federations

UEFA- Union of European Football Association

US- United States

Abstract

Ethiopian football development is currently the responsibility of clubs and football development program located in the Ethiopian Football Federation Development Committee, which is only responsible for improving football. This allows the football development program to develop players in a non-specific manner that is regulated by each individual club. Clubs in Ethiopia still can't follow a professional model of football clubs organizing like European clubs. Also many children's are engaged in to football very early but on roads and unsafe sand fields. Even if it is already known that these children are not in academies and train without coaches, they surely show an imaginable skill and knowledge of game. But a big problem comes after they start growing and seek for a professional life in football. The purpose of this study was to identify challenges in organizing football club the case of kirkos sub city. The study comprises 44 football players, 8 coaches, 12 football experts and 8 sport administrative staffs of kirkos sub city with purposive sample technique. A descriptive survey study is used to carry out this research. Three instruments such as questionnaire, interview and observational check list were used to gather the data. The descriptive analysis of the data was analyzed by using both qualitative and quantitative methods, such as frequency counts, percentage and descriptive statements. The major challenges associated with to organizing football club in kirkos sub city are found Administrational problem, lack of facility and equipment, less financial status, low level of communication among stakeholders and lack of football project within the sub city. To overcome these problems, the following recommendations have been forwarded: every stakeholder should work hand to hand in order to solve the problems; the government administrators should give high attention to solve lack of budget, facility and equipment, football project and participation of the society like other sub city.

Key words: - football club, organizing, Administration, facility and equipment.

CHAPTER ONE

1. INTRODUCTION

1.1. Background of the study

Football club ownership appears to include individuals who invest in a football club as a result of identification and support for the club, rather than expecting financial returns as a result of the investment (Mason, 1980). Tischler (1981) indicates that individual shareholding and ownership of English football clubs includes businessmen and especially businessmen in the hospitality industry. Clubs to be a good competent and successful at national and international level, it is mandatory to train and cultivate youth athletes with such a continual and consecutive program. The history of Ethiopian football goes back to 1930s and 1940s where Armenia, Greeks, Indians, And Italians took credit of introduction; St.George football club to be the first Ethiopian club; and Addis Ababa, Asmara (Eritrea); DireDawa used to be the most dominant parts of that time and the founding of national team (Wikipedia). There is no any written or documented material that Notices kirkos sub city football background. kirkos sub city one of the sub city in Addis Ababa that is highly disadvantaged by football club. Historical descriptions of sports and football in the kirkos sub city are mostly found on the hands of individuals in the form of unwritten story. Even if it is not literature and undocumented something should be written as a background. As some peoples of the sub city claims that, there were few unstructured number of football organizations in the sub city during the 1970.

At that time there were many teams which compete by delegating their own woreda and also the society were very ambitious to support those teams, Also those teams can't delegate the sub city and participate on the levels of organized clubs, but personally players are penetrate and can play for clubs, Proudly naming players of that time in the kirkos sub city were seyum Abate coach (buna foot ball club and national football team), Tefera G/mariam (Ethiopian medhin club coach), Beletesh G/mariam (national female football team coach),yaqob Leggese goal keeper (Dedebit football club), and the likes.

On the case of fields there were around 8 football playing areas which was one of positive advantage to improve football development process and also to initiate the society interest on the organizing of football club.

As the current observations and experiences on the sub city indicate, there are some unstructured, unorganized, sometimes coach less, non-income, non-salary, and facility less local football teams are found in the sub city. It has vague to determine those teams as a football club. It is the organizational structure that makes a team a club. It is the finance, facility; and the status of every single player and a coach and status of different personnel what forms a football club. Affiliation membership or recognition in or Addis Ababa top-level or subordinate football association is a vital requirement in owning the name football club.

Many problems may be listed as a factor for the silence of football in kirkos sub city. So according to the above information most clubs are found in Addis Ababa, but there is no organized football club by the administration of the sub city, here this is the initial point of this investigation. The absence of organized and competitive football clubs is the major problem of the sub city. And also there are many challenges in organizing football clubs. The main aim of this study was exploring and examining the challenges in organizing football club in the sub city.

1.2. Statement of the problem

This study entitled the underlying challenges encountering the sub city and suggests possible strategies of organizing football clubs. As it is known to all, football is a team sport in which players of different skill and fitness level are coming together to enjoy practicing and game. In case of developing countries like Ethiopia children are engaged in to football very early but on roads and unsafe sand fields. Even if it is already known that these children are not in academies and train without coaches, they surely show an imaginable skill and knowledge of game. But a big problem comes after they start growing and seek for a professional life in football. At this time it is must that they need an organized football club. What if this is not working? They are losing themselves, football fans are losing them, their responsible cities are losing them, and finally a country is losing them. The absence of organized football clubs in a specific area is not just a problem for only that area. A country is in a problem. Top level football clubs and national team squad are a result of locally organized football clubs. Whatever administrative strength is, whatever status of football experts is, whatever adequacy of equipment and facility is in a good or bad condition youths need a club. Unfortunately like most of cities and sub cities of the country kirkos sub city faced such problem. Through the idea mentioned above the researcher intended to investigate challenges that hinder organizing football club in kirkos sub city with the window of:

role of Administrators, supporters, football experts and football projects involvement, and shortage of football equipments and facilities. The sub city was no longer producing famous and skilled player that identified to be from the project. Another problem that named to be a crisis is the recognition of the sub city in football. Relating to other parts of Addis Ababa, especially addis ketema, kolfe keranyo, yeka and nifasilk sub cities, the sub city's record on the total participation of football is in question. Still the basic aim of this study is not listing problems associated with development of football and the followed crisis. This study identifies the challenges associated with organizing football clubs in the sub city.

Clubs are emerged with several foundational causes of history. In Ethiopian history of clubs many are organized by company owners and workers. In the case of kirkos sub city, the researcher identified comfortable preconditions for smooth processes of football clubs organization was the parallel journey of investigating challenges associated with the organization. The emergences of football clubs were asked the attitude of Administration and passion of people, availability of players and coaches, existence of facilities including the playing area, football experts and financial status. Up to this study have conducted the researcher can't get any study based upon football club organizing in kirkos sub city, so it was the time that researcher turned their attention to challenges in organizing football clubs in kirkos sub city. The researcher believes the result of this study have a big contribution for the organization of football clubs and impart new system of organizing football clubs.

1.3. Research question

This study tried to answer the following basic questions:

1. To what extent football facilities and equipment are available in the sub city?
2. Do the sub city sport administrator give attention for the club organizing?
3. To what extent financial status of the sub city to organizing football club?
4. How to contribute football experts for the sub city to organizing football club?
5. How is the status of football projects to organizing football club in the sub city?

1.4. General Objective

This study investigated challenges in organizing football clubs in kirkos sub city.

1.5 Specific objectives

Specifically, the following objectives were set to be accomplished with this study.

- To asses availability of football facilities and equipments.
- To explore contribution of sport administrator on the organization of football club.
- To know the status of finance to organizing football club in the sub city.
- To list out participation of football experts in the sub city in organizing football club.
- To identify status of football projects to organize football club.

1.6. Significance of the study

The general significance of this study to assess the organization of football club in kirkos sub city. In this regard the study will play an important role in the provision of data and nominating challenges in organizing football clubs. The significance of this study to help kirkos sub city with providing information that helps in identifying challenges that hinders emergence of football clubs. These goals will achieve through the road of investigation and solving challenges in organizing football clubs. On the other hand the result of this study will help several parts of community. To mention that specifically:-

- It insists kirkos sub city sport administration, Coaches & responsible bodies to aware the importance of football club.
- It will help football experts, policy makers and other responsible bodies in implementing to organize football club.
- It will encourage other researcher to study the challenges in a wide scope and depth.
- It will use as a review of literature for further investigation around football club organizing.
- kirkos sub city community will enjoy football like other sub cities doing.
- It creates passion movements in youths, computational hard working in adult player.

1.7. Limitation of the study

Through in taking this study there was lack of sufficient background information about the sub cities football, Inadequacy of material to record, type, copy and print the documents, timely unavailability of some important persons during the interview schedule specially sport experts and sport administrator.

The above points were factors that affected the research processes negatively and that's why; the researcher believes that this problem contributed to the inadequacy of the study. However; the researcher tried all his best to maintain the excellence of this research by putting utmost effort.

1.8. Delimitation of the study

This study addressed challenges in organizing football club in kirkos sub city. Since there was varies challenges from different angles, the researcher worked on some common challenges by using his own techniques of selection. These techniques focus on the challenges of organizing football clubs in kirkos sub city. In addition the areas of this study were cover based on questionnaire, interview and observation that will list on the respective topic. And also target populations were coaches, football experts, sport administrators and players from kirkos sub city.

1.9. Definition of operational terms

Administration: the activities of groups cooperating to accomplish common goals.

Football club: an organized or incorporate body with a president, committee and a set of rules responsible for ensuring the continued playing existence.

Football Facility: materials or means in which football club use for better competence and standard.

Football infrastructure: basic necessity of football facility to exercise safely each activity.

Organizational structure: a web reflecting co-ordination and interaction between the various levels.

1.10. Organization of the study

This study was organized in such a way that the first chapter presents and discusses the introduction (background), statement of the problem, research question, objective, limitation, delimitation and significance of the study and also, definition of terms. The second chapter attempted to forward various literature works of scholars that has relation to the topic under discussion. The concern of chapter three is on presenting the method of the study. Chapter four reports the presentation, interpretation and analysis of the study and finally chapter five presents summary, conclusion and recommendation of the study. And references and appendixes are included in this study.

CHAPTER TWO

REVIEW OF RELATED LITERATURE

2.1. Introduction

This chapter contains a literature review of the trends in organizing football club internationally and nationally. In addition, the analysis of the administration of football club organizing processes and organizational structures of football clubs and also football project contributions for the club organizing by referring professional football clubs, will be discussed. Thus, the literature review highlights the organization of football club and football project processes and their contribution and limitations to the football club organizing process. The literature overview also identifies the various football club organizing concepts and models, which should be considered on football developed countries. So in this chapter, the researcher briefly deals with the review of related literature and the presentation of concepts and theoretical frameworks. Hence, it presents general and specific discussions about the research problem from the available literature, so as to aid the understanding of the context and ongoing dialogue about football club organizing in Kirkos sub city. Further, highlight concepts and theoretical frameworks that help to explain the study problem and analyze data.

2.2. Concept of football club

According to, Morrow, (2003) most sport clubs are a reflection of projects. All sport clubs are not-profit organizations, but they are very different with regard to their size, their philosophies, and their values and cultures. Small clubs that have only one sport exist beside huge sport associations with several who have not only numerous sports in their clubs, but also fitness rooms, pools, and restaurants. In our world up to 70 percent of the cost of clubs is financed by Membership fees and events or activities; the rest comes from sponsors and from the states or communities.

Chadwick (2000) states that football clubs are, by implication, engaged in collaborative relationships through clubs participating in league structures. These relationships are used as a means for the club to increase its offering of products and services. Collaborative relationships can contribute to the strengthening of the club with regard to its competitiveness. Capital

generation from the identified strategic activities of the club should therefore be viewed as a method of identifying new markets for talent identification and recruitment of players at a lower wage demand that will be sold at market value in the future (De Heij et al., 2006).

Clubs are therefore recruiting players from the development program of other clubs or acquiring more experienced players on the open market from other professional football clubs. But for the consistency of clubs talent development program were the first choice. In order for these football clubs to be more competitive off the field, they should also attract more spectators to the matches. Football club management should therefore be responsible for the nurturing and development of the playing team. The success achieved on the field will result in an increase in interest of fans and players of the club, thereby creating the hope that new supporters will be attracted.

According to FIFA (2008), a professional is a football player who earns a salary from football and has a signed contract with the club. All other players are considered to be amateurs. All players of the youth team (up to 18 years of age) are members of the club. The members are bound to the club mainly through affiliation to the club, whereas the full-time employee is led by professional criteria that are normally found in companies.

2.3. Challenges of football club organizing

2.3.1. Facilities and Equipments

Availability of sport facilities and equipments has a tremendous effect on the development and popularity of a given sport. If the facilities and equipments are available in sufficient manner it is too easy to produce a number of outstanding athletes who can show highest performance at national or international level.

Different pieces of equipments are needed during football training. You may find it convenient to your own equipments. Regardless of your situation, basic sources equipment will make teaching and coaching easier. Therefore, to make the training session effective through the application of different technical-tactical skills it is mandatory to consider the basic training equipments. As a result, let me see domains of football facility and equipment as a manner of organizing football clubs.

Football facility

According to Syme Marmion and Co, (2009) four group of facilities to different level of clubs. These categories are playing area, functional area, club rooms and parking.

Playing area can be made from rectangular area of maximum width 75 yards and minimum width 65 yards; the maximum length 120 yards and the minimum length 110 yards. The field with a goal area, penalty area, penalty spot, penalty arc, corner areas, goal lines, touch lines (sidelines), half-line and center circle. Flags must be placed in each corner of the field, with optional flags just outside the touch line on either side of the half- line. And also playing area will incorporate pitch fencing, lighting, technical area, score board, spectator area, Public toilets and Spectator entrance. Whereas functional area changing rooms (male/female), hooks/lockers, Bench seating, match officials' room, medical/first aid room, Property area/room, gym/fitness room. Also club rooms area include club rooms, administration room, canteen/kitchen, bar and storage area. Regarding to parking number of sealed car bays.

Football equipment

The Official U.S. Youth Soccer Coaching Manual (2002:19) suggests that Learning and mastering football/soccer techniques requires repetition, which requires touching the ball. However, players have practice only for limited time each week; they need to maximize the amount of ball touches per practice. When each player has his/her own ball, more players can be working on individual skills at any given time. After soccer balls, the most vital pieces of practice equipment to own are cones or field markers. Cones are available in many styles and colors. They might lie flat on the ground or stand up. Cones are used to define the playing areas, known as "grids." Unless a team is lucky enough to have its own practice field, it will probably have to share space on a soccer field with one or more teams. (Dewitt J. 2001).

A coach needs an air pump to make sure that he/she has the needles required for inflating the balls. A simple check prior to the beginning of practice to see who needs to have their balls pumped can eliminate headaches on the field. A coach can also make it the players' responsibility to make sure that their balls are inflated correctly air pump plays vital role.

When running a practice session, a coach will often need to break his/her team into small groups or into separate teams for scrimmaging by practice bibs. The players should wear different

colored shirts to eliminate confusion. A team should have at least as many practice bibs as it have players on the team, in two separate colors.

