ORGANIZATIONAL AND MANAGEMENTAL FACTOR THAT AFFECT THE FOOTBALL PERFOMANCE OF THE WESTERN ETHIOPIA ZONE CLUBS: WITH SPECIFIC REFERENCE TO HOSSANA, WORABE AND BUTAJERA KENEMA FOOT BALL CLUBS.

BY

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Acronyms

CONCACAFE:- Confederation of North, central America and Caribbean Association Football.

[www.all](). Acromy. Com/CONLACAF

CONMEBOL:- The South American Football

Confederation .

www.neohumanism.org/a/ac/acronym.

FIFA:- Federation international de Football Association.

www.acronym.Com/FIFA.

S.C.W:- Sport Commission workers

UEFA:- United of Europeans Football Association.

Abstract

This study was designed to asses and examines organizational and managemental factors that affect the football performance of the western Ethiopia zone clubs with particular reference to Hossana, Worabe and Butajira Kenema Club. To attain the desire objective of the study a descriptive survey based on structured questionnaire was conducted with randomly sampled players, main and assistant coach and sport commission workers(n=36) in the three clubs, during February 2005 to august 2005 E.C .In addition different partsparatory tools used to collect primary information. Official statics and published literature were intensively reviewed. Data were analyzed with tools using absolute number, frequency and percentage of the respondents. The finding of the study revealed that the coach and governing body experience to bring the better performance of players in the club, limited financial sources and no more financial strategy as well as weak fans mobilizing trend. Therefore, this paper suggest with need of enabling organizational and managerial strategies related to coaching training for the coach, financial and fans support and training for players as well as interaction among the stockholders for the better football performance in the western Ethiopia zone football clubs.

Keywords:- Training level, resource, Coaching Experience Management.

CHAPTER ONE

INTRODUCTION

1.1 Back Ground of the Study

Organization is the entity that allows for a group two or more people to work together more effectively than they might work alone in order to achieve the desired goal Throughout many country of the world, sport is rapidly growing and increasingly diverse industry, increased amount of income, a heightened awareness of the relationship between an active life style and good health and a greater number of opportunities to participate in sport have all contributed to this growth. The sport industry also includes professional sport organization. Sport organizations are, then an integral and pervasive pats of the sport industry (slack, 1997). In similar, slack (1997) state that, sport organization is a social entity involved in sport industry. It is goal directed with a consciously structured activity system and a relatively identifiable boundary.

Football clubs are sport organizations, they need to have goals achieved with a consciously structured activities. A football club which has well organized by resource human, finance, material, and others organizational factors has a capability to bring observable change on team performance. In addition, any organization of football clubs do not function efficiently without some elements those hold them together and give directions so that they can achieve the goal for which they exist (Bucher, 2002). This element is management. Management is the glue that bonds the various units and provides the control, communication, motivation, nurturing and leader ship needed to achieve design goals. To accomplish this function, a structure is needed that provide an efficient (i.e. the amount of resources used to achieve an organization goal) and effective (the degree to which the

organization state goal) way of operating and carrying out the various duties and responsibilities existing within the organization. In addition to the above mentioned factors. There also exist certain internal factors that can shape a football team's success. For example, institutional support, team identification. Player-coach ability (Giacobbi,et.al,2002), as well as certain external factors like fan identification. Supportive team atmosphere (Giacobbi et.al, 2002) among others outside the level of competitiveness, have managed to be important elements to determine the success or failure of an organization. Thus, there are teams considered successful by the fact of having a solid program, and being considered as protagonists by virtue of consistently qualifying for the playoffs, possessing strong institutional and fan support. Coaches are also involved in such consideration, since they play an important role in team performance. However, this role can result in a positive or negative influence on players (schuman, et.al, 2005). According to these authors, successful coaches are characterized by influencing positive behavior, thus, tend to improve coach-athlete relationships.

Hence, this research have conducted to assess what organizational and structural factors affects Hossana, Worabe and Butajera Football team performance and tries to point out significant solution for the present issues that expected to enhance team performance.

1.2 Statement of the Problem

There is an important consideration to keep in mind when evaluating a football club organization work done within a season to determine if that organization achiveness. Acccording to Chelladurai (2005), this concept is composed of the definition of effectiveness from an organizational and structural point of view. Thus, effectiveness represents the accomplishment of goals by any sport organization. To maintain better performance and self-confidence in athletes, or developing successful athletes, and winning championship are common goals that design by football organization.

Whereas, organizational effectiveness that relate with accomplish the design goal in football clubs should be affected by internal and external organizational factors.

Now in Ethiopia from time to time football clubs have displayed encouraging enlargement and expansion in number through the country. Accordingly. Greatet numbers of city teams including Hossana,worabe and Butajera city team of western Ethiopia zone have get the chance to participate in the National League of Ethiopia. Even though, there has a good beginning of change, while measured their effectiveness most of them have unsatisfactory results. The cause of these should be the internal and external organizational factors like; lack of proper organizational structure, shortage of resource (finance, materials), inefficient training level, lack of players-coach ability and factors like fan identification and supportive team atmosphere. If the clubs fact with problems on these areas, it should be difficult to establish a team with better football performance and winning the champion ship (Giacobbi et al, 2002).

Therefore, establishment of a team with better football performance and winning the champion ship for any clubs require the analysis and evaluation of the internal and external organizational factors that influence their work effectiveness through out a year. In addition, after the results of the evolution, the teams need to design essential strategy to improve the existed problems and to organize as much as possible the necessary organizational assest.

For these reasons that, this study aimed to assess the organizational and managemental factors that affect the football performance of Hossana,Worabe and Butajera Clubs and try to point out significant solution for the preset issues, Hence, the following research questions were set to developed and meet the purpose of study

1.3 Research questions

1. Does organization and manage mental factors can influence the football performance of the players?

2. How does an organizational and managerial factor affect the football performance of clubs?

3. Which organizational and manage mental factors are perceived to be influence the success of football club performance?

4. What measurement should need to be taken for minimizing the current organizational factors affects football performance of the club?

1.4 Objective

➢   This subsection justifies the objective of the study in general and specic context of view.

1.4.1 General objective

*   To asses and examine organizational and

*   manage mental factors that affect football performance of the national league club in waster Ethiopia.

1.4.2 Specific objective

*   To assess the possible factors that affect the football performance of the western Ethiopia football clubs with a particularly hossana, worabe buta jira clubs

*   To identify the possible internal factors that affect the performance of the team

*   To suggest the possible alternative solution for the identified challenges.

1.5. Significance of the study

❖ create opportunity on the targeted population toward better performance through effective organizational and manage mental approach

❖ Allow the chance managers and coach to improve their style in much more effective method

❖ Crate awareness all organizational and managerial factors by which that affect the performance of the club by all the club members

❖ Serve as standing point for further study in the field

1.6. Delimitation of the study

In fact conducting research would have been more useful to asses and examine the current organizational and manage mental factor that affect the football performance of the clubs at national, regional and zonal level. However these would be practically difficult due to a number of reasons such as resource limitation and other constancies. Therefore these study delimited the area of the study in the southern regional state haddiya, silte and gurage zone football club,namely,Hosssana,Worabe and Butajira Kenema, based on the current team position

1.7. Limitation of the study

Conducting research requires Enough resource such as time, budget, material and reference however these is not always available due to a number of factors therefore the researcher faced following limitation in conducting season of this study: .

- Financial shortage
- Resource material
- Time
- Pre-study on the area
- Unwilling of informants to give their response

1.8.   Definition of the key words :-

Football performance:*-* Function of physical and mental characteristics of football players.

Factor:*-* One of the several things that influence the other.

Organizational *factor:**-* Refers to a team's ownership and management.

Manager:*-* Responsible for managing and organizing clubs.

Tactics:*-* Modification or adaptation of play within a team system.

Training: - Learning to practice and to correct ones mistakes.

1.9. Organization of the study

This study contained five chapters the first chapter contains introductory part, statement of the problem, general and specific objectives of the study , delimitation and limitation as well as operational definition of terms. Chapter two, deals with related literature, chapter three also contain research design and methodology, chapter four deal with presentation and analysis of the finding. The last chapter deals with summery conclusions and recommendation of the study moreover, papers which have relevant information of the study have been attached in the appendix.

CHAPTER TWO

Review of Related Literature

2.1 Back ground of footboll from global prospective

The world's first international football match was a challenge match played in Glasgow in 1872 between Scotland and England, with the first international tournament, the inaugural edition of British home Champion ship, taking place in 1884. At this stage the sport was rarely played outside the United Kingdom. As football grew in popularity in other parts of the world at the turn of the century, it was held as a demonstration sport with no medal awarded at the 1900 and 1904 summer Olympic and at the 1906 intcrcolated game (FIFA 2010)

After FIFA was found in 1904, it tried to arrange an international Football tournament between nations outside the Olympic framework in Switzerland in 1906. These were very early days for international football, and the official history of FIFA describes the competition as having been a failure, At the 1908 summer Olympic in London, football become an official competition that planned by the Football Association. England's football governing body, the event was for amateur players only and was regarded suspiciously as a show rather than a competition. Great Britain won the gold medal. In 1914, FIFA agreed to recognize the Olympic tournament as a world football champion ship for amateurs, and took responsibility for managing the event. This paved the way for the world's first intercontinental football competition, at the 1920 summer Olympic contested by Egypt and thirteen European teams. Due to the success of the Olympic football

tournament, FIFA again started looking at staging its own international tournament outside of the Olympics. On 28 May 1928,the FIFA congress in Amsterdam decided to stage a world championship itself. With Uruguay official world Champion celebrated their centenary of independence in 1930 (FIFA, 2010).

As Wondimu and Damene (2004, p.18) state that, the first confederation of football association was CONMEBOL, the South American Confederation which was set up to organize a continental competition, the South America Champion Ship, in 1917. It was nearly half a century later when the demand arose elsewhere for continental tournament, before another such confederation was established. Thus, the Union of European Football Associations formed in 1954, the same year its Asian counterpart and two year before the African Football Confederation. CONCACAF, the central and North American and Caribbean body, was launched in 1961. This body of world football the Ocean football confederation was formed in 1966.

The tournament was expanded to 24 teams in 1982, and then 32 in 1998, allowing more team from Africa, Asia and North America to take part. Tow handed teams entered the 2002 FIFA World Cup qualification round; 198 nations attempted to qualify 2010 FIFA World Cup (FIFA,2010).

Leaders typically have two functions

1. To ensure the demands of the organization (club)is satisfie by the group effectively meeting its targets
2. To ensure the needs of group members are satisfied clearly, those individuals who are responsible for appointing leaders or mangers need to ensure that the versions and targets of both the club and potential leader are compatible and that the qualities of the leader and group members (Players) are not incongruent. Effective leadership is dynamic and is based on a complex service of interaction between leader, group members and situational constraints. The positive outcomes (Performance and satisfaction) will occur when there is congruence between the leaders actual behavior (i.e. either or) Organizational practices or providing positive feedback.

The group members preferred leadership behavior (i.e; performance for a highly organized, supportive leader) and the behavior that is regained in relations to the situation. In addition behavior does not our in a vacuum, and antecedent factor such as leader and member characteristics swill influence both the actual behavior of the leader and group preference for leadership behaviors the football manager really exercise in the club.