Next to that a typical football shoe is one which is made from leather and cut below the ankles and with a hard outsole to which studs are attached. Moreover, three basic styles of football/soccer shoes have been discussed by scholars. The first one is Flat-soled shoes with no cleats or studs: are suitable on artificial turf and in locations the ground is hard. Secondly Molded cleats: are probably the most common shoes used in football/soccer and they are appropriate outdoors on grassy fields. The cleats are not removable. The final one is screw-ins: are cleared shoes with removable and replaceable cleats. This shoe is appropriate for older players on very soft or wet fields. (Dewitt J. 2001)

The shin guard is used to protect the lower leg from injuries. These injuries can range from severe to the minor bruises and scratches. The shin guard offers protection from some of these injuries. Nevertheless the shin guard provides an important protective function and its design and materials used in construction make it an important piece of equipment for the players. The shin guard can reduce the effect of bruising, glancing blows and scraping by the ground or an opponent's studs. (Ibid).

The Official U.S. Youth Soccer/football Coaching Manual (2002) states that Players need to have uniforms (shirts and shorts) to play football game or during training session. Furthermore, uniforms (shirts and shorts) should be made in the Way they are suitable or helpful to protect from direct sun or in cold situations. The other things that notebook, a coach need to get a notebook or three-ring binder to keep pertinent information together. If a coach has injury waiver forms for each player, place them in the notebook so he/she has easy access to them in case of injury. He/she need to keep the practice plans and notes in the notebook, and use the binder to stay organized.

If a team practice on a field with a permanent goal, it can use the net during shooting practices. The net can help the players as a reference point while shooting and hitting, the back of the net can help increase the players' confidence and satisfaction. Because many of the activities that the team runs will involve shooting on a goal, the net can also help keep players from having to chase their balls after they shoot so net is crucial equipment. (The Official U.S. Youth Soccer/football Coaching Manual 2002).

Portable goals can be easily transported to and from practice, can be very helpful. Many styles of portable goals are available. They can be full-sized or very small during training time. Related to equipment whistles are great equipment for signaling the start and stop of activities. They are listed as supplemental equipment, however, because it is not necessary that coaches use a whistle. Actually, using coach's voice may be better training for the players. When coaching during a game, many of the tips will be given during the flow of play. Therefore, the players will have to become proficient at processing information while playing the game. In addition, there are usually many other voices on the field at the same time. Coaches want their team to recognize and hear their voice over and above anyone else's. When they use their voice instead of a whistle during practice, they are training the players to respond to them. (Ibid).

2.3.2. Administrative case

In the real world, most club administrators and managers have probably found that a lot of their time is spent tracking down sources of income for the running of the club. According to Simon, (1991) Administration can be defined as the activities of groups cooperating to accomplish common goals. As can be seen, administration is defined as cooperative human action or cooperative group behavior. Hence, in developing countries like Ethiopian the greater financial source for local football clubs is the government. Administrators suggest that the governing body should be structured as a professional decision-making body and be founded on the following principles and features of best practice: accountability; focus; leadership; integration; equity; inclusiveness and fair representation; and transparency and openness to scrutiny (Billy, 2001).

In football club as in other high status sports, the position of Administration represents a stressful and turbulent occupation where individuals are publicly held responsible for a team's performance. The role of the professional football Administration in the UK has traditionally encompassed a variety of responsibilities which extend beyond the role of coach. Whether management in current day football is indeed a profession is a contentious issue. The implication is that Administration should demonstrate a high level of education and training enforced by a governing body. In football club not only that necessary sport Administrator; it must be specifically located football club manager. So the researcher discussed that the role of football club manager.

The Roles of the Football club Manager

The title of ‘_manager’ in British association football is distinct from that of coach and is closer to that of the responsibilities held by a Head Coach or Athletic Director in the United States. The process of managing people whether in sport or business is a complex task and requires a sympathetic appreciation of the multi-dimensional roles required. Traditionally, a coach has a prescribed number of roles, which typically includes a planned, coordinated and integrated program of athlete preparation. In contrast, the modern football manager must acknowledge the importance of his role from a business or financial perspective (Perry, 2000).

The role of the football manager (see table 2.1) clearly encompasses elements of both. The role of a manager is to maximize the output of the organization by organizing, planning, staffing, directing and controlling; and that leadership is just one aspect of the directing function. Since football club management is essentially a role that is likely to include leadership and coaching responsibilities. The extended role of a football manager is summarized below.

Table 2.1. Roles of football manager (perry, 2000)

1	Core Responsibility	First team selection
		Method of play
		Assembly, maintenance of a playing squad
2	Prime tasks	Club coaching policy
		Player discipline, fitness preparation and well being
		Player development
		Appointment of assistant staff
		Attendance at board meetings
		Media dealings
3	Contributory task	Salary or contract of players
		Club scouting policy
		Club use policy
		Preparing match program notes
		General public relations/sponsorship dealings

2.3.3. Financial resources

Financial resources are one of the barriers to participate in sport. Financial support is required for athletes to participate in soccer and cater for costs such as club memberships, equipment costs and transportation to sports events.

Traditionally day of the match revenue was its major source of money for a clubs. Match day revenue is mostly derived from gate receipts (including season tickets and memberships). This main reliance on match day income is not the case anymore today. According to Deloitte, Forbes, (2011) a large part of income is acquired by revenue derived from broadcast sources, commercial sources (sponsorship/merchandising), player transfer fees and non-football activities.

Lez Ellen (2010) discusses that, clubs can only retain privileged and protected position in society with the support of their passionate and loyal fans. The commonly default methods are annual member ship fees, and match entrance fees. In regard to this our country clubs manipulate usual experience such as entrance fee and some monthly payment like dedebit, buna and st George football clubs. So this experience can't achieve their own goals. Unless the rest clubs at least haven't like this experience. The commercialization of football has changed the income structure of football clubs largely. Let us see in detail how commercialization of football club plays a vital role on the professional football club.

Commercialization of professional football club

Commercialization events

In professional football the role of financial capital has increased significantly over time. Before the 1990s, the aim of professional clubs was to entertain the fans by accomplishing sport success while staying solvent and not to maximize profit. Finding ways to improve playing success is the most important, and the clubs can be described as win maximization oriented.

In the 1990s, an increased involvement of global media conglomerates in football took place. For media companies the broadcasting of sporting events had become a very important tool to attract viewers and advertisers (Williams, 1993; Sandvoss, 2003). The Bosman arrest was also a keystone event. The Bosman ruling is a 1995 European Court of Justice Decision concerning freedom of movement for workers and freedom of association. The case was an important

decision on the free movement of labor and had a profound effect on the transfers of football players.

The need for income from broadcasting, merchandising and sponsoring, led to a high commercialization of professional football. According to Dejonghe, (2008) Professional football had changed to a consumer-oriented service where the market is very essential. The football industry changed from a utility maximizing to a more profit maximizing consumers-oriented service

Commercial characteristics of the modern football firm

Football clubs are more and more turning into publicly owned stock firms responding to the logic of the market. The clubs are selling an increased amount of products, not just the soccer match, far beyond the local ground, to supporters that are simultaneously defined as consumers. Giulianotti and Robertson (2004) address the economic globalization in football by considering the world's leading clubs as transnational corporations.

Modern day football clubs are characterized by high diversification based on a new proactive approach towards commercial opportunities. More and more, top clubs have increased the range of commercial features, merchandize and facilities to supporters and increased the range and scope of their commercial actions. In acquiring capital the fan or consumer is essential. Hence marketing and more specifically branding is a very important theme in the development of professional football clubs. Sport clubs produce an emotional response from their supporters that is greater than in any other industry. By having a powerful brand, clubs can potentially build and take care of supporter's loyalty.

Business model in modern football

The finances of a club are an important factor for achievement in football. Empirical research specifies there is a positive relation between budget and team performance (Dejonghe, 2004). In order to examine the elements that contribute to increasing budgets and consequently success, the concept of cumulative causation by Myrdal can be applied. Myrdal devised the theory of cumulative causation with the aim of to explain the diverse development paths that areas and countries may follow. The concept was applied by Dejonghe (2004) to the football industry. The model in figure 2.1 is by Dejonghe et al (2004).

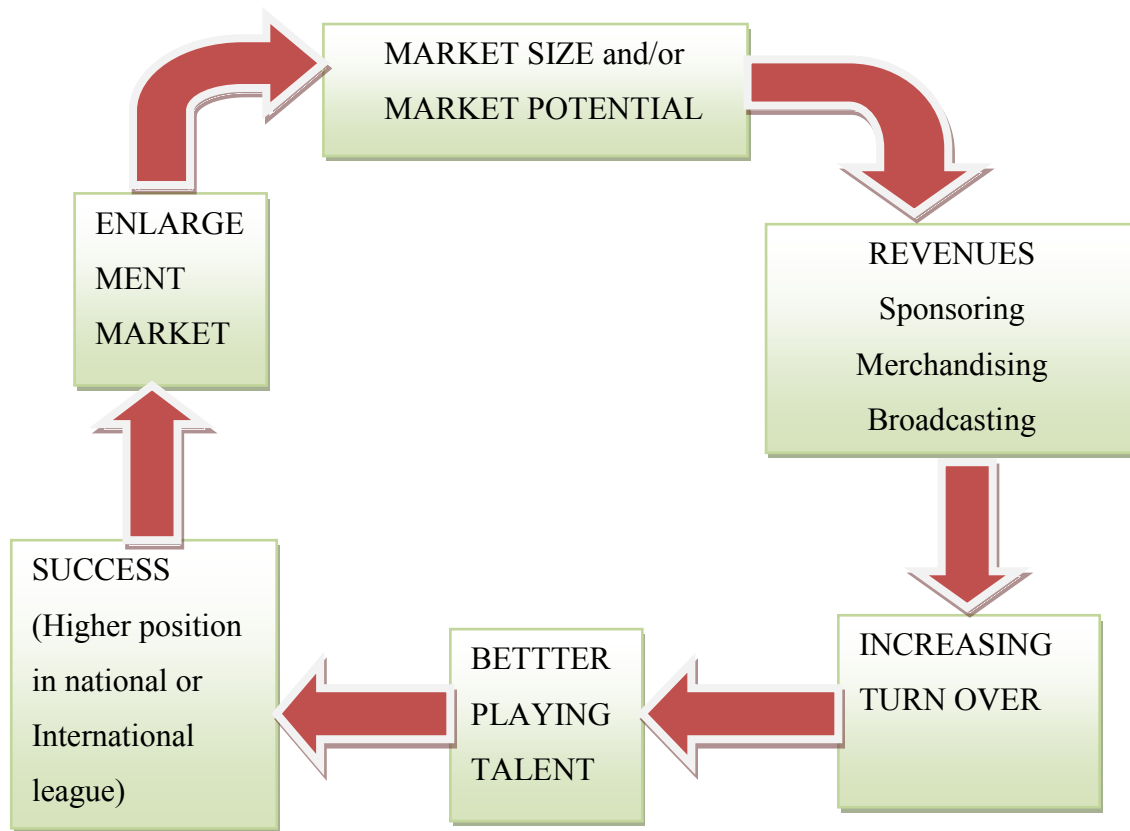


Figure 2.1: Cumulative causation in football, Source Dejonghe et al (2004)

Cumulative causation describes the unfolding of a series of indicators that are connected. When viewing the supply side, this is the quality of the service (quality of the football game). Regarding the demand side (the football consumer), alterations on the supply side often affect match-day earnings, proceeds from merchandising, sponsorship and media rights. This influence is mutual, i.e. changes on the demand side affect the supply side and vice versa.

The amount of customers available in the market region is one of the triggers for the cumulative causation development. In the professional football industry a professional management attitude developed, because of the increasing influence of television and media organizations and the increasing interest of international firms.

2.3.4. Football project

Clubs are required to develop their own players through their youth development program. These players will either be promoted to the senior professional team or their services will be sold to another club. Community clubs, on the other hand, coach players for participation at local level within the community and serve as a basis for recruitment to football development program. Football development has become crucial to football clubs as a means of sustainability, through the development of players from the youth development program to the senior professional team, as well as trading of players from the youth development program on the open market. Monk and Olsen (2006) state that professional football clubs, amongst others, provide for the training of young football players, for jobs that they will do after they have completed the youth development program, thereby preparing them for life as a professional football player or for life after football.

The French Football Federation, for example, governs and runs football academies nationally. According to Wallace (2007), the French Football Federation (FFF) has eight regional centers located throughout France, known as “Centers Regional Education Popular Sport (CREPS)”. The academy recruits 24 boys aged 13 every year, who are then placed in a three-year residential program which they combine with playing for their club over weekends. The FFF keeps a close eye on the professional clubs in ensuring the best interests of the young players.

Wallace (2007) further reveals that the German Football Association leaves player development in the hands of all the professional football clubs. In Spain, on the other hand, players are developed by their clubs and recommended by the regions to play for the junior national teams. The Italian Football Federation leaves development of young players in the hands of the clubs that get them as early as seven years of age. So consistency of most world class football clubs based up on football project and football projects have a vital role to organizing football clubs. Not only that to organize, it's to build up financial capacity related to players transfer. According to FIFA (2001), Ajax Amsterdam aims to develop talented young football players into exceptional football players.

The club believes that only the exceptionally gifted players will become professional football players and compete at the highest level. Therefore, Ajax is partly dependent on players from

their youth system. The youth teams are trained exactly the same way as the first team and therefore the boys are already accustomed to Ajax's style of play, training methods, behavioral standards and house rules." Football development program are an international trend at the heart of football club. Players are recruited from all parts of Ethiopia and those players recruited from outside the club's location are housed at lodging facilities or placed with families in the area.

2.3.5. Organizational structure of football club

Organizational structure of football clubs in the modern football unless in traditional football is crucial for any club to resist and penetrate any challenges of financial and facility and also on the winner of competition.

Organizational design relates to the broad concept of assessing and selecting the structure of a formal system of communication, division of labor, co-ordination control, authority and responsibility, required in achieving an organization's goals (Tirimanne & Ariyawardana, 2008). The process of organizational design is, however, more complicated and detailed than the lines and boxes in the organizational chart indicate. The organization's design is a complex web reflecting co-ordination and interaction between the various levels, business units and human components. In addition, organizational design provides a platform for the development or changing of the organization's structure.