2.2 Organizational Structure of Sport

Mintzberg (1979) define simply organizational structure as the total of ways in which it divides it effort in to distinct tasks and achieves coordination among them. Robbins etal, (2004) state as an organizational structure is the framework that outlines how tasks are divided, grouped and coordinated within an organization. Every Fool organization has a structure that oulines the tasks to be performed by individuals and teams. Finding the right structure for an organization involves juggling requirements to formalize procedures while fostering innovation and creativity. The right structure means one in which owners and managers can exert adequate control over employee activities without unduly affecting people's motivation and attitudes to work. It also provides clear reporting and communication lines

while trying to reduce unnecessary and costly layers of management. An organization's structure is important because it defines where staff and volunteers fit in with each other in terms of work tasks, decision- making procedures, the need for collaboration, levels of responsibility and reporting mechanisms. In other words, the structure of an organization provides a roadmap for how positions within an organization are related and what tasks are performed by individuals and work teams within an organization.

2.3 Dimension of Organizational structure of Structure of Sport (Football team)

Organizational structure refers to how structural elements are arranged to create the governing body. There are several structural elements to be considered, including complexity, formalization, centralization, specialization, and standardization. No two governing bodies are exactly the same, because the organizational design reflects the organization's mission and environment (Slack and Parent, 2006). These will be discussed as follow:

- **Complexity:-** Complexity is the extent to which a sport organization is horizontally, vertically, or spatially (geographically) differentiated. Sport organizations are horizontally differentiated when work is broken down in to narrowly defined tasks, when professionals or trained specialists are employed, and when the organization is departmentalized. Vertical differentiation refers to the number of levels in the organization and is represented by the "hierarchy of authority." A tall structure is characterized by (a)greater levels of hierarchy and (b)relatively narrow span of control. Conversely, a flat structure is characterized by (a) fewer levels of hierarchy and (b) relatively wide span of control. Spatial differentiation may be vertical or horizontal. Vertical spatial differentiation occurs when different levels of the organization are dispersed geographically.

  Horizontal spatial differentiation is when the different functions (or departments) of the organization take place in different locations (Slack &Parent,2006). As differentiation increases in an organization, so does the complexity. In other words, complexity increases when an organization

have many departments, multiple levels of authority, and physical separation between members. Poor communication, coordination, and supervision are a few of the problems organizations face when they become too complex.

- **Formalization:-** A means to control the amount of discretion individuals or groups have when performing job functions (Slack &Parent, 2006). Written documents, such as job descriptions, codes of conduct, and policies and procedure manuals, direct and control staff member behavior. As slack (1997)state formalization refers to the extents to which mechanisms such as rules, regulation, procedures and strategies govern the operations of an organization. These rules can be either written or unwritten.

Formalization reduces the uncertainty of individuals by defining the task of a role and what a member of an organization is expected to do, but simultaneously they restrict an individual's room to manoeuvre. Formalization clarifies the tasks of individuals and the organization becomes less dependent on key figures to maintain it operation. Of course it is not possible to develop formalized rules and procedure for every situation that may rise. However, some principle can be introduced as guidelines for the practices of an organization (Slack, 1997). Further through formalization. Many sport organizations are characterized by low level of formalization, providing individuals with a high degree of freedom to carry out their tasks.

- **Centralization:-** Centralization is concerned with who makes decisions and at what level. Mitzberg (1979) writes, "When all power for decision making rests at a sigle point in the organization ultimately in the hands of a single individual we shall call the structure centralized; to the extent that the power is dispersed among many individuals we shall call the structure decentralized". Generally speaking, in a centralized governing body, decisions are made by a relatively small number of people at the top of the hierarchy. In a decentralized governing body, decisions are made by a greater number of people at lower levels in the organization.

- **Specialization:-** Specialization the concept that refers to the extent to which roles are differentiated according to a particular task or purpose and is related to increased differentiation of the organization. Specialization also implies increased organization complexity sow tasks means that there are more roles and position to mage, and a more comprehensive system for coordinating between different tasks and role must be introduce (slack:1997). Specialization of roles also means that persons with diverse values and competencies occupy various positions within the organization. This can create different approaches to organizational practice, for instance between a person within a football club from football back ground and a person trained in business administration and economics.

Specialization means increased complexity within organization, there are several advantages. Specialization implies that people become more skilful in their operation, since the task is frequently repeated. The chance of developing more efficient way of operating is also improved and the specific skills of individuals are used in the most efficient way.

- **Standardization:-** Standardization refers to the development of procedures that are used repeatedly to handle selected tasks. As sport organizations have become more complex, new oversight systems that specify roles, plan work, and monitor activities have been introduced. Specifically, standardization refers to the extent to which work activities in different areas are performed in a uniform manner and the extent to which such uniformities are documented. Uniformity may be analyzed in terms of technical procedures, administrative procedures, workplace arrangements, equipment and tools, among others.

2.4 Structural model of Sport organization

As Slack (1997) state that the type of structure adapted by sport organization can be categorized in to four common types: Simple structure, the bureaucracy, the matrix structure, and the team structure, discussed below:

- **Simple Structure:-** The simple structure has a low degree of departmentalization and formalization, wide span of control and would most likely have decision centralized to few people. There would be no need for departments, as most decision and administrative task would be performed by the owner manger and all other staff. The majority of procedures would be executed according to a simple set of rules and the owner/ manager would have all staff reporting direct to him or her. The advantages of structure in this case are obvious: decision can be made quickly; it insures a flexible work force to cater for seasonal needs and busy period and accountability clearly reset with the owner/manager.

- **Bureaucratic Structure:-** The bureaucratic structure attempts to standardize the operation of an organization in order to maximize coordination and control of staff and activities. If relies on high levels of formalization, the use of departments to group people into discrete work team that deal with specific function or task, highly centralized decision making and a clear chain or command. An organization such a state or provincial government department of sport would be structured a long these line. Obviously, as an organization expand in size, increase the number of location it delivers services, or diversifies its range of activities, the more likely it is to reflect some elements of bureaucratize.

- **The matrix organization structure:-** The matrix organizational structure reflects the organization of groups of the people in to departments according to function and product. For example, an elite institute for sport might group specialist such as sport psychologist, biomechanics, skill acquisition coaches and exercise physiologists in to discrete team. At the sometime, individual in these teams might be involved in providing services to a range of different sporting groups or athletes, effectively creating two bosses for them. This breaks the unity of command principle but allows an organization to group specialists together to maximize sharing of expertise while facilitating their involvement in a number of project or service delivery areas. The argument for this ar5rangement is that it is better to have the specialists to work as a team than to appoint individuals to work in isolation to provide a range of services, it does

increase the potential for function in regard to managing the demands from bosses, which in turn may lead to an increase in stress.

- **Team structure:-** A relatively new structural design option is the team structure. The team structure requires requires decision making to be decentralized to work teams that are made up of people with skill to perform a variety of task.

2.5 Factors that influences structure of sport organization

The structure of sport organization should be affected by some factors. Among the factors that influence structure of sport organization the following are evident in football.

Organizational Strategy:- Das (Cited in Slack, 1999)State that, an organizational strategy to the game plan developed by a sport team. Before a team enters the field an effective coach looks at the team's strength and weakness and also these of its competitors. The coach carefully studies the two teams past success, failures and behavior on the field. The obvious objective's to win the game with minimal risk and personal injuries to the players. Thus, a coach may not use the entire teams best player if it is not warranted (they may kept in reserve for future games or to maintain an element of surprise). The key goal is to win the game, and the game plan itself might be modified to recognize the emerging realities.

Das goes on, however, to point out that while any team has a game plan for each game and each opponent, an organization strategy is more long term and must detail with a number of issue internal, and external to the organization. In addition as he suggest that organizational strategy as the determination of the basic long term goals and objective of an enterprise and the adaption of course of action and the allocation of resources necessary for carrying out these goal.

Australian Sports Commission (2004) suggests that strategic plan is a document that is designed to give the sporting organization some direction over a desired period (for example four years). Strategic planning is the for

maculation of strategy to assist management in planning to take advantage of long-range organizational goals. In general a strategic plan incorporates the following areas:-

- Vision, mission and values
- Key stakeholders
- Key result areas
- Long-term objectives and rationale
- Strategic priorities
- Key performance indicators
- Multi-year summary of strategic priorities
- Implementation framework.

All sport organizations formulate strategies:- the may be deliberate or emergent. Deliberate strategies are intended course of action that becomes realized. In contrast, emergent strategies those that are realized but not necessary intended. In is of course, Possible that deliberate strategies, as they become realized may become in part emergent strategies in time get formalized as deliberate.

In summary, strategy may then be planned and deliberate, it may emerge as a stream of significant decision or it may be some combination of both. In any of these situation organizations decision makers base their choice of strategy on their perception of the opportunities and threats in the environment, and the internal strengths and weakness of their organization.

Environment:- A dominant them in the study of organization is that the environment in which an organization operates influence its structure and processes. To be effective, an organization must adapt to the demands of its environment. Accor dining to Slack (1997) organizational structure divided in to two type of environment: general environment and task environment.

A. **General environment:-** It includes those sectors which, though they may not have a direct impact on the operations of sport organization can influence the sport industry in general ways that ultimately have an

impact on the organization. The general environment of sport organization included as:-

- **Economic factors;** the general economic conditions in which a sport organization operates.

- **Political Situation:-** The prevailing political situations, the extent to which political power is concentrated, the ideology of the party in power are all factors which can influence a sport organization.
- **Socio-culture:-** Socio-culture factors that influence a sport organization include the class structure of the social system, the culture in which the sport organization exists, traditions of the area in which the organizations is situated.
B. **Task environment:-** A sport organization's task environment is made up of those aspects of its general environment that can impact upon its ability to achieve its goals. Typically included in a sport organization's task environment are such group members, fan, staff, suppliers, competitors and regulatory agencies. In contrast to the general environment, which is more removed from the sport organization, the task environment is of more immediate concern to the sport manager, because it contains those constituents that can strongly impact the success of the organization.

As the author of this study trust, success of football clubs as an organization should be influenced on task environmental factors like group members cohesion and fan identification. As Caron (1982)

State that group cohesion is a dynamic process which is reflected in the tendency for a group to stick together and remain united in the pursuit of goal and objective. It is the elusive ingredient that changes a disorganized collection of individual into a team.

According to William (1985) team cohesion in an organization makes:-

- To have personal contact between team members that facilitates interaction.

- To understands a team members themselves as a unit and as different from others outside the crew.
- To accepts team members themselves as having similar attitudes, aspirations, commitment and abilities.
- Individuals should understand, accept and enthusiastically undertake their role in the team and be aware and conform to team norms (acceptable behaviors).

Fan identification is also an important factor of numerous affective, cognitive, and behavioral reactions in sport context identification with a sports team involves the spectators' attachment to a sport team. In this sense, sport team can generate high level of identification among customer, compared with other service. According to the Krohan, etal (cited in Kyaw, 2007) there are three types of sport fan. First type is that some sports fan like to attain sporting event not only to witness an event, but also to be part of the group and to be included in the overall atmosphere of the game. The others two type of fans are fans which are attending to enjoy the excitement of athletic competition. As fan identification and belongingness with a team increase, the collective self-concept or group esteem tends to be higher among groups with strong attainment to a team.

Resource strategic management

Mintzberg (cited in Palm,2005) defined management as the coordinated and integrated process of utilizing organizations resources (e.g human, financial, physical technical…)to achieve specific objective that is for improving football team performance through the function of planning, organizing, leading and controlling.