Relvas et al. (2010) states that Mintzberg identified five key parts of an organization: The operating core, strategic apex, middle line, techno-structure, and support staff. The operating core relates to the operation of the organization by carrying out the basic work of the organization. The strategic apex, on the other hand, relates to the top of the hierarchy of the administrative component. The chain of command is joined through the middle line of the organization, joining the operating core and the strategic apex. The techno-structure to the left of the middle line consists of analysts carrying out their work through the application of analytical techniques. Lastly, the support staff, on the right of the middle line, consists of support functions.

Figure 2.2 below illustrates the five basic parts of an organization. Within the context of the study, Mintzberg's five basic parts of an organization can be translated into the following: firstly, the strategic apex of the football club can be identified as the board of directors and the Chief Executive Officer or Managing Director of the club, as well as the Academy Director or Head of the Junior Development Programmed. Secondly, the middle line can be translated as the coaches

of the club, senior coach as well as junior development coaches. Thirdly, the operating structure is the playing staff of the football club. Fourthly, the Support Staff of the club consists of the administrative, transport, educational and medical staff. Finally, the techno structure is related to staff responsible for scouting of players as well as staff conducting game analysis for the professional team of the club.

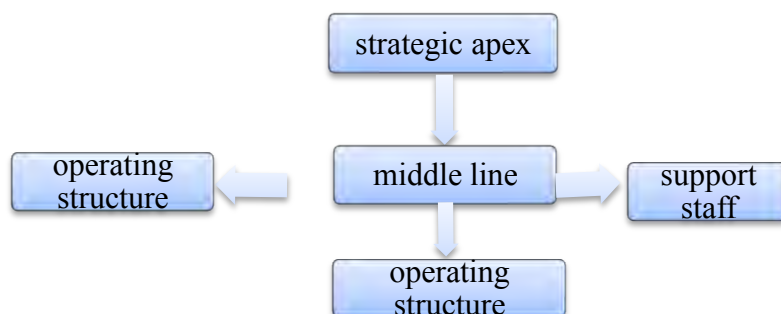


Figure 2.2: Mintzberg's five basic parts of organizations, Source: Adapted from Mintzberg, H. (1979).

The football club managerial structure, as defined by Kelly (2008), includes a clearly- defined and hierarchical division of labor, where each level of labor has a clearly-defined sphere of competence, as well as rules and administrative regulations. Each level in the organization requires completion of prescribed training courses which leads to technical qualifications. The hierarchical structure defines the authority level of the organizational pyramid, in terms of top management at top level, with the second broad level consisting of middle management, and finally the lower level made up of lower management and workers (Kelly 2008). The decision-making structure of the club is therefore organized democratically or from the bottom up. Collective decision-making of all relevant stakeholders contributes to the successful development of a football club. This collective decision-making therefore is a representation of a variety of interests of the stakeholders and contributes to the effective achievement of the objectives.

In order for clubs to make more effective and efficient decisions, professional football clubs reduce their democratic decision-making processes to provide for more top-down processes and decision-making (Wilkesmann & Blunter, 2002). Holt (2007) states that a hierarchical pyramid structure exists whereby national associations form a partnership with the international

counterpart, for example UEFA, and at the top of the hierarchy are FIFA, the global governing body. Football clubs, in turn, are affiliated to the national associations, as illustrated in Figure 2.3 below.

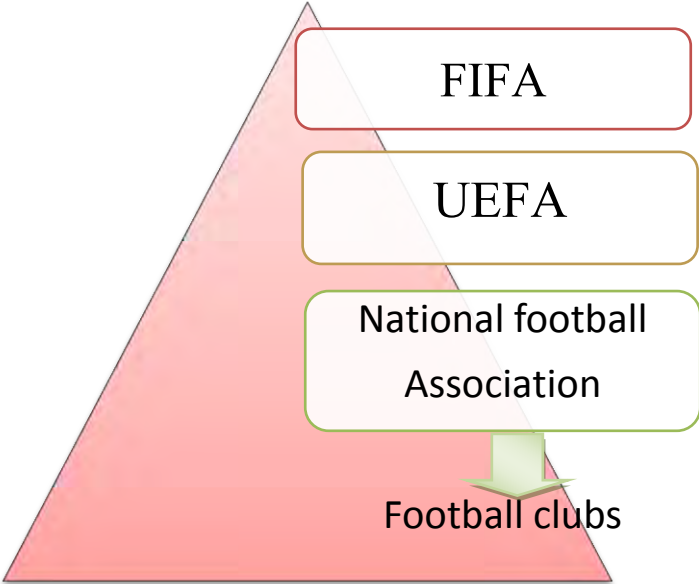


Figure 2.3: Football governance structure, Source: Adapted from Holt, M. (2007).

Football club structures are aligned to the institutional structure in order to achieve the goals and objectives of FIFA. Figure 2.4 below illustrates the organizational structure of most European football clubs.

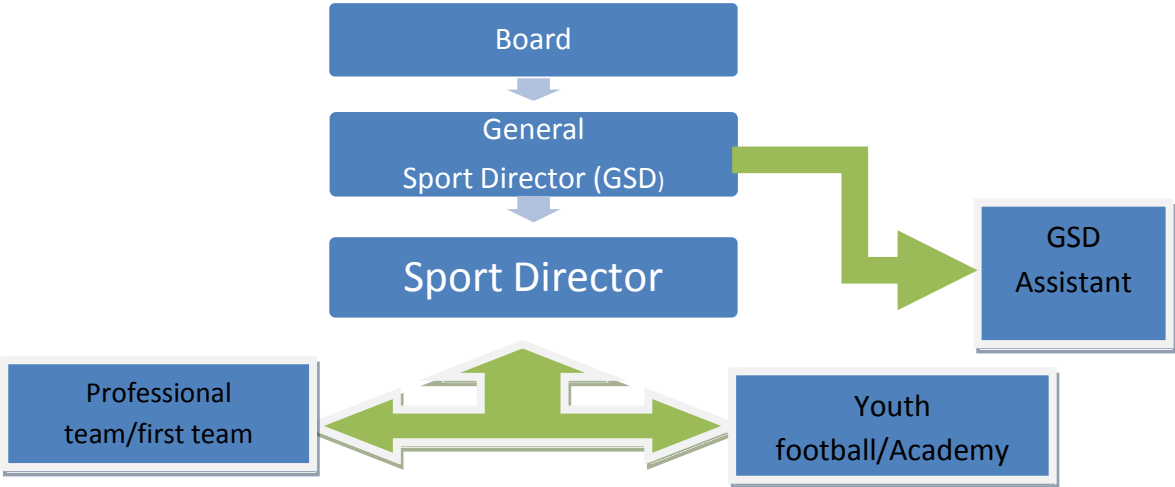


Figure 2.4: Organizational structure evidenced within 26 clubs across five European countries, Source: Adapted from Relvas, H., Littlewood, M., Nesti, M., Gilbourne, D and Richardson, D. (2010).

In addition, Relvas et al. (2010) state that the majority of clubs in their study identified different departments (e.g. technical, medical, operations, socio-psychological, and educational). Clubs in Sweden operate within an age-group structure and the assistant coach assumes various other roles in the club, such as fitness trainer. The club generally employs a single goalkeeper coach for all teams. Full-time contracted staff appeared to fill highly responsible positions such as Head of players Development, Technical Co-coordinator and Fitness Co-coordinator. Generally trying to organize clubs without organizational structure it is just like driving on the water.

Supporter ownership and identity

The majority of professional football clubs are not owned by their supporters. They are for instance owned by private investors, industrial enterprises, wealthy industrialists, media companies and other groups of (business) people. Though, there is a significant minority of professional football clubs that are owned by their supporters, so called membership clubs. The ownership in these clubs is spread out among a large number of supporters, also known as members.

The most important benefit from a business structure, for instance a privately owned Company with shares structure, as opposed to a membership structure, is the ability to attract large private investment. Though, the supporter ownership approach has benefits as well. Next, the advantages of this approach are outlined in general business (Brown, 2009), where it is often referred to as mutual business or mutual ownership, and in the football industry.

Concerning the satisfaction of supporters, the identity of a football club is very important since supporters must be able to identify with their club. Football clubs must have a positive brand identity in order to create and maintain a strong relationship between the club and the supporters. For marketing actions to become relevant it is needed that a clear identity and strong positioning is present. Regarding whether or not clubs are successful relies upon how the club's image is perceived by both domestic and foreign fans. According to Melin, (2006) the brands identity is what gives the brand meaning, what it stands for, and what makes it unique. The brand identity can be altered and repositioned during time, for instance if the identity is unclear. There has to be a strong relationship between the brand product and the customer, in order to create a strong identity for the brand. Gardner (2007) states that the identity is what creates the connection between the brand and the consumer.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1. INTRODUCTION

Silverman (2005) defines methodology as “the choices one makes about cases to study, methods of gathering data, forms of data analysis and interpretation in planning and executing a research study”.

The previous chapter focused on a literature review, detailing facility and equipment, administration of professional football clubs, financial case, football club organizational structure, football project programs and supporter ownership.

This chapter focuses on the research methodology applied in the study in order to gain insight into the organization of football club through qualitative and quantitative research. The general aim of the study was to investigate challenges of organizing football clubs in kirkos sub city. In addition Well-designed and explicitly stated method of research is a systematic runway to the effective and successful accomplishment of the study in general, data collection and analysis in particular. Henceforth, efforts were made to employ appropriate methods, site selection, identification of the target group /population, the sampling procedure and the instrumentation, data collection and data processing or analysis techniques.

3.2. The study area

Addis Ababa lies at high altitude of 7,546 feet (2,300 meters). Addis Ababa city Administration urban plan shows that there are around 10 sub cities. One of that is kirkos sub city; The Kirkos sub city covers the central part of Addis Ababa. According to their specification they have their own administrative responsibilities and accountabilities. Addis Ababa city founded Depending on the basis of filwoha, which is founded by Taytu in 1886 G.C. Taytu initially built a house for herself near the Filwoha hot mineral springs, where she and members of the Shewan royal court liked to take mineral baths, and most people’s lived on that area (Richard Pankhurst 1970) . So kirkos sub cities the initial place of Addis Ababa. According to kirkos sub city communication office there are around 200,000 peoples, and 11 woreda Administrations. Know a time kirkos sub cities on the way of redevelopment like kasanchez, Sheraton area, cherkos, and mexico. The

population is largely merchant and self employer. Kirkos is the origin of better hotel, apartment, commercial center and infrastructure than the other sub cities.

3.3. The study design

The research design is one of the crucial ways of how to conduct research and gathering information or data to approve the general study of solution. The research is designed in qualitative and quantitative ways based on the data conducted through questioner, interview and observational checklist. Survey method is used to scan a wide field of issues, in order to measure or describe any generalized features. So a descriptive survey method which is strongly believed to be the most appropriate for addressing the intended purpose of this study, “challenges in organizing football club in Kirkos sub city” were employed.

For the purposes of this study the survey utilized to gather data. The survey is regarded as a technique that seeks to determine the present practices or opinions of the respondent and can take the form of a questionnaire and interview. The study has collected qualitative data through semi structured interviews with sport administrator and football experts of the sub city. This study used a mixed method qualitative and quantitative approach. Basically the study design concerning on semi structured interview and questionnaires.

3.4. Source and target population

This section identified source of data (the researcher how and where do get primary and secondary source of data), relating to that it leads target populations of the study.

Source

Any researcher must have at least primary source which leads to get tangible and initial point of the study. Also based on the study area there must be a secondary source. So the researcher eliminates below that how to get primary and secondary source.

Primary source

The researcher believes that a primary source provides direct or firsthand evidence about an event, object, person, or work of art. Primary sources include historical and legal documents, eyewitness accounts, and results of experiments, statistical data, pieces of creative writing, audio

and video recordings, speeches, and art objects. Interviews, surveys, fieldwork, and Internet communications via email, blogs and newsgroups are also primary sources. In standing from the above information the researcher got primary source based on the following data collecting instrument.

Observation:- observation basically were focused on football facilities and equipment (fields of play, soccer ball ,cones or field markers ,air pump, practice bibs, football shoe, shin guard, shirts and sports, note book, net for a soccer goal, portable goal, whistle materials). So the researcher used observational checklist for the provider of direct access about facility and equipment from Kirkos sub city sport office, amateur teams and fields of play.

Questionnaire: - for the primary source of data the researcher has got from players and Coaches because it was improve the researcher to collect factual information in order to classify coaches and players circumstances on challenges in organizing football club, To gather straight forward information relating to football club and to look at the basic attitudes /opinions/ of a group of people relating to football club.

Interview: - the interview domain guided to the researcher to get primary source of data based up on Kirkos sub city sport administrator and Kirkos sub city football experts. Because it has provided the researcher to investigate challenges in organizing football club in an in depth way, To discover how administrators and experts think and feel about football club, To investigate the use, effectiveness and usefulness of football club and To inform decision making and resource allocation of football clubs.

Secondary source

On this section also the researcher believes that Secondary sources are documents written after an event has occurred, providing secondhand accounts of that event, person, or topic. Those are

- Journal and magazine articles
- News reports
- Encyclopedias
- Textbooks
- Books etc, basically for this study the researcher used websites, journals and books.

Target population

The populations for this study were various communities who are highly concerned in football. Those are players, coaches, football experts, and sport administrators. Also information collection methods were differing according to type of research question and target population. Thus for the interview domain, (football experts, and sport office administrators) for the questioner domain players and coaches were participated. The reasons of selected those populations were the researcher got the crucial information and to organize football clubs those populations were basic groups.

3.5. Sample size and Sampling techniques

The researcher believes that Sampling is the act, process, or technique of selecting a suitable sample, or a representative part of a population for the purpose of determining parameters or characteristics of the whole population (players, coaches, football experts and sport office administrators). So sampling techniques was determined according to the following domains of data collecting instrument.

On the Interview domain the researcher used purposive sampling techniques to determine representative samples, because on this domain were participated football experts and sport administrators were crucial for this study and the researcher can control the data. So in the sub city there were 8 (100%) respected sport administrators and 12 (100%) active football experts, totally in the interview section 20 participants determined.

Whereas questionnaire domain totally determined coaches and players by using purposive sampling techniques because questioners specifically focused on challenges in organizing football club kirkos sub city but on the target population of players there were live in other sub city so the researcher believes that those who are not live in the sub city haven't enough information about the sub city. Relating to sample size the researcher were determined players and coaches. There were 3 amateur teams in the sub city; from them 1 team were female and the rest 2 teams, for this study 18 female players (100%) participated and 26 male players (65%), totally 44 (76%) of players participated. Related to coaches who was active participated in the sub city 8(47%) coaches were participated.

3.6. Method of data collection

Basic data collection methods used based on the type of research objectives. These were mainly questionnaire and interview. Observation was another method of data collection. Research objective concerning on the identification of challenges, evaluation of components of organizing football clubs and descriptions of current status of different variables are mainly investigated by questionnaire and some by interview and some by observation.

In order to collect the data necessary for analysis, the researcher used observation, questionnaire, and interview. The detail of each data collection instruments discussed as follows:

Observation

The researcher's sense organs are the key instruments to collect data in the case of participant observation. The researcher used observation, as a method of collecting research data, involves observing behavior and systematically recording the results of those observations. So this technique was guided by the research questions. Therefore the observations were conscious and planned. It was systematically recorded, often using an observational check list and photo camera because it will reduce biased of what is observed and to increase the reliability of measurement. The data were analyzed qualitatively. This method mainly focused on facilities and equipment (fields of play, soccer ball, cones or field markers, air pump, practice bibs, football shoe, shin guard, shirts and sports, note book, net for a soccer goal, portable goal, and whistle materials) on the sub city sport office, amateur teams, and football fields.

Questionnaire

The questionnaire was paper-and -pen survey where by respondents are asked to respond to certain questions in order to gain information (Thomas, et al., 2005). In addition, the questionnaire provides the researcher with an increased likelihood of obtaining complete and precise information (Zikmund, 2003). Questionnaires were implemented to provide quick, inexpensive, efficient and accurate means of assessing information about the population. Two sets of questionnaires were developed in English and one was translated into Amharic language but Amharic version addressed for the respondents. This was due to the fact that it avoids language problems in understanding the questions that helps to find clear and pertinent information. In order to elicit the necessary data, both questionnaires were constructed based on the review of

related literatures and research question, consisting of two main sub-topics: I, personal profiles, II, challenges in organizing football club. This was constructing in keeping with the main themes of research guiding questions as well.

There were two sets of questions, some of them comprise open-ended while most of them consist of close ended questions, the researcher believes that open ended questionnaire would help the respondent to write their real feeling about the phenomena they are asked. Even though it is very difficult to analyze but the researcher believes that it gives the respondents much freedom to suggest their subjective thought more appropriately than the second types of questions. To satisfy the need for confidentiality, respondents wouldn't ask to put their names on the questionnaires. Instead, they would kindly request to indicate their sex, age, qualification and experience as far as the back-ground characteristics are concerned. Out of the total questionnaires distributed to the target population, from players 44 and from coaches 8. Totally 52 questionnaires were distributed. Finally, responses of the overall questionnaire was summarized and analyzed on the way of qualitative and quantitative.

Interview

Where questions are delivered in a face-to-face means encountered by interviewer, the interview was like a conversation and has the purpose of obtaining information relevant to a particular research topic (kumhar 1999).

In this study the researcher were choose semi structured interview. Because this method of interview helped the interviewee to address issues which will be far reaching by the interviewer. The researcher was attending seriously the interview by closing mouth because it is important to share things about the researcher idea, to build trust and get the conversation going. It is better to understand respondents' football club organizing experiences. So the researcher worked hard to listen respondent and don't talk too much, because it may miss the crucial part of the response. Truly listening to another person is one of the hardest things to do. place of interview were some specific bureau of kirkos sub city the reason was some coffee shops and restaurants or some other place were convenient and it is usually easy to have a conversation, but these locations usually have too much background noise to produce a quality recording and can't get crucial information from the respondent because of less concentration. So if cannot understand what is on the recording device later, it is not of use to the study. The interview with sport administrators did

intermittently at different times and for each respondent have take 20-25 minute without break whereas, the interview with football expert did at different time and date because football expert's couldn't available at the same time and date. All interview process was on pre -arranged program and face to face way.

Accordingly, 8 current sport Administrators working in kirkos sub city. And 12 active football experts were participated in the interview. Every effort has made to create a friendly atmosphere of trust and confidence in order that the respondents to feel at ease while talking to and discussing every single issue with the interviewer. Hence, the interview were followed by using tape recorder, mobile recorder and notes and it was their different stand by material because it is important to note that by choosing to rely on a recording device rather than hand written notes, means that it should both make sure that the equipment is in working order and to make sure that have back up plans, if the equipment fails, while the recorder device full or technical problem occurs a second recording device will support in the case that the first one fails. And testing 1-2-3 check to make sure the device is recording before the interview begins. Beside this, the interview was hold in Amharic language to avoid communication gap, and clarity of ideas. This domain has two main sub-topics: I, personal profiles, II, challenges of football club organizing. From the respondents, 12 football experts (100%) and 8 sport administrators (100%) totally on this domain 20 participant were participated. Finally, responses of the overall interview was summarized and analyzed qualitatively.

3.7. Procedures of Data Collection

After designing the research instruments (observational checklist, questionnaire and interview) the first step in data collecting Procedure was observation of the facilities. This is because to gain first hand information. Secondly, date and times of contact was determined and questionnaires distributed to selected players and their coaches. The interview session was follow for football experts, and sport administrators.

In the descriptive study, the respondents were first contact and ask to provide their consent in case they are willing to participate. After their consent had been secured, the respondents asked to indicate the most appropriate time for them to conduct the interview. Each interview was beginning with an explanation of the purpose of the interview. No payment offered. As a standard

in qualitative interviews, follow-up questions were used to clarify vague responses. All interviews supported by audio tape, mobile record and note book for transcription. At the end of each interview, the researcher makes sure that the recorded interviews were audible. After this all data collection process the researcher were present great thanks for their participants.

3.8. Methods of Data Analysis

Descriptive analysis is the transformation of raw data into a form that will make them easy to understand and interpret (Zikmund, 2003). After carrying out the collection of data through questionnaire, semi structured interview and observational check lists, based on the available data; the process of tabulation carried out. The items were first classified in to different tables according to the nature of issues raised in questionnaires and interviews and the data were analyzed. The data obtain from the open-ended and close-ended questions of the questionnaires, interview and observational check list analyzed qualitatively and quantitatively. The responses of the respondents of questionnaires and observational checklists by the calculating of averages and percentage distributions were the most common ways of summarizing data and also interview domain analyzed through content techniques.

3.9. Pilot Study

Before the actual study carried out, a pilot study conducted which was not a part of the sample group. The purpose of the pilot study is to assess the relevance of the questionnaires and interview design to collect appropriate data for the study.

The objective is to check the clarity of the questionnaire and interview items. Accordingly, 11 questionnaires were distributed for players and 2 for coaches. On the bases of the feedback of the pilot study some modification was made on the questionnaire and interview. Besides, the items also examined by a friend of mine who was graduated from Addis Ababa University in the department of journalism to see if any modification is need and to determine whether he lead to certain conclusion for the significant purpose of the study. Moreover, the instruments which are initially prepare, was given to different masters holding lectures, finally addressed to my advisor in order to comment the extent to which the items are appropriate in securing the relevant information for the research. Based on the feedback obtained from my advisor, amendments made.

3.10. Ethical Considerations

The main ethical consideration for this study, relates to providing the respondents with information as to the purpose of the study, the issue of confidentiality, the need for honesty in collecting data, and the need for objectivity in reporting data. Measures were taken to ensure the respect, dignity and freedom of each individual participating and to assure confidentiality in the study. The Participants may have that the information to keep confidential and the researcher will not be disclosed to anyone else including anyone in the sub city.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND INTERPRETATION

In chapter three the descriptive research methodology that was utilized in conducting the research were discussed. This chapter focuses on the findings of the study and presented the analyzing and interpretation of challenges in organizing football club. The results were presented in terms of players, coaches, football experts and sport administrators responses and also the researcher observational check list.

The primary objective of this chapter is to find out the appropriate responses for the basic questions raised under the statement of the problem from the data gathered through questionnaires distributed to the football players and football coaches, semi structured interview designed for football expert and kirkos sub city sport administrator, observational checklist conducted on availability of facility and equipment.

Initially, 44 questionnaires for male and female football players and 8 questionnaires for football coaches were distributed to gather reliable information in breadth. So the data was from 76% of football players and 47% of football coaches respondents that it could be possible to generalize the findings.

Regarding the return rate, out of the total 44 questionnaires distributed for both sex football players and 8 football coaches, all of them were properly filled in and returned. And also on the interview domain 8 sport administrator and 12 football experts participated. Consequently, based on the responses obtained from respondents through questionnaires, interviews, and observation the analysis and interpretation of the data are presented as follows: The data obtained were analyzed by using one of statically acceptable tools (Percentages) and descriptive statements.

4.1. Characteristics of the Respondents on the questionnaire domain

Identifying, analyzing and interpreting the respondent's characteristics are very important that it provides essential information on respondent's ability to provide accurate data.

Characteristics of football players

The background information of football players by age, sex, training experience in the team and educational status in person is analyzed and interpreted in the following table.

Table 4.1. Characteristics of football players Respondents

No	Variables	Characteristics categories	No of Players respondent			Respondents in percentage (%)		
			Sex			Male	Female	Total
			male	Female	Total			
1	Age	Under 15	-	-	-	-	-	-
		15-19	9	14	23	34.6	77.7	52.3
		20-25	13	4	17	50	22.2	38.6
		26-30	4	-	4	9.1	-	9.1
		above 31	-	-	-	-	-	-
2	Educational level	1-8	2	2	4	4.5	7.7	9.1
		9-10	3	8	11	11.5	44.4	25
		11-12	4	4	8	9.1	15.4	18.1
		diploma	3	1	4	11.5	5.5	9.1
		Degree	-	-	-	-	-	-
		masters	-	-	-	-	-	-
		Others	14	3	17	53.8	16.6	38.7
3	Training experience in kirkos sub city	Below1year	9	-	9	34.6	-	20.45
		1year	4	16	20	15.4	88.8	45.4
		2-4year	13	2	15	50	11.2	34.2
		4 year above	-	-	-	-	-	-
4	Total		26	18	44	59.1	40.9	100

With regard to football players were seen in the sex distribution. From Both male and female players were represented 26(59.1%) of them are males and 18(40.9%) of them are females. The above information obtained would be unequally reflecting the views of both sexes; this finding

shows that there are a sizeable number of female respondents comparing to that the situation the sub city and also it can be organize in both sexes.

As can be seen from table 4.1 above, item 1 requests the age composition of football player's respondents. Accordingly 23(52.3%) of the football player's were categorized in the age 15-19 range and 17(38.6%) between 20-25 age group. The remaining 4(9.1%) were 26-30 age group. This implies that the vast majorities (15-19) are at the level of initial performance specially to organize football club. Besides this, this category is recommendable as it minimizes the chance of relative age effects than 20-30 years age category. It could be possible to organize football club with less budget. And also can get high motivation of players, further player's can develop with a short period of time.

Item 2 shows that educational level of player's, it implies that grade 1-8 is 4 (9.1%) respondents, were as grade 9-10 is 11 (25 %), grade 11-12 categories 8 (18.2%), on the diploma educational level there were 4 (9.1%) respondent of players and the rest players or 17 (38.7%) of them grouped others. We can understand that from the table most players were on the way of education or they were jobless, so if the sub city organize and collect those players it can control simply and minimize costs of players transfer fee.

Related to training experience with this team? 9(20.45%) have responded that they have below 1 year training experience in the team, 20(45.4%) of the football players said that they have 1 year experience with the team, and 15(34.2%) of them have responded that they had 2-4 training experience in the team. This indicates that majority of football players were enough experienced in the team and it's so suitable to organize football club in the sub city and to create a good sprite within the team.

Characteristics of football Coaches

The background information of football coaches grouped by age, sex, coaching license they have taken, total Working experience and working experience in the sub city is analyzed and interpreted in the following table.

Table 4.2. Characteristics of football Coaches

No	Variables	Characteristics categories	No of coaches respondent			Respondents in percentage (%)		
			Sex			Male	Female	Total
			male	Female	Total			
1	Age	Under 25	-	-	-	-	-	-
		26-30	1	-	1	12.5	-	12.5
		31-35	3	-	3	37.5	-	37.5
		36-40	3	-	3	37.5	-	37.5
		41-45	1	-	1	12.5	-	12.5
		46-50	-	-	-	-	-	-
		above 51	-	-	-	-	-	-
2	Coaching license	First level	1	-	1	12.5	-	12.5
		Second level	4	-	4	50	-	50
		-C" license	3	-	3	37.5	-	37.5
		-B" license	-	-	-	-	-	-
		-A" license	-	-	-	-	-	-
		others	-	-	-	-	-	-
3.	Working experience	Less than one year	-	-	-	-	-	-
		1-4 years	2	-	2	25	-	25
		5-10years	2	-	2	25	-	25
		10 years above	4	-	4	50	-	50
4	Working experience in the sub city	Less than one year	-	-	-	-	-	-
		1-4 years	1	-	1	12.5	-	12.5
		5-10years	3	-	3	37.5	-	37.5
		10 years above	4	-	4	50	-	50
5	Total		8	-	8	100	-	100

Regarding the sex distribution of football coaches all 8(100%) of them are male. This indicates that the absence of female football coach in the sub city for our female football players has negative and unconstructive value.

In the table 4.2 above, football coaches' characteristics were analyzed. Accordingly, when the age group of football coaches was seen in item 1, 1(12.5%) of the football coaches were grouped in the age category of 26-30 years, 3 (37.5%) respondents categorized 31-35 age group, 3(37.5%) of them were grouped in the class of 35-40 and 1 (12.5%) This indicates that almost all football coaches were at the working age and its available related to coaches within the sub city.

Besides these, as item 2 indicate 1 (12.5%) of the football coaches have got the first level, 4 (50%) of them were second level coaching license and the remaining 3(37.5%) –E” license coaching certificate of EFF, the data implies that 62% of coaches at the level of first and second, there must be developmental course but its suitable to organize football club based up on the rest coaches or who have –E” license coaching certificate.

As of the years spent in the profession indicated as item 3, 2 (25%) of coaches have 1-4 years of experiences, 2(25%) of coaches are found to have between 5 and 10 years of experiences and 4(50%) of coaches have experiences between 10 and 15 years. from the total working experience how long they spent in the sub city regarding to item 4, 1(12.5%) of them 1-4 age working experience in the sub city, 3 (37.5%) were experienced 5-10 years and majority of respondent 4(50 %) have experience above 10 years. It indicates that more coaches have enough experience to train and cultivate players. Also more of spent their professional time within sub city and they know that the sub city background and current status, means that they can create a good team based up on the sub city status.