Resource-based logic suggests that organization should look inward, discover their own valuable, rare and costly to imitate resources. The resource based view is considered an influential theoretical view understanding how competitive advantage is achieved and might be sustained over time.

In the resource based view, the organization is viewed as a blend of resources that enable certain capabilities, options and accomplishments. The internal capacities organizations are linked with the success. In this inside-approach, competitiveness is viewed as a function of the exploitation and leveraging of internal resources. Internal capabilities enable an organization to reach to its goal. The resources form the basis of unique value-creating strategies and related activity systems that address specific value in distinctive ways, which lead an organization to competitive advantage (Collis & Montgomery, cited in Palm, 2005).

Existing literature on strategy offers a kaleidoscope of insights, perspectives and assumptions. Besides the more well-known classification of schools of thought in strategic management, Fiegenbaum et al. (1996)provided a classification of strategic management thinking, based on the assumptions that are leading in daily corporate behavior. These assumptions are divided in two dimensions:- a 'spatial orientation' and a 'time orientation'.

Concerning the time orientation, tow basic explanations of the performance heterogeneity of organization have been proposed, as the strategic management field of inquiry evolved. One is based primarily up on economic tradition, emphasizing the importance of external factors in determining organizational success. The second explanation of performance heterogeneity builds on a variety of research traditions in organization theory and focuses on internal attributes or 'resources' of organization. This second approach has come to be known as the resource-based view of the organization (Barney, 1991).

The resource based view is largely based on a behavioral and sociological paradigm and considers organizational factors as the determinants of success. Organization resources include all tangible and intangible assets that enable the firm to conceive of, develop and implement strategies that improve its efficiency and effectiveness. These organization resources have been conveniently in to three categories(Barney, 1999).

- **Financial resources:-** The financial means to which the organization has direct access, e.g. equity capital, debt capital, retained earnings.
- **Physical resources:-** The physical technology used in an organization, and equipment.
- **Human resource:**- The combination of knowledge, skills, creativity and capacities with which the individual employees perform their tasks is refers as human resource in the organization.

2.6 Concept and Principle of Training

Gareth (2004) said that, training should attempt to match the functional movements and precise demands of game play as closely as possible. The major aim of training for football should be to improve performance in game-related tasks. The sports scientist should have knowledge of the effects of training on specific biological systems before attempting to identify those that contribute most to elite performance. Training should be designed with safety and injury avoidance as priorities. If football players are to reap the benefits of investing time and energy in training, then program.

Should be designed to provide optimal effects. For any training program to be effective, it must follow a number of essential training principles. There are five principles of training that are identified and coaches of young footballers should consider. Those are: specificity, progression, overload, reversibility and type. These are discussed as follow:

Specificity:- Exercises should be specific to the activity that is to be undertaken. Demands of the game should be used to develop program of training and exercise. Genetic, maturational, age and psychological factors contribute to individual differences in training responses. Young players arrive at training with varying levels of fitness. The effects of training are maximized when coaches are able to develop program that are specific to the individual capacities of the young players.

Progression:- After football fundamentals have been developed, training volume should be increased progressively. Coaches should ensure that the physiological system being trained is loaded to full capacity to allow training adaptations to take place. Progression needs to take account of growth periods and incorporate gradual increases in a safe and effective manner. Coaches should plan training stages in a graded manner by adjusting the duration, intensity and/or frequency of training according to individual needs.

Overload:- To bring about improvement, a physiological system should be loaded to full capacity by exercising above a normal level, a variety of training adaptations (such as an increase in muscle size and coordination, improvements in cardiopulmonary function) enable the body to function more efficiently.

The appropriate overload for each individual can be achieved by manipulating combinations of training duration, intensity, frequency and mode. For the applicability of over load the following points should be considered.

Frequency:- Training frequency refers to the number of times an individual trains in a given period of time. Frequency of training program depends on players' stage of training, stage of maturation, level of performance and type of sport in which they participate. Early specialization sports such as gymnastics and swimming require high frequency of training before the teen years. Sports such as football do not require specialization at early stage.

Intensity:- Training-induced adaptations are closely related to the magnitude of overload. Exercise intensity reflects both the calorific cost of the work and the specific energy systems activated. Relative intensity can be measured as a percentage of maximum function, e.g. maximum heart rate, weight lifted, exercises completed, intensity of exercise should not decrease motivation or risk injury in the growing athlete. Care should be taken during periods of rapid growth to monitor closely how players respond to the

intensity of training. Coaches should be aware of typical injuries that can occur around the growth spurt during monitoring.

Time (duration):- Training duration refers to the length of time that is spent in a training session. Duration of training will vary among elite, sub-elite and recreational players and will also be affected by age and stage of maturation. Training sessions of young soccer players should include elements of game play and should last no longer than an hour. As training becomes more specific, the time spent training and playing can be gradually increased to adult levels. The principles of sport fit should assist coaches in developing training program. The contextual background for this training program will vary according to ability level, age and stage of maturation and development of the players.

Reversibility:- Training must be maintained if performance level is to be sustained. Detraining occurs rapidly when an adult stops exercising, although decrements in fitness of youngsters may not be so apparent because of growth. The adults undergoing 7 to 30 day's complete bed rest, V 02max decreased by between 5 and 28 percent. Rowland (1994) serially measured the V.02 max of five, 7- tc 11-year- Old children who had been in a non-weight bearing condition for over 10 weeks due to femoral fractures. He reported that V'02max increased by 13.3 per cent from 37.2 to 42.9 ml.kg-q min-1 by the third month of recovery. Decreases in more highly trained youngsters such as elite young football players would probably be greater than their sub-elite counterparts. Fitness levels can be maintained by one to two training sessions per week. The maintenance sessions should be at higher exercise intensity, but lesser duration than that used previously to build fitness.