4.2. Characteristics of the Respondents on the interview domain

Identifying, analyzing and interpreting the respondent's characteristics are very important that it provides essential information on respondent's ability to provide accurate data.

Characteristics of football expert

The background information of football expert by age group, sex, marital status, working experience, Educational level and coaching license is analyzed and interpreted in the following

Table 4.3. Characteristics of football expert

No	Variables	Characteristics categories	No of experts respondent			Respondents in percentage (%)		
			Sex			Male	Female	Total
			male	Female	Total			
1	Age	Under 25	-	-	-	-	-	-
		26-30	-	-	-	-	-	-
		31-35	1	-	1	8.3		8.3
		36-40	4	-	4	33.3		33.3
		41-45	3	-	3	25.1		25.1
		46-50	2	1	3	16.7	8.3	25.1
		above 51	1	-	1	8.3		8.3
2	Educational level	certificate	-	-	-	-	-	-
		Diploma	7	1	8	58.4	8.3	66.7
		degree	2	-	2	16.7	-	16.7
		masters	1	-	1	8.3	-	8.3
		others	1	-	1	8.3	-	8.3
3	Marital status	Single	-	1	1	-	8.3	8.3
		Married	11	-	11	91.7	-	91.7
		Divorced	-	-	-	-	-	-
4	Working Experience	Less than one year	-	-	-	-	-	-
		1-4 years	-	-	-	-	-	-
		5-10years	-	-	-	-	-	-
		10 years above	11	1	12	91.7	8.3	100
5	Total		11	1	12	91.7	8.3	100

Concerning on the sex distribution of football expert in the sub city except one respondent which means 11(91.7%) of them are male and the rest 1 (8.3%) female. This indicates lack of female football expert in the sub city but she contributes her knowledge for our country especially she was national team coach 2003 G.C.

In the table 4.3 above, the football expert's characteristics were analyzed. Accordingly, when the age group of football experts was seen in item 1, 1(8.3%) of the football experts were grouped in the age category of 31-35 years, 4(33.3%) of them were grouped in the class of 36-40, 3(25.1%) of them were grouped 41-45, 3(25.1%) of them were grouped 45-50 and the remaining 1(8.3%) was grouped above 51 years. This indicates that almost all football experts were at the working age and more experience to share and contribute their knowledge for the sub city. Also it implies that there was no lack of football expert.

Beside to academic status (Educational qualification) of football expert in, 8 (66.7%) of them are college diploma, 2(16.7%) of them have got BA degree 1(8.3%) of them have masters degree in management and the remaining 1(8.3%) others. This indicates that football experts were average academically status so it can't said that they have less knowledge and raised that as a challenge to organize football club because mostly experts evaluated by their working experience or skill. Regarding marital to status of football expert 11(91.7%) of them are married and 1(8.3%) of them married. When we see item 4 or working experience of football experts all of them above 10 years experience. We can understand that those experts have enough working experience around football so they can solve any complex challenges of the sub city football participation especially to organize football club.

Characteristics of sport administrator

The background information of sport administrator by age group, sex, marital status, working experience, Educational level and in what area, Position in the sub city is analyzed and interpreted in the following table.

Table 4.4. Characteristics of sport administrator

No	Variables	Characteristics categories	No of administrator respondent			Respondents in percentage (%)		
			Sex			Male	Female	Total
			male	Female	Total			
1	Age	Under 25	-	-	-	-	-	-
		26-30	2	1	3	25	12.5	37.5
		31-35	4	1	5	50	12.5	62.5
		36-40	-	-	-	-	-	-
		41-45	-	-	-	-	-	-
		46-50	-	-	-	-	-	-
		above 51	-	-	-	-	-	-
2	Educational level	certificate	-	-	-	-	-	-
		Diploma	1	1	2	12.5	12.5	25
		degree	5	1	6	75	-	75
		masters	-	-	-	-	-	-
		others	-	-	-	-	-	-
3	Area of subject	Sport science	3	1	4	37.5	12.5	50
		Management	1	-	1	12.5	-	12.5
		Sociology	-	-	-	-	-	-
		Others	2	1	3	25	12.5	37.5
4	Marital status	Single	3	-	3	37.5	-	37.5
		Married	3	2	5	37.5	25	62.5
		Divorced	-	-	-	-	-	-
5.	Working experience	Less than one year	-	-	-	-	-	-
		1-4 years	-	-	-	-	-	-
		5-10years	4	2	6	50	25	75
		10 years above	2	-	2	25	-	25
7.	Total		6	2	8	75	25	100

A breakdown of the study of population in terms of gender as indicated in table 4.4, out of the 8 (100%) sport administrator involved in the study, males constitute an overwhelming majority 6 (75%); however there are a less number of female respondents from the overall sport administrator 2 (25%). When we see regarding to age group, 3 (37.5 %) of the total respondent 26-30 years age group and the rest, 5 (62.5%) of them 30-35 years age group. It indicates more of the sub city sport administrators at the working age.

In addition, with regard to educational background in item 2, 2(25%) Sport administrator attends college diploma and the remaining participant's degree holders 6(75%). As we have seen from the table majority of sport administrators degree holder that means approximately they fit to perform any sport activities based on academically status.

Item 3 indicates that kirkos sub city sport administrator subject area of graduate, out of them 4(50%) were graduated sport and physical education, 1(12.5%) of them management graduated, where as the rest 3(37.5%) others. It implies that half of the sub city sport administrators were graduated out of subject related of their position and how can they understand technical activities of sport and how to solve those challenges. Regarding to marital status, 3 (37.5%) single and the rest sport administrators married 5(62.5%)

In examining respondents year of service, out of them 6 (75%) experienced 5-10 years and the remaining sport administrators 2(25%) experienced above 10 years. It implies that at least they can understand simply the way of how to follow the accomplishment of any issues through governmental administrative process

Note- working experience of sport administrators not only that in sport office it includes other office experience.

4.3 .Analysis of data presentation

4.3.1. Facility and Equipment

Table 4.5. Availability of facility and equipment

No	Item	Alternatives	Respondent of players		Respondent of coaches	
			F	%	F	%
1	How do you describe football facility in the sub city?	Excellent	-	-	-	-
		Very good	4	9.1	2	25
		Good	9	20.4	3	37.5
		Bad (not good)	29	65.9	2	25
		No facility at all	2	4.6	1	12.5
2.	How do you describe football equipment in the sub city?	Excellent	-	-	-	-
		Very good	1	2.3	1	12.5
		Good	5	11.3	1	12.5
		Bad(not good)	22	50	5	62.5
		No equipment at all	16	36.4	1	12.5

Table 4.5 item 1 exhibits that 4(9.1%) of the respondents of players replied that status of facility are very good. Whereas 9(20.4%) of the selected that good status of facility, majority of respondent players selected that bad or not good facility status with 29(65.9%) and the remaining players selected that no facility at all with 2 (4.6%).

Whereas coaches responded that 2(25%) of the respondents of coaches replied that statuses of facility are very good. Whereas 3(37.5%) of the respondents replied that availability of facility are good, 2(25%) of them bad (not good) facility available and the remaining coaches 1(12.5%) said that no facility.

Based on the table responses of coaches and players are the same at all alternatives. So majority of respondents clearly identifies that the status of equipment not good and it leads to one of the challenges that in organizing football club in the sub city.

Regarding to equipment or item2, 1(2.3%) of the respondents of players replied that status of equipment are very good. Whereas 5(11.3%) of the respondents replied that good status of equipment, majority of respondent players selected that bad or not good equipment status with 22(50%) and the remaining players selected that no equipment at all with 16 (36.4%).

For the same question 2(25%) of the respondents of coaches replied that statuses of equipment are very good. Whereas 1(12.5%) of the respondents replied that availability of equipment are good, more of respondent or 6(62.5%) of them bad (not good) equipment available and the remaining coaches 1(12.5%) said that no equipment at all.

Generally as we have understood from the table, responses of coaches and players the status of facility within the sub city less specially based on players response, also coaches averagely selected that good, moreover it implies that kirkos sub city football facility grouped in low status and it can mention that confidentially as a challenge in organizing football club.

According to the responses gathered from sport administrator and football expert from interview domain asked about the availability of facilities and equipment, most of the football experts respondents responded that –facility and equipment of the sub city not attractive and suitable specially equipment also facility like playing field on the way of damage by the occasion of redevelopment system. But some of respondents suggested that if the sub city and addis ababa city sport commission gives attention there is a chance to redevelop facility infrastructure unless it will create vague challenges regarding to football development and in organizing football clubs.” whereas sport administrator said that —kirkos sub city the center of addis ababa so most development program implemented primarily comparing to other sub cities and most football fields avoided. But still know there are some playing fields to operate football activities. Related to equipment there is loss of equipment. Some of respondents said that problems of facility can’t solve through the sub city administrative process it needs federal and addis ababa sport commission vital effort ” as we have understand from the interview specially equipments are not said that at the good level. Moreover facility and equipment is one of challenges that to organize football club in the sub city.

Table 4.6.Observational cheek list for football facilities and Equipment

Name of observer----henok Amdemariam

Date of observation----April 2-17/2015

Place of observation----kirkos sub city sport office and kirkos sub city football field

Time of observation startingending.....

Sign of observer-----

NO	Check point	Alternatives					Material during observation	Time of duration
		Unsatisfactory	Satisfactory	Good	v.good	excellent		
	1.1 Facilities							
1	Does all playing fields are comfortable to apply club organizing?		√				Photograph, and pencil	2 days
	1.2 Equipments							
2	Soccer ball		√				Photograph, and pencil	2 week
	Cones or field markers	√						
	Air pump		√					
	Practice bibs	√						
	Football shoe	√						
	Shin guard	√						
	Shirts and sports	√						
	Note book	√						
	Net for a soccer goal		√					
	Portable goal		√					
Whistle		√						

Observational check list basically concerned on facility and equipment, mostly facility observation assessed on the sub city football field located at kirkos sub city woreda 2 which is called “35 meda”, the second site was woreda 4 usually known as “38 meda”, and the third observation site woreda 5 which is called “tabot maderiya”. Observational equipment more of biased into sport office but slightly the researcher observed on the field area during the training time of football project. Primarily let us see in detail facility conditions.

When we see woreda 2 “35 meda” the size of the field approximately satisfactory, but it is not comfortable the pitch of the field unsatisfactory. The field of post is standing without any net. Regarding to fun area it grouped with unsatisfactory alternatives and protection of fens satisfactory.

Concerning on woreda 4 “38 meda”. The size of field---35meter x 45 meter, post of field high—2m, width----4 meter without net, no fun area. So it implies that unsatisfactory facility in this site.

Woreda 5 “tabot maderiya” field better than the rest observation area especially fens of field, pitch, and site, it grouped to satisfactory alternatives.

Generally when the researcher conclude that availability of facility in the sub city, it’s less and uncomfortable.

The researcher also observed that availability of equipment in the sub city, it’s more focused on sport office, majority of equipment mentioned on the table it grouped to unsatisfactory and also on the training area at least there is no three balls the rest equipment are not available. So it leads to wastage of time to address every single player in the team as much training as every player is needed and also affecting individual interest for the sport so that it may decrease the number of potential players. So if it is the current status of facility and equipment in the sub city, it can raise as a challenge.

4.3.2. Concerning on Administration

Table 4.7. Contribution of sport Administrator

No	Item	Alternatives	Respondent of players		Respondent of coaches	
			F	%	F	%
1.	What do you think about the responsibility of administration to organizing football club?	It is sub city's responsibility	33	75	4	50
		It is the city administration responsibility	2	4.6	1	12.5
		It is communities/fan's responsibility	5	11.3	2	25
		It is companies/ investors' responsibility	1	2.3	-	-
		It is football expert responsibility	3	6.9	1	12.5
2.	How do you describe contribution of sport administrator to organizing football club in the sub city?	Excellent	-	-	-	-
		Very good	6	13.6	1	12.5
		Good	9	20.4	2	25
		Bad(not good)	24	54.5	5	62.5
		No contribution	3	6.8	-	-
3	How do you describe attitude of governmental authorities in the sub city to organizing football club?	Excellent	-	-	-	-
		Very good	3	6.8	-	-
		Good	7	15.9	2	25
		Bad(not good)	25	56.8	6	75
		I have no idea	9	20.5	-	-

As shown in the above table 4.7 all 100% of the respondents of coaches and players respectively answered that concerning on administrative questionnaires. Regarding on item 1, 33(75%) of players responded that it is the responsibility of the sub city. 2(4.6%) of players responded that it's the responsibility of city administration, 5(11.3%) respondent players said that it is the responsibility of fan/communities. 3(6.9%) of them players selected that it is the responsibility of companies or investors and the rest or 2.3% of players responded that it is the responsibility of football experts. For the same item (item 1) coaches responded as follows. 4(50%) of coaches responded that it is the responsibility of the sub city. 1(12.5%) of coaches responded that it's the responsibility of city administration, 2(25%) respondent coaches said that it is the responsibility of fan/communities and the rest or 1(12.5%) of coaches responded that it is the responsibility of football experts. The table implies that most respondents said that it is the responsibility of the sub city.

Regarding on item 2, who is selected very good alternatives 6(13.6%) of players, who is said that good 9(20.4%) players, 24(54.5%) of players responded that bad (not good), and the rest 3(6.3%) of players responded that no contribution. The same question addressed for coaches and they responded, 1(12.5%) of them coaches responded that very good, 2(25%) of coaches said that good and majority of 5(62.5%) coaches responded bad (not good).here it is the crucial response of implication majority of respondents said that contribution of the sport administrator bad (not good). So there are administrative challenges.

Concerning on item 3 or related to government authorities attitude, 3(6.8%) of players assured that very good, 7(15.9%) of players and 2(25%) of coaches responded that good, 25(56.8%) of players and 6(75%) of coaches said that bad (not good), and 20.5% of players assured that I have no idea concerning on government authorities attitude. The response of players and coaches implies that one of challenges in organizing football club is attitude of the sub city authorities.

Responses of interviewee contribution of sport administrator to organizing football club, according to football expert it's less contribution and attitude to organize football club specially the sub city authorities also they have no idea not only that they don't insist by showing or

observing other sub cities who have organized football clubs some of interviewee said that we have no idea”.

4.3.3 Regarding to financial case

Table 4.8. Financial status to organizing football club

No	Item	Alternatives	Respondent of players		Respondent of coaches	
			F	%	F	%
1.	What do you think about the responsibility of financial problem to organizing football club?	It is sub city’s responsibility	29	66	4	50
		It is the city administration responsibility	3	6.8	-	-
		It is communities/fan’s responsibility	6	13.6	2	25
		It is companies/ investors’ responsibility	6	13.6	2	25
2.	How do you describe the status of communities in the sub city in terms of financial support?	Excellent	21	47.7	2	25
		Very good	9	20.5	2	25
		Good	7	15.9	2	25
		Bad(not good)	4	9.1	1	12.5
		I have no idea	3	6.8	1	12.5

As depicted in table 4.8: about the responsibility of financial case, 29(66%) of players and 4(50%) of coaches were responded that the responsibility of financial problem must be solving by the sub city, 3(6.8%) of players said that it’s the responsibility of addis ababa city administration.

Whereas selected that it is the responsibility of communities/fans 6(13.6%) of players and 2(25%) of coaches. 6(13.6%) of players and 3(25%) of coaches believe that it's the responsibility of companies/investors.

Regarding on item 2 response, 21(47.7%) of players and 2(25%) of coaches believes that the status of supporters excellent, 9(20.5%) of players and 2(25%) of coaches responded that very good, 7(15.9%) of players and 2(25%) of coaches selected that good, whereas 4(9.1%) of players and 1(12.5%) of coaches said that status of supports bad (not good) and 3(6.8%) of players and 1(12.5%) of coaches selected that I don't know that.

Related to financial contribution, the researcher asked on the interview domain for the sub city sport administrator about financial status, the respondents said that ~~there~~ there is limitation of budget allocation to organize football club it must be their contribution of the society because there are many works further that organizing football clubs. But in the future we have a plan to allocate and collect some budgets from government and the society specifically to organizing football club.” The researcher understood that there were lack of budget allocation and mainly it can mention that financial problem is a crucial challenge to organizing football club.

4.3.4. Regarding to football expert

Table 4.9. Contribution of football expert, coaches, players and society on the organization of football club

No	Item	Alternatives	Respondent of players		Respondent of coaches	
			F	%	F	%
1.	As a player how do you describe status of football coaches in the sub city?	Excellent	11	25	-	-
		Very good	17	38.6	-	-
		Good	3	6.8	-	-
		Bad(not good)	11	25	-	-
		No coaches	2	4.5	-	-
2.	As a coach how do you describe status of football players in the sub city?	Excellent	-	-	4	50
		Very good	-	-	3	37.5
		Good	-	-	1	12.5
		Bad(not good)	-	-	-	-
		No players	-	-	-	-
3.	How do you describe contribution of football experts in the sub city?	Excellent	12	27.3	2	25
		Very good	14	31.8	3	37.5
		Good	8	18.2	2	25
		Bad(not good)	6	13.6	1	12.5
		I have no idea	4	9.1	-	-
4	How do you describe the society of sub city on their passion and interest on organizing football club?	Excellent	24	54.5	3	37.5
		Very good	15	34.1	3	37.5
		Good	3	6.8	2	25
		Bad(not good)	2	4.5	-	-
		I have no idea	-		-	-

To assess the status of coaches, players, society and football expert data was gathered from respondents by using questionnaire. As we have shown table 4.9. Based on the status of coach, 11(25%) of players selected that excellent, 17 (38.6%) of players responded that the status of coaches very good, whereas 3(6.8%) of players responded that good, 11(25%) of them were said that bad (not good), and the rest of 2(4.5%) of players responded that no coaches. The responses of players have their own message, to identify in clear way it is more advantageous the sub city on the status of coaches and availability of coaches can raise positively.

Concerning on the status of players or for the item2, coaches responded that as follows, 4(50%) of them were responded that excellent, 3(37.5%) of them said that very good and also 1(12.5%) of coaches believed that good. As we have understood from item 2 responses the status of players can't mention that related to challenges.

Regarding on the status of football expert, coaches and players puts their accurate response next to this. 12(27.3%) of players and 2(25%) of coaches responded that excellent, 14(31.8%) of players and 3(37.5%) of coaches said that very good, 8(18.2%) of players and 2(25%) of coaches responded that good, 6(13.6%) of players and 1(12.5%) of coaches said that bad (not good), and who was responded that no football expert 4(9.1%) of players. So we can understand that kirkos sub city have moderately enough football experts for any football related activities also its comfortable to organizing football club.

Table 4.9 item 4 shows that about the status of kirkos sub city society related to club organizing, so coaches and players what they responds, let us see the result. 24(54.5%) of players and 3(37.5%) of coaches responded that excellent, 15(34.1%) of players and 3(37.5%) coaches said that very good, 3(6.8%) of players and 2(25%) of coaches responded that good and the rest 2(4.5%) of players responded that bad (not good). Approximately the data shows that society of sub city has passion and interest to support any organizing football club. It's more positive for the sub city to organizing football club specially to avoid loss of finance.

Related to social contribution with semi structured interview way kirkos sub city sport administrators said that ~~it~~ is based upon the initiative way of the office, means that when the

office asked (call) to participate with money or knowledge the society is very well but if the sport office ignore it , the society can't react" said that. With regard to the cooperation of football experts –it's like that the above response they are well averagely but some of football experts haven't any cooperation related to working overloads."

4.3.5. Regarding to the status of football project

Table 4.10. Contribution of football project to organizing football club

No	Item	Alternatives	Respondent of players		Respondent of coaches	
			F	%	F	%
1.	How do you describe the status of football project to organize football club?	Excellent	-	-	-	-
		Very good	-	-	-	-
		Good	4	9.1	1	12.5
		Bad(not good)	33	75	7	87.5
		I have no idea	7	15.9	-	-

Table 4.10 focus on football project status, As for the finding, 4(9.1%) of players and 1(12.5%) of coaches responded that football project on the good status, whereas 33(75%) of players and 7(87.5%) of coaches respondents assured that kirkos sub city football project on the bad (not good) and the remaining or 7(15.9%) of players pointed out that I have no idea. As we have understood from the result there are some messages, it implies that kirkos sub city football project on the way of decline, as we know that projects are basic turning point of for any football player, so the result shows that one of challenges regarding to football club organizing.

Moreover regarding to status of kirkos sub city football project, information from interview participants of sport administrator and football expert collected that as follows. Sport administrator of the sub city responded that –there is luck of facility and equipment especially kirkos sub city the center of addis ababa city, that means more over biased into social infrastructure development and it can mention that as a factor related to football project, also the result of project less than expect and there are different limitations" said that. Parallel to these football experts said that –more of football project are like a symbol, there is no any facility and

equipment not only that sport office haven't any follow up and concentration some respondents puts as they haven't idea related to the sub city football project".

Table 4.11. Related Questionnaire to asses challenges to organizing football club

No	Item	Alternatives	Respondent of players		Respondent of coaches	
			F	%	F	%
1.	What do you think about the reason of no organized club in kirkos sub city?	Financial problem	8	18.2	1	12.5
		Facility and equipment problem	8	18.2	1	12.5
		Coaches problems	3	6.8	-	-
		Player's problems	2	4.5	-	-
		Fan/supporters' problem	-	-	-	-
		project problem	8	18.2	2	25
		Attitude of society	1	2.2	-	-
		football expert problem	2	4.5	-	-
		Administrational problem	12	27.3	4	50

The result of table 4.11 shows that challenges of football club organizing according to the respondents as follows, 8(18.2%) of players and 1(12.5%) coaches responded that it is the of financial problem, at the same respondent frequency 8(18.2%) of players and 1(12.5%) coaches responded that challenges of football club organizing biased to facility and equipment, 3(6.8%) of players selected that challenges of coaches, 2(4.5%) of players said that players problem, 8(18.2%) of players and 2(25%) of coaches believe that it is the challenge of football project, 1(2.2%) of players responded that attitude of society, whereas said that challenges of football experts 2(4.5%) of players and majority of participants responded that administrational problem

when we see 12(27.3%) players and 4(50%) coaches. By the way the result of table 4.11 leads to findings of the result because it's concerned on general idea of problem. So as we have understood that from the table more respondents biased to administrative, football project facility and equipment and financial problem.

For the open ended questions players and coaches responded as follows; related to the role of football club players said that ~~the~~ "the role of football club is very important for us, further that the sub city sport will initiate and football infrastructure will spread out". Also coaches said that ~~it's~~ "visual because many players will out stand especially young players and also more coaches will be advantageous". Concerning on the status of kirkos sub city football, all respondents' idea have the same sprite ~~it~~ "is on the way of dead".

Regarding to this for the interview domain participants responded that their own accurate oral response. Sport administrator said that ~~there~~ "are different challenges but basically facility and equipment also financial problems raised mainly". At that time the researcher asked that is there administrative weakness? Respondents said that ~~there~~ "is some limitation related to follow up and concentration because of other working activities". According to sport administrators those challenges biased to facility and equipment also financial problem. Comparing to the response of coaches and players administrative problems was less.

Whereas football experts said that ~~mainly~~ "problems spring out from the sub city sport administrator, which means administration of sport don't give any attention to organize football club, some officers haven't idea and awareness about that, next to that facility and budget will take the problem" said that. At the same way like those players and coaches football experts biased to administrative problem.

Regarding to working cooperatively, the two selected group sets their own idea. Sport administrators said that ~~it~~ "is based upon seasonal work or over loaded work, so there are some gaps between us." Whereas football experts said that ~~there~~ "is a big gap between us there is no any communication time to deal about football activities, our communication time were only during seasonal work".

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATION

5.1. Summary

The purpose of this study was assessing the challenges in organizing football clubs the case of kirkos sub city.

In this study all possible efforts were made to get the most probable answers to the basic questions by making strong review of related literature such as facility and equipment, administrative case, financial resource, contribution of football expert and also about football project. Next to that the crucial or back bone of the study were research methodology basically incorporated research area, research design, source of data, method of data collection, procedures of data collecting and method of data analysis. Whereas chapter four have summarize in this section. To this end, this study has the following specific objectives:

- To assess availability of football facilities and equipment.
- To explore contribution of administrative leaders on the organization of football clubs.
- To know the capacity of budget in organizing football clubs in the sub city.
- To list out participation of football experts in the sub city.
- To identify status of football projects.

The study tried to assess the following basic questions:

1. To what extent football facilities and equipment are available?
2. Do the administration leaders give attention for the clubs organizing?
3. How to allocate budget for the organizing football clubs?
4. How to participate football experts in the sub city to organizing football club?
5. How is the status of football project to organizing football clubs in the sub city?

The study employed descriptive survey method. Relevant literatures were reviewed and data collecting instruments were designed and used to collect information from different sources. Questionnaire was the major instrument of data collection also interview and observation. To increase the clarity of Questionnaires, interview and observation, check the clarity of language and pilot testing has been carried out. After collecting the responses from respondents, necessary correction and modifications were made before distribution of the actual data gathering.

For this study participants determined based up on data collection instrument, for the domain of interview by using purposive sampling techniques 8 (100%) of respected sport administrators and 12 (100%) active football experts, totally in the interview section 20 respondents participated. On the questionnaire domain by using purposive sampling technique 44 (68%) players and 8(47%) of coaches participated. On this domain totally 52 participants were included. The data collected through questionnaires was thus, analyzed using frequency count and percentage.

From the data analysis the major findings obtained are summarized as follows:

Characteristics of respondents

- In terms of age category, it was found that averagely players 18-21, coaches 34-36, football experts 44-45 and sport administrators 30-32 years old.
 - Regarding to sex distribution, both males and female were represented (participated) except football coaches, but the number of female was less than male, male= 51 (70.8%), females= 21 (29.2%).
 - With reference to educational status grade 1-8=4, grade 9-10=11, grade 11-12= 8, college diploma=14, university degree = 8, maters degree =1, others =18.
 - Concerning on coaching license, level 1=1 coach, level 2=4 coaches, –€” license = 3 coaches.
- Based on data collecting, those challenges in organizing football club in kirkos sub city were summarized as follows,
- ✚ 18.2% of players and 12.5% of coaches responded that it is the challenge of financial problem,
 - ✚ At the same respondent of frequency 18.2% of players and 12.5% coaches responded that facility and equipment is challenges to organizing football club.

- ✚ 6.8% of players selected that lack of skilled coaches.
- ✚ 4.5% of players said that problem of players.
- ✚ 18.2% of players and 25% of coaches believe that challenge of organizing football club is less status of football project.
- ✚ 2.2% of players responded that social attitude problem.
- ✚ Whereas said that it is the challenge of football experts 4.5% of players.
- ✚ Majority of participants responded that administrative problem which is set in percentage 27.3% of players and 50% of coaches.
- ✚ Regarding to this for the interview domain, Football experts said that “there are different challenges but basically facility and equipment also administrative problems were frontal raised”. Whereas Sport administrators “basically our challenges are facility and equipment and also financial problem”.
- ✚ During the observation time the researcher as observed that more of facility and equipments grouped to unsatisfactory.

5.2. Conclusion

Based on the findings of this study, the following conclusions can be drawn;

The main goal or objective of organizing football club is to improve and develop young player's performance.

- The existence of unfavorable conditions as well as shortage of facilities like playing field, goal, nets, and portable goals contributed to poor or low. In addition to these, low supply of players' sportswear, Soccer ball, Practice bibs, Football shoe and Shin guard is also another factor which affects to organize football club.
- Among the factors most notable with varying degrees of consequences administrative problems raised who were participated in questionnaire and interview. The study has indicated that administrative problems widely spread out concerning on football club organizing, especially regarding to concentration, inspiration and follow up of football club organizing, so the study indicates under expected or low administrative contribution related to organizing football club.
- Regarding to financial status it's very low. Especially the interviewee of sport administrators implicated that there is lack of budget allocation concerning on football club organizing.
- One of the aspects that help to assure football club organizing and to avoid challenges, effectiveness of football expert were crucial. Regarding to football expert in the sub city very well and they can organize football club with the cooperation of the sub city.
- The junior football projects were serves as a bridge to realize young players hope. Thus football projects in Kirkos sub city very low.
- Generally the response of participants implies that, Administrative problem, facility and equipment and also financial problems were primarily selected.

5.3 Recommendations

Based on the findings and conclusions drawn, the following recommendations are forwarded to meet the problem under the study.