The principles of detraining and maintenance are applicable to an injured athlete. Many athletes sit out completely for four to six weeks, depending on the injury, and have a difficult time returning to their activity mid-season because of their loss of strength and fitness. The coach should arrange

alternative training sessions for injured athletes to preserve as much strength and conditioning as possible.

Type:- Types of training should be utilized and matched to the demands of the game. Variety is different important and training activities should be interesting and educational. Greater focus on football-specific training occurs with increase in age. During Childhood to early teens, it is essential that coaches encourage participation in a range of activities. This may involve participation in other sports and activities that develop key fundamental skills and fitness components. Activities may involve game play, athletics, and gymnastics and resistance exercises using body weight. Fixed apparatus may also be used where appropriate.

2.7 Football performance

As Wondimu and Damene (2004) state that, football performance is a function of physical and mental characteristic of the individual. In addition, peak performance is the product of a careful preparation where the competitive peak is the result or a well planned training program. Kachany (cited in Wondimu and Damene, 2004) football performance is regardless as an actual manifestation of the efficiency of the player, it is a purposeful activity directed to the solution of a task determined by the principle of training and estimable achievement is a complex mixture of environmental influences and training.

At a general level, Wondimu and Damene (2004) say it is possible to demonstrate that, football performance is influenced by specific physical characteristic, which can be measured and described. These include variable such as strength, mobility and endurance, which are classified as

component of physical fitness. This as well, is a useful way of analyzing football performance.

For expected improvement, coach and players should set a goals together agreeing on rate. The key to goal setting should always remain realistic. If players constantly face goals that are unattainable, instead of stimulating

greater effort, they become discouraged and quickly lose interest. Such lose of interest negatively contributed toward the development of performance. Helping players set short and long term goal, the coach can keep a written records of player's progress and see if the goals may still be attainable. If they are attainable, they definitely contribute positively toward performance development. In this sense, football performance constitutes an integral system with a structure of its own (Wondinu and Damene,2004). This structural form of football performance contains physical, psychological, technical, tactical and nutritional factors.

Physical factors; Rees (cited in Wondimu and Damene,2004) state that, if a football player is not physically fit, his technique will suffer, especially late in the match. Physical fitness has many other advantages. If fit, the player's vision, awareness, instinctive reaction, adaptability, inventiveness, composure, skill, confidence, decision making, and hardiness all benefit. In addition, a fit player is much less likely to be injured. All athletes, particularly football players, must develop physical fitness before anything factor.

On the work of Kacany (cited in Wondimu and Damene, 2004) put, in the course of one game defensive player covers 4000-5000 meters, midfielders 6500-7000 meters, and attackers 5000-5500 meters. In the course of a game player pass a ball 29-46 times, the exact number depending on the function of the individual player. Another numerical indication of the level of exertion is the number of times the player is involved in play with the ball: backs 43-47times, midfielders 42-56 times, and wing forward 34-40 times.

Another basis for the qualitative characteristics of exertion is the intensity, expressed in the irregular switch from components with, high, average and low intensity. In planning strenuous training, it is important to know what distance will be covered with high intensity. For a back is 1020 meters, centre back 710 meters, midfielders 1450 meters, wing forward 1100 meters and centers forward 980. All these numerical information point the fact that how much footballers need high physical preparation (Kacany, cited in Wondimu and Damene,2004).

Technical and tactical factors; Technique is evidently of fundamental importance. It forms the basis for possession of the ball, for keeping it under control in difficult match situations and for using it to good advantage. Good technical skill adapted to any particular situation, which enable a player to avoid losing the ball too frequently and then having to expended more energy in trying to recapture it. Unless a player has perfect ball control, he/she will never to be able to control a game.

Tactics teach players how to be organized, how they should be positioned, how the skill can best be implemented in competition and how all players have different roles to play on the play ground. The aim of good tactic is to put emphasis on the position. Moreover, a good choice of tactics helps to build up confidence within the team itself.

As Wondimu and Damene (2004)state that, it is impossible to treat tactical aspect separate from technique. Players learn to make a reaped and creative choice from the technique they have been taught, selecting those that are most effective in the given situation. Practice and preparation of play combination, cooperation of individual in play activities. The climax of tactical preparation is the practice and perfection of play system. The play system represents action at high level by the player as adapted to the needs and abilities of the entire team.

Psychological factor; this is a length, complex process and must be realized in the conjunction with good physical education, and emphasize the view varied and philosophical basis of the training process. The basis for imfluence on the player is philosophical, moral and willpower training (Wondimu and Damene, 2004) As regarding to player's personality Kacany (cited in Wondimu and Damene,2004) note the following, ideological preparation must mould the player so that they achieve a broad overview, thereby enabling them to arrive at the right assessment of the aim of football activities. Ideological preparation forms the basis of judgment of intellect together with other aspect of his personality. At the same time it forms an important component in the regulation of the player's motivation, which in

turn forms the basis for growth in football performance. Kacany state continuously moral preparation is direct to the development of characteristic such as the relationship to collective value, to work with fellow players, the coach and football activities in general. The level of moral characteristic is expressed in honest behavior, responsibility with respect to training and match, maintenance of a disciplined life style and consciousness performance of daily duties.

Nutritional factor; Good nutrition is the function for physical performance and one of the most important variables in attaining a high level of fitness. Food fuels our systems and forms new tissue. Mc Eachen (2004) said that, muscle building was ten percent hard working ninety percent nutrition. Continuing state professional male soccer players must consume 3000-3600 calories to meet the energy demand of the sport. Upper level female players might need up to 2500 calories. The recommended ration is 60-70 percent carbohydrate, 15-20 Percent fat source. In addition, sufficient source of water, vitamin, and minerals must be part of the everyday diet.