- Organizing a football club can be successful and effective if it is supported by appropriate facilities and equipments. For example, if every player in a certain club has its own ball to use at every practice, So much more can be engaged in play as the same time. This also helps to improve different skills. Therefore football club equipments are mandatory for organizing a new club and stakeholders should consider before taking any move forward. And also playing pitches in the sub-city are in a lower level status in which, kirkos sub city administrative office or management groups, community, investors and national sport commission and addis ababa city sport commission should give emphases to modify or reconstruct the playing fields.
- As findings indicated there is a problem related to administration. Any work of activity has its own administrative responsibility. Parallel to that kirkos sub city sport administrator must be give attention for football facilities and equipment, football expert, football project and also annual budget allocation. Not only that the administration must have or understand purpose of organizing football club by referring other sub cities. It should be work cooperatively with the football expert, football coaches and players.
- Findings revealed that there were financial problems. Different sub cities faced financial problems but those financial obstacles couldn't solve by only governmental budget allocation, there are different mechanisms like: participating society, investors, and different marketing system. But during this time without any activities financial problems shouldn't be raised, it must take the ways how to solve other sub cities that have football club.
- Football experts in the sub city should be initiated or motivated by their own willingness. They do not have to stay until the call come from sport administrative bodies. All individuals have their own responsibility for kirkos sub city in organizing football club.
- A great emphasis should be given to kids' football projects in which these projects are the primary feeders of organized football clubs. It is impossible to think a football club without football players. The primary objective of newly organizing football club is creating an opportunity for youth around the club's area. Therefore founding youth based club ensures the club's future existence.

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APPENDIXES
Appendix i

Addis Ababa University

School of Graduate Studies

Faculty of Life Science

Department of Sport Science

Questionnaires to be fulfilled by players

Dear respondents,

This questionnaire is designed to obtain information on challenges in organizing football club in kirkos sub city. I will appreciate your willingness to participate in this investigation by responding to a questionnaire and supporting me by providing any constructive ideas. I would like to emphasize that your responses are extremely valuable for me and I would immensely appreciate your answering all questions. The information will be kept confidential and be only applied for the study. Your right information helps to reach the goals of the study. Thank you for investing your time and honesty completing this questionnaire.

This questionnaire has two parts and I would like to ask you to answer according to the respective direction.

General Direction

- You are not required to write your name in any part of the questionnaire.
- To those questions with alternatives, put the sign “ \rightarrow ” in front of your choice.
- For open ended questions, please feel free to express and write your response in the space provided.

Part I: Background information.

1. age

Under 15

20-25

above 31

15–19

26–30

2. Sex

Male

Female

3. Educational level

1-8

11-12

Degree

Others

9-10

diploma

masters

4. Training experience with this team/kirkos sub city

Below 1 year

1 year

2-4 year

4 year above

Part II. Questions related to research questions

1. How do you describe football facility in the sub city? (Football field)

Excellent

Very good

Good

Bad (not good)

No facility at all

2. How do you describe football equipment in the sub city? (Training bibs, ball, jersey, shoes)

Excellent

Very good

Good

Bad (not good)

No equipment at all

3. What do you think about the responsibility of administration to organizing football club?

It is sub city's responsibility

It is companies/ investors' responsibility

It is the city administration responsibility

It is communities/fan's responsibility

It is football expert responsibility

(Mention if another exists.)

4. How do you describe contribution of sport administrator to organizing football club in the sub city?

Excellent

Very good

Good

Bad (not good)

No contribution

5. How do you describe attitude of governmental authorities in the sub city to organizing football club?

Excellent

Very good

Good

Bad (not good)

I have no idea

6. What do you think about the responsibility of financial problem to organizing football club?

It is sub city's responsibility

It is companies/ investors' responsibility

It is the city administration responsibility

It is communities/fan's responsibility

(Mention if another exists.)

7. How do you describe the status of communities in the sub city in terms of financial support?

- Excellent Very good Good Bad (not good) I have no idea

8. As a player how do you describe status of football coaches in the sub city?

- Excellent Very good Good Bad (not good) No coaches

9. How do you describe contribution of football experts in the sub city?

- Excellent Very good Good less I have no idea

10. How do you describe the society of the sub city on their passion and interest to organizing football club?

- Excellent Very good Good Bad (not good) I have no idea

11. How do you describe the status of football project to organize football club?

- Excellent Very good Good Bad (not good) I have no idea

12. What do you think about the reason of no organized football club in kirkos sub city?

- | | |
|---|--|
| <input type="checkbox"/> Financial problem | <input type="checkbox"/> Facility problem |
| <input type="checkbox"/> Management, administrative and organizational problems | |
| <input type="checkbox"/> Coaches problems | <input type="checkbox"/> Player's problems |
| <input type="checkbox"/> Fan/supporters' problem | <input type="checkbox"/> project problem |
| <input type="checkbox"/> Attitude of society | <input type="checkbox"/> football expert problem |

(Add if you have any additional reasons) _____

13. As your opinion what is the role of football club?-----

14.How do you describe the status of kirkos sub city football?-----

Appendix ii

Addis Ababa University

School of Graduate Studies

Faculty of Life Science

Department of Sport Science

Questionnaires to be fulfilled by coaches

Dear respondents,

This questionnaire designed to obtain information on challenges of football club organizing in kirkos sub city. I will appreciate your willingness to participate in this investigation by responding to a questionnaire and supporting me by providing any constructive ideas. I would like to emphasize that your responses are extremely valuable for me and I would immensely appreciate your answering all questions. The information will be kept confidential and be only applied for the study. Your right information helps to reach the goals of the study. Thank you for investing your time and honesty completing this questionnaire.

This questionnaire has two parts and I would like to ask you to answer according to the respective direction.

Thank you!

General Direction

- You are not required to write your name in any part of the questionnaire.
- To those questions with alternatives, put the sign “✓” in front of your choice.
- For open ended questions, please feel free to express and write your response in the space provided.

Part I: Background information.

1. Sex

- Male Female

2. Age

- Under 25 36-40 above 51

- 25–30 41–45
 31-35 46-50

3. How many years of experience do you have in coaching?

- Less than one year 1-4 years
 5-10 years 10 years above

4. What is your current level of coaching license?

- First level Second level
 -C” license -B” license -A” license

If any please write it _____

5. How many years of experience do you have in coaching football kirkos sub city?

- Less than one year 1-4 years
 5-10 years 10 years above

Part II. Questions related to research questions.

1. How do you describe football facility in the sub city? (Football field)

- Excellent Very good Good Bad (not good) No facility at all

2. How do you describe football equipment in the sub city? (Training bibs, ball, jersey, shoes)

- Excellent Very good Good Bad (not good) No equipment at all

3. What do you think about the responsibility of administration to organizing football club?

- It is sub city’s responsibility It is companies/ investors’ responsibility
 It is the city administration responsibility It is communities/fan’s responsibility
 It is football expert responsibility

(Mention if another exists.)

4. How do you describe contribution of sport administrator to organizing football club in the sub city?

- Excellent Very good Good Bad (not good) No contribution

5. How do you describe attitude of governmental authorities in the sub city to organizing football club?

- Excellent Very good Good Bad (not good) I have no idea

6. What do you think about the responsibility of financial problem to organizing football club?

- It is sub city's responsibility It is companies/ investors' responsibility
 It is the city administration responsibility It is communities/fan's responsibility

(Mention if another exists.)

7. How do you describe the status of communities in the sub city in terms of financial support?

- Excellent Very good Good Bad (not good) I have no idea

8. As a coach how do you describe status of football players in the sub city?

- Excellent Very good Good Bad (not good) No players

9. How do you describe contribution of football experts in the sub city?

- Very good Good less I have no idea

10. How do you describe the society of the sub city on their passion and interest to organizing football club?

- Excellent Very good Good Bad (not good) I have no idea

11. How do you describe the status of football project to organize football club?

- Excellent Very good Good Bad (not good) I have no idea

12. What do you think about the reason of no organized football club in kirkos sub city?

- Financial problem Facility problem
 Management, administrative and organizational problems
 Coaches problems Player's problems
 Fan/supporters' problem project problem
 Social (attitude and discipline) football expert problem

(Add if you have any additional reasons) _____

13. As your opinion what is the role of football club?-----

14.How do you describe the status of kirkos sub city football?-----

Appendix iv

Amharic questionnaire

አዲስ አበባ ዩኒቨርሲቲ

የድህረምረቃ ትምህርት ቤት

የስፖርት ሳይንስ ትምህርት ክፍል

በተጫዋቾች (በሰልጣኞች) የሚሞላ የፅሁፍ መጠይቅ

ይህ የፅሁፍ መጠይቅ የተዘጋጀው በቂርቆስ ክፍለ ከተማ ያለውን የክለቦች አደረጃጀት ችግርን ለመፍታት በሚደረገው ጥናት ላይ መረጃ ለመስጠት ታቅዶ ነው። በቅድሚያ እርሶዎ ይህንን የጽሁፍ መጠይቅ በመመለስ በዚህ ጥናት ላይ ለመሳተፍ ያሳዩትን ፍቃደኝነት ለማድረግ እወዳለሁ። እርሶዎ የሚመልሱት ማንኛቸውም መልሶች ለጥናቱ ሂደት ከሚገበው በላይ አስፈላጊ በመሆናቸው ሁሉንም ጥያቄዎች እንዲመልሱልኝ በአክብሮት እጠይቃለሁ። ሆኖም አንዳንድ ጥያቄዎችን ላለመመለስ ከፈለጉም ውሳኔውን በደስታ እቀበላለሁ። በጽሁፍ መጠይቁ የሚሰጡት ምላሾች ሚስጥርነታቸው የተጠበቀና በማናቸውም መንገድ ለሌላ አላማ የማይውሉ መሆናቸውን አረጋግጥሎታለሁ። በመሆኑም የርስዎ ትክክለኛ ምላሽ የጥናቱን አላማ ለማሳካት በሚደረገው ሂደት ላይ የላቀ አስተዋፅኦ እንዳለው ለማሳወቅ እወዳለሁ።

ከላቀ ምስጋና ጋር!!!

የአሞላሉ መመሪያዎች

- በየትኛውም የመጠይቅ ገፅ ላይ ስምዎን መፃፍ የለብዎትም፤
- በምርጫ ለተቀመጡ መጠይቆች በተቀመጠው የመልስ መስጫ ሳጥን ውስጥ የራይት ምልክት (✓) ያስቀምጡ፤
- ምርጫ ለሌላቻቸው ጥያቄዎች ውስጥ የሚያምንበትን መልስ ያለምንም ጫና ይሙላቸዋል፤

ክፍል1: የግል መረጃ

1. እድሜ

- | | |
|--------------------------------------|---------------------------------|
| <input type="checkbox"/> ከ15 አመት በታች | <input type="checkbox"/> ከ15-19 |
| <input type="checkbox"/> ከ20-25 | <input type="checkbox"/> ከ26-30 |

2. ፆታ

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> ወንድ | <input type="checkbox"/> ሴት |
|------------------------------|-----------------------------|

3. የትምህርት ሁኔታ

- | | | |
|-------------------------------|-------------------------------|-----------------------------|
| <input type="checkbox"/> 1-8 | <input type="checkbox"/> ዲፕሎማ | <input type="checkbox"/> ሌላ |
| <input type="checkbox"/> 9-10 | <input type="checkbox"/> ዲግሪ | |

4. ከዚህ ቡድን ጋር /በቂርቆስ ክፍለከተማ/ ልምምድ በመስራት ምን ያክል ጊዜ አሳለፍክ?

- | | | | |
|--------------------------------------|--------------------------------|----------------------------------|--------------------------------|
| <input type="checkbox"/> ከ 1 ዓመት በታች | <input type="checkbox"/> 1 ዓመት | <input type="checkbox"/> 2-4 ዓመት | <input type="checkbox"/> 4 ዓመት |
|--------------------------------------|--------------------------------|----------------------------------|--------------------------------|

ክፍል ሁለት፡ የጥናቱን ጥያቄ መሰረት አድርገው የተዘጋጁ መጠይቆች

1. በክፍለከተማዎ ያሉትን የእግርኳስ መሰረተ-ልማት አቅርቦቶችን (የማዘወተሪያ ስፍራ) እንዴት ይገልጻላችሁ?

- እጅግ በጣም ጥሩ ናቸው
- በጣም ጥሩ
- ጥሩ ናቸው
- ጥሩ አይደሉም
- ምንም መሰረተ-ልማት የለም

2. በክፍለከተማዎ ያሉትን የእግርኳስ ቁሳቁስ አቅርቦቶችን (ኳስ፣ መለያ፣ ጫማ፣ ኮኖች) እንዴት ይገልጻላችሁ?

- እጅግ በጣም ጥሩ ናቸው
- በጣም ጥሩ
- ጥሩ ናቸው
- ጥሩ አይደሉም
- ምንም አይነት ቁሳቁስ የለም

3. ክለቦችን ለማደረጃት ሲታሰብ የአስተዳደር ሀላፊነትን ማን ሊወስድ ይገባል ብለው ያስባሉ?

- የክፍለከተማዎ አስተዳደር
- የአዲስ አበባ ከተማ አስተዳደር
- ማህበረሰቡ
- የክፍለከተማዎ እግርኳስ ባለሙያዎች
- ባለሀብቶች ወይም ድርጅቶቻቸው

ያልተጠቀሰ አለ ብለው ካሰቡ ይጨምሩ-----

4. በክፍለከተማዎ ያሉትን የስፖርት አስተዳደር ሀላፊዎች ለእግርኳስ ክለብ መደራጀት የሚያደርጉትን አስተዋፅኦ እንዴት ይገልፁታል?

- እጅግ በጣም ጥሩ ናቸው
- በጣም ጥሩ ናቸው
- ጥሩ ናቸው
- ጥሩ አይደሉም
- አስተዋፅኦ አያደርጉም

5. በክፍለከተማዎ የሚገኙ የመንግስት ባለስልጣናት ለእግርኳስ ክለብ መደራጀት ያላቸውን አመለካከት እንዴት ይገልፁታል?

- እጅግ በጣም ጥሩ ነው
- በጣም ጥሩ ነው
- ጥሩ ነው
- ጥሩ አይደለም
- አላውቅም

6. ክለቦችን ለማደረጃት ሲታሰብ የሚገጥሙትን የገንዘብ አስተዳደር ችግሮች ማን ሊፈታቸው ይችላል ብለው ያስባሉ?

- የክፍለከተማዎ አስተዳደር
- የአዲስ አበባ ከተማ አስተዳደር
- ማህበረሰቡ
- ባለሀብቶች ወይም ድርጅቶቻቸው

ያልተጠቀሰ አለ ብለው ካሰቡ ይጨምሩ-----

7. በክፍለከተማዎ የሚኖረው ማህበረሰብ ክለብን በገንዘብ ለመደገፍ ያለውን አቋም እንዴት ይገልፁታል ?