Mc Eachen (2004) carbohydrate is an important source of energy for aerobic exercise. They also provide the fuel used during intense anaerobic exercise. Athletes with diets high in carbohydrates perform significantly better than those with low-carbohydrate during the late stage of competition. Players who consume lower level of carbohydrate have lower glycogen levels and become stale and unable to perform. Increasing carbohydrate intake to 75 to 85 percent a few days before competition has been shown to improve performance. In soccer journal (2002) write that, the importance of taking a six to eight percent carbohydrate drink Just before competition and at half time to enhance performance. The carbohydrate-protein drink replenished energy electrolytes (Potassium, sodium and fluids; reduce muscle damage after competition and increased endurance at the next work out. As Mc Eachen (2004) state carbohydrate loading, which increases glycogen reserves, is a method intended to improve performance on game day. One method is a six day program in which players consume 50 percent of calories as carbohydrate for the first three days and 70 percent that last three days.

A 90 minute workout decreases in intensity each day leading up to competition. Pre competition meals should be eaten three to four before the game and should contain protein to prevent large swings in insulin or glucose.

Protein has been considered a key nutrient for sporting success by athletes of all eras in all sports. Whereas ancient Olympians were reported to eat unusually large amount of meat, today's players are provided with a vast collection of protein and amino acid supplements to increase their protein intakes. Protein plays an important role in the response to exercise. Amino acids from proteins form building blocks for the manufacture of new tissue and including muscle, and the repair of old tissue. They are also the building blocks of hormones and enzymes that regulate metabolism and other body function protein provides a small source of fuel for the exercising muscle (Socer journal, 2004).

Strenuous of prolonged exercise and heavy training, particularly aerobic exercise, stress the body. Adequate intake of iron, copper, manganese, magnesium, selenium, sodium, zinc and vitamins A, C, E, B6 and B12 are

particularly important to health and performance. These, as well as other, are best when obtained from varied diet based largely (Soccer journal, 2004).

Water is the most important fluid the human being put into his system. It accounts for 40 to 60 percent of human body mass. Hydration is an everyday function that critical for optimal performance. Most people should drink to six glasses of water to maintain fluid balance, and athletes who lose fluids through sweat should consume more water (Mc Eachen,2004).

2.7.1 Components of football training

Mcardle William(cited in Wondimu and Damene, 2004) defines training as a system process of repetitive, progressive exercise or working involving learning and acclimatization. Training is an act taken to improve and stabilize the quality of performance. A physical education process develops a complex football performance by means of contents, methods and organizational measures corresponding with objectives. The systematic

aspect of training procedure is an evident in training plans, training content, methods and objective. Kacany (cited in wondimu and Damene, 2004) state that, general social task of training is by means of systematic and highly demanding training activities directed by the coach to perform a players collective. While the specific tasks of training sports consists of the development of physical and psychic qualities and capabilities plus the assimilation and perfection of the special knowledge and habits of plays, which form the basis for high-level performance in sport.

As Gareth (2004) state that football coaches should be aware of the gradual process performance development. They do not just start training and expect instant result but it takes several years, until footballers achieve a high standard of performance in order to make a farther increase in performance level. In order to achieve permanent improvement and to make training as effective as possible, certain stages and fundamental as technical, tactical, physical and psychological components must be distinguished. Each of these components includes tasks of great significance for the perfection on play. The relationship between the components of the sport training varies in proportion to the level of performance of the players, the length of the training period and the shortcoming established. The preparation of football training has to contain the following:

Technical Preparation; Technical preparation is obviously known as fundamentally important. It forms the basis for possession of the ball, for keeping it under control in different play situation and for using it to good advantage. Moreover, good technical skill adapted to any situation which enable a player to avoid losing the ball too frequently and then having to expend more energy in trying to regain it unless a player has perfect ball control, he will never really be able to control a game and also preparation is a natural starting point; good technique is essentially if a payers are their potential, and especially so if they want to play a pass and move game. He continuing a coach, to nurture player's technical ability as well as improving general play such as passing and moving. Technical work is something no player and preset challenges that will stretch him but not push him beyond

his capabilities; in general, the more gifted the player, the more he should be challenged. If is up to the coach to assess individual

pushing the players who have the capability to understand the work and performance the particular skill (Tony, 1997).

As Michaela (1996) shown that he coach is responsible for building a solid technical foundation for each player in these basic skills. Without the proper knowledge and capabilities to perform these skills, consistency and achievement during game situation will be limited. The technical preparation of an athlete is a process of control in acquiring knowledge and skills (in this case of knowledge related to the technique of motor action). The specific of the sports and technical training are determined by the fact that they are based on the requirements of attaining mastery in the selected sport.

Tactical Preparation:- As Yeagley (cited in Wondimu and Damene, 2004) describes that, the tactical aspect of play activities comprises the choice and adaptation of technique in the given play situation. For this reason, it is impossible to treat tactical aspect separate from technique. Players learn to make a rapid and creative choice from the techniques they have been taught, selecting those that are most effective in the given situation. Practice and perfection of play combinations, cooperation between players is in effect the same as practice and perfection of individual play activities. The climax of tactical preparation is the practice and perfection of the play system. The play system represents action at high level by the player, adapted to the needs and abilities of the entire team.

Kacani (cited in Wondimu and Damene, 2004) describes that, the number of choices and possibilities faced by a player when simply receiving the ball are enormous, he should dribble then pass, simply dribble and try to beat the player, or pass directly. If he passes directly, is the receiver moving and at what speed, should he hit the pass along the ground etc, … do players, which can help us understand how the learning process acquired by a player has been put to use often, face a tactical match situation. Initially, the player's actions are always based up on the position of the ball on the field

and the specific match situation. The detailed phases involved in this tactical situation are described as situation analysis, comparison, anticipation, planning, decision, implementation and memorization.