- እጅግ በጣም ጥሩ ነው
- በጣም ጥሩ ነው
- ጥሩ ነው
- ጥሩ አይደለም
- አላውቅም

8. እንደተጫወቱ በክፍለከተማዎ የሚገኙትን የእግርኳስ አሰልጣኞች ብቃት እንዴት ይገልፁታል?

- እጅግ በጣም ጥሩ
- በጣም ጥሩ ነው
- ጥሩ ነው
- ጥሩ አይደለም
- አሰልጣኝ የለም

9. በክፍለ ከተማው ውስጥ የሚገኙ የእግር ኳስ ባለሙያዎች ክለብ ለማቋቋም የሚያደርጉትን አስተዋፅኦ እንዴት ይገልፁታል?

- እጅግ በጣም ጥሩ ነው
- በጣም ጥሩ ነው
- ጥሩ ነው
- ጥሩ አይደለም
- አላውቅም

10. በክፍለ ከተማው የሚገኘው ማህበረሰብ የእግርኳስ ክለብ ለማቋቋም ያለውን ፍቅርና ፍላጎት እንዴት ይገልፁታል?

- እጅግ በጣም ጥሩ ነው
- በጣም ጥሩ ነው
- ጥሩ ነው
- ጥሩ አይደለም
- አላውቅም

11. በክፍለ ከተማው ውስጥ የሚገኙ የእግር ኳስ ፕሮጀክቶች ክለብን ለማቋቋም የሚገኙበት ደረጃን እንዴት ያዩታል?

- እጅግ በጣም ጥሩ ነው
- በጣም ጥሩ ነው
- ጥሩ ነው
- ጥሩ አይደለም
- አላውቅም

12. በቁርቆስ ክፍለ ከተማ የእግር ኳስ ክለቦች ያለመኖር ችግር ምንድን ነው ብለው ያስባሉ?

- የገንዘብ ችግር
- የእግር ኳስ መሰረተ-ልማት ችግር
- የአስተዳደር ችግር
- የአሰልጣኞች ችግር
- የተጫዋቾች ችግር
- የደጋፊዎች ችግር
- የፕሮጀክቶች ችግር
- የማህበረሰቡ አመለካከት
- የእግር ኳስ ባለሙያዎች ችግር

እባክዎን ተጨማሪ አለ ብለው የሚያስቡትን ይጻፉ-----

13. እንደርስዎ አስተያየት የእግር ኳስ ክለብ ሚና ምንድነው?-----

14. የቁርቆስ ክፍለ ከተማ የእግር ኳስ ሁኔታን እንዴት ያዩታል?-----

APPENDIX v

Amharic questionnaire

አዲስ አበባ ዩኒቨርሲቲ

የድህረምረቃ ትምህርት ቤት

የስፖርት ሳይንስ ትምህርት ክፍል

በአሰልጣኞች የሚሞላ የፅሁፍ መጠይቅ

ይህ የፅሁፍ መጠይቅ የተዘጋጀው በቂርቆስ ክፍለ ከተማ ያለውን የክለሶች አደረጃጀት ችግርን ለመፍታት በሚደረገው ጥናት ላይ መረጃ ለመስጠት ታቅዶ ነው። በቅድሚያ እርሶዎ ይህንን የጽሁፍ መጠይቅ በመመለስ በዚህ ጥናት ላይ ለመሳተፍ ያሳዩትን ፍቃድኝነት ለማድከም እወዳለሁ። እርሶዎ የሚመልሱት ማንኛቸውም መልሶች ለጥናቱ ሂደት ከሚገባው በላይ አስፈላጊ በመሆናቸው ሁሉንም ጥያቄዎች እንዲመልሱልኝ በአክብሮት እጠይቃለሁ። ሆኖም አንዳንድ ጥያቄዎችን ላለመመለስ ከፈለጉም ውሳኔውን በደስታ እቀበላለሁ። በጽሁፍ መጠይቁ የሚሰጡት ምላሾች ሚስጥርነታቸው የተጠበቀና በማናቸውም መንገድ ለሌላ አላማ የማይውሉ መሆናቸውን አረጋግጥሎታለሁ። በመሆኑም የርስዎ ትክክለኛ ምላሽ የጥናቱን አላማ ለማሳካት በሚደረገው ሂደት ላይ የላቀ አስተዋፅኦ እንዳለው ለማሳወቅ እወዳለሁ።

ከላቀ ምስጋና ጋር!!!

የአሞላሉ መመሪያዎች

- በየትኛውም የመጠይቅ ገፅ ላይ ስምዎን መፃፍ የለብዎትም፤
- በምርጫ ለተቀመጡ መጠይቆች በተቀመጠው የመልስ መስጫ ሳጥን ውስጥ የራይት ምልክት (✓) ያስቀምጡ፤
- ምርጫ ለሌላቸው ጥያቄዎች ውስጥ የሚያምንበትን መልስ ያለምንም ጫና ይሙላቸው፤

ክፍል1: የግል መረጃ

1. ፆታ

- ወንድ ሴት

2. እድሜ

- ከ 25 ዓመት በታች 31-35 ከ 51 ዓመት በላይ
- 25-30 36-40
- 41-45 46-50

3. በእግር ኳስ አሰልጣኝነት ምን ያክል ጊዜ ሰርተዋል?

- ከ 1 ዓመት በታች 1-4 ዓመት
- 5-10 ዓመት 10 ዓመት በላይ

4. አሁን ያለዎት የአሰልጣኝነት ፍቃድ ደረጃ?

- 1ኛ ደረጃ 2ኛ ደረጃ

- የ-€” ፍቃድ የ-B” ፍቃድ የ-A” ፍቃድ

ከዚህ ወጭ ካለ እባክዎን ይግለጹ _____

5. በቋርቆስ ክፍለከተማ በአሰልጣኝነት ምን ያክል ጊዜ ሰርተዋል?

- ከ 1 ዓመት በታች 1-4 ዓመት
 5-10 ዓመት 10 ዓመት በላይ

ክፍል ሁለት: የጥናቱን ጥያቄ መሰረት አድርገው የተዘጋጁ መጠይቆች

1. በክፍለከተማዎ ያሉትን የእግርኳስ መሰረተ-ልማት አቅርቦቶችን (የማዘወተሪያ ስፍራ) እንዴት ይገልጹታል?

- እጅግ በጣም ጥሩ ናቸው በጣም ጥሩ ጥሩ ናቸው
 ጥሩ አይደሉም ምንም መሰረተ-ልማት የለም

2. በክፍለከተማዎ ያሉትን የእግርኳስ ቁሳቁስ አቅርቦቶችን (ኳስ፣ መለያ፣ ጫማ፣ ኮኖች) እንዴት ይገልጹታል?

- እጅግ በጣም ጥሩ ናቸው በጣም ጥሩ ጥሩ ናቸው
 ጥሩ አይደሉም ምንም አይነት ቁሳቁስ የለም

3. ክለቦችን ለማደረጃት ሲታሰብ የአስተዳደር ሀላፊነትን ማን ሊወስድ ይገባል ብለው ያስባሉ?

- የክፍለከተማዎ አስተዳደር የአዲስ አበባ ከተማ አስተዳደር ማህበረሰቡ
 የክፍለከተማዎ እግርኳስ ባለሙያዎች ባለሀብቶች ወይም ድርጅቶቻቸው

ያልተጠቀሰ አለ ብለው ካሰቡ ይጨምሩ-----

4. በክፍለከተማዎ ያሉትን የስፖርት አስተዳደር ሀላፊዎች ለእግርኳስ ክለብ መደራጀት የሚያደርጉትን አስተዋፅኦ እንዴት ይገልጹታል?

- እጅግ በጣም ጥሩ ናቸው በጣም ጥሩ ናቸው ጥሩ ናቸው ጥሩ አይደሉም አስተዋፅኦ አያደርጉም

5. በክፍለከተማዎ የሚገኙ የመንግስት ባለስልጣናት ለእግርኳስ ክለብ መደራጀት ያላቸውን አመለካከት እንዴት ይገልጹታል?

- እጅግ በጣም ጥሩ ነው በጣም ጥሩ ነው ጥሩ ነው
 ጥሩ አይደለም አላውቅም

6. ክለቦችን ለማደረጃት ሲታሰብ የሚገጥሙትን የገንዘብ አስተዳደር ችግሮች ማን ሊፈታቸው ይችላል ብለው ያስባሉ?

- የክፍለከተማዎ አስተዳደር የአዲስ አበባ ከተማ አስተዳደር
 ማህበረሰቡ ባለሀብቶች ወይም ድርጅቶቻቸው

ያልተጠቀሰ አለ ብለው ካሰቡ ይጨምሩ-----

7. በክፍለከተማው የሚኖረው ማህበረሰብ ክለብን በገንዘብ ለመደገፍ ያለውን አቋም እንዴት ይገልፁታል ?

- እጅግ በጣም ጥሩ ነው
- በጣም ጥሩ ነው
- ጥሩ ነው
- ጥሩ አይደለም
- አላውቅም

8. እንደአሰልጣኝ በክፍለከተማው የሚገኙትን የእግርኳስ ተጫዋቾች ብቃት እንዴት ይገልፁታል?

- እጅግ በጣም ጥሩ
- በጣም ጥሩ ነው
- ጥሩ ነው
- ጥሩ አይደለም
- ተጫዋቾች የለም

9. በክፍለ ከተማው ውስጥ የሚገኙ የእግር ኳስ ባለሙያዎች ክለብ ለማቋቋም የሚያደርጉትን አስተዋፅኦ እንዴት ይገልፁታል?

- እጅግ በጣም ጥሩ ነው
- በጣም ጥሩ ነው
- ጥሩ ነው
- ጥሩ አይደለም
- አላውቅም

10. በክፍለ ከተማው የሚገኘው ማህበረሰብ የእግርኳስ ክለብ ለማቋቋም ያለውን ፍቅርና ፍላጎት እንዴት ይገልፁታል?

- እጅግ በጣም ጥሩ ነው
- በጣም ጥሩ ነው
- ጥሩ ነው
- ጥሩ አይደለም
- አላውቅም

11. በክፍለ ከተማው ውስጥ የሚገኙ የእግር ኳስ ፕሮጀክቶች ክለብን ለማቋቋም የሚገኙበት ደረጃን እንዴት ያዩታል?

- እጅግ በጣም ጥሩ ነው
- በጣም ጥሩ ነው
- ጥሩ ነው
- ጥሩ አይደለም
- አላውቅም

12. በቂርቆስ ክፍለ ከተማ የእግር ኳስ ክለቦች ያለመኖር ችግር ምንድን ነው ብለው ያስባሉ?

- የገንዘብ ችግር
- የእግር ኳስ መሰረተ-ልማት ችግር
- የአስተዳደር ችግር
- የአሰልጣኞች ችግር
- የተጫዋቾች ችግር
- የደጋፊዎች ችግር
- የፕሮጀክቶች ችግር
- የማህበረሰቡ ችግር አመለካከት ችግር
- የእግር ኳስ ባለሙያዎች እጥረት

እባክዎን ተጨማሪ አለ ብለው የሚያስቡትን ይጻፉ-----

13. እንደርስዎ አስተያየት የእግር ኳስ ክለብ ሚና ምንድን ነው?-----

14. የቂርቆስ ክፍለ ከተማ የእግር ኳስ ሁኔታን እንዴት ያዩታል?-----

APPENDIX vi

**Addis Ababa University
Faculty of Life Science
School of Graduate Studies
Department of Sport Science**

Open ended semi structured Interview Schedule for football Expert of kirkos sub city

Thank you for agreeing to participate. This is an interview designed to obtain information on challenges of football club organizing in kirkos sub city. Therefore kindly requested to give genuine and truthful responses. The interview will be recorded with your permission and later destroyed. Offer a summary of the report.

Thank you in advance for your cooperation!

General information

Date of interview.....

Duration: -----

Place: -----

- Is there anything you'd like to ask me before we begin?

Background of the respondent.

- Name of the respondent: -----
- Age-----
- Sex-----
- Educational level-----
- Marital status-----
- Working experience-----

Part II. Questions related to research questions.

1. How do you describe Facility and equipment of football in the sub city?
2. How do you describe the Administration of the sub city to organizing football club?
3. Does the administration work corporately with the football experts/how and why/?
4. How do you describe kirkos sub city football project?
5. What are those Challenges to organizing football clubs in the sub city?

APPENDIX vii

**Addis Ababa University
Faculty of Life Science
School of Graduate Studies
Department of Sport Science**

Open ended semi structured Interview Schedule for sport Administrator of kirkos sub city

Thank you for agreeing to participate. This is an interview designed to obtain information on challenges of football club organizing in kirkos sub city. Therefore kindly requested to give genuine and truthful responses. The interview will be recorded with your permission and later destroyed, Offer a summary of the report.

Thank you in advance for your cooperation!

General information

Date of interview-----

Duration: -----

Place: -----

- Is there anything you'd like to ask me before we begin?

Background of the respondent.

- Name of the respondent: -----
- Sex-----
- Age-----
- Educational level-----
- Area of subject-----
- Marital status-----
- Working experience-----

Part II. Questions related to research questions.

1. How is Facility and equipment of football in the sub city?
2. What are the financial sources and challenges in organizing football clubs in the sub city?
3. How do you describe society of the sub city in organize football club?
4. How is the cooperation of football experts with the sport administrator?
5. How is football project in the sub city to organize football club?
6. What are those Challenges to organizing football clubs in the sub city?

APPENDIX viii

Observational check list for football facilities and Equipment

Name of observer Henok Amdemariam

Date of observation march 2----- march 27/2015

Place of observation kirkos sub city 35 meda, tabot madriya, 08 meda and sport office

Time of observation startingending.....

Sign of observer-----

NO	Check point	Alternatives					Material during observation	Time of duration
		Unsatisfactory	Satisfactory	Good	v.good	excellent		
	1.2 Facilities							
1	Does all playing fields are comfortable to apply club organizing?						Photograph, and pencil	2 days
	1.2 Equipments							
2	Soccer ball						Photograph, and pencil	2 week
	Cones or field markers							
	Air pump							
	Practice bibs							
	Football shoe							
	Shin guard							
	Shirts and sports							
	Note book							
	Net for a soccer goal							
	Portable goal							
Whistle								