In addition to matching situation Michaela (1996) elaborates, as different factors influencing the choice of tactics include the long-term strategy of the team and its current form/position, match type/objective (cup, force replay...), where the game is played, weather conditions, match type/objective (cup,force replay...), where the game is played, weather conditions, players available and the quality of the opponents. Factors that affect performance includes match type, pitch size, motivation and climate have an effect on performance. Tactical actions are based on tactical knowledge, tactical skills and tactical abilities. Mental skills such as motivation, attitude, anticipation, composure, intellectual ability and courage play a part as well as physical factors such as speed, agility and co-ordination. Skills and techniques allow a player to perform a certain play, but tactics define the action and its effect on all players. The tactical learning processes involved in game situations are perception, anticipation, choice of action and feedback. Varied, realistic systematic practice along with the player's own ability to learn must be combined with good instructional methods to enhance the learning process. The tactics practiced and learned in training should be applied in competitive games.

Physical Preparation:- physical fitness for the football player helps to play better football. Too many times fitness takes the form of running that has nothing to do with the modern demands of the game. Fitness must be designed to help a player's self-assertion when controlling the ball against tacking opposing players throughout the duration of the game. All physical elements must be balances in order to become a complete player. Physical fitness preparation has to include:

- **Endurance:-** As Wondimu and Damen (2004)define, endurance as the ability to carry out mobile activity for long period at relatively high intensity at a given optimal level. The ability of players commits themselves diligently throughout the game in attack and defence with no

sign of fatigue of impaired ball control. That player must constantly be running into open paces demanding the ball or pulling and committing opposing players to create openings. Even though this is also a tactical commitment, it will only be successful if you have the endurance capabilities to run for the duration of the game. The coach will be examining your physical exertion as you are being exposed to tactical problems you are trying to solve in the game.

- **Speed:**- As German football manual (2008) state that, speed is the ability to overcome distance in the short possible time. The deciding factor in speed is the use of a high, up to the maximum movement of velocity. Speed as the ability to accelerate quickly and maintain that acceleration of the various lengths that player's position demands. As an example, the forward need acceleration with changes of speed over three to twenty yards. The increase of speed training is considerably limited and its limitation depends on the genetic structure of muscles. Speed training in football is different from the speed of the track and field events. The speed in track and field is a cyclic movement while that of the game of football is a-cycle movement.

- **Agility:**- Mc Eachen (2004) says that agility is the ability to change directions quickly. Twisting, turning while dribbling, readjusting your body to control an awkwardly bouncing ball, and getting up quickly after a tackle are a few examples. In addition he states that, agility is the body's ability to move and react quickly in difficult situation. Efficiency and coordination make these tasks look effortless. Agile athletes have a definite edge in decreasing the risk of injury because agility allows athletes to instantly adjust their bodies to change that arise in a game. This area is enhanced by flexibility exercises such as stretching, ball gymnastics, and skill training with the ball. Conditioning training must be combined with skill and tactical training.

- **Strength and Power:-** Mc Eachen (2004) muscle strength and power are important determinants of performance in short maximal exercise requiring high muscle force production, such as weight lifting,

Throwing and jumping, or sprinting. Muscle strength can be defined as 'the maximal amount of torque or force that a muscle or muscle group can voluntarily exert in one short maximal effort, when type of muscle contraction, movement velocity and joint angle are specified'. By analogy, muscle power can be defined as 'the maximal amount of work per unit of time that can be performed in one short dynamic effort's. Muscle force production is the endpoint of a series of intermediary physiological processes. However, independent of the mode of contraction (isometric, concentric, eccentric), muscle strength is very closely correlated with physiological cross-sectional area, which can be defined as the area perpendicular to the muscle fibber direction. The ability to effectively use your body to win physical confrontations. Strength is exhibited during tackling, winning the aerial duel (heading), and changing directions effectively (explosion). It is also important to learn how to effectively use that strength to your advantage as is demonstrated in using your arms to hold a player off while running at top speed with the ball or in shooting for power (Mc Eachen 2004). Mc Eachen (2004) state that, power is the combination of strength and speed. It's essential for acceleration, explosion, quickness, and reaction. Power is essential for modern football players. One must be ready to lift weights, run circuits, perform ply metrics, and do the interval training necessary to enhance this fitness component. Much of your strength and power training can be combined with technique training.

- **Flexibility:**- As Mc Eachen (2004) put that flexibility is the ability to move the joints freely and easily through different ranges of motion as demand by the game. Good flexibility aids in the efficiency of all movement. It helps increase speed, enhances coordination, develops power, decrease soreness, eliminates lactic acid, and enhances performance in all endurance and power sport. It's important to warm up the muscles and joints before embarking on an intense stretching program. Before stretching, do some light jogging. Low intense stretching program. Before stretching, do some light jogging. Low intensity stretching aid in the recovery of damaged muscle tissue, aids in breaking down scar tissue, and quickens recovery from injury.

German football manual (2008)state that the player's flexibility is above all limited by the anatomical and biomechanical connection; degree of freedom in the joints, lever, and friction and by muscular and neuron-physiological condition: shape, structure and elasticity of muscles and tendons. Flexibility gradually decreases with advancement in age. To maintain or improve the level of flexibility, special flexibility exercises should be practice regularly.

- **Psychological Preparation:-** Gucciardi, et al (2009) state that the psychological preparation invoved in athletic performance has long been of interest to athletes, coaches, sport psychologists and sports scientists. Empirical studies have largely focused on individual psychological factors and their influence on performance which includes confidence, motivation, attention, visualization, and psychosomatic skills and also the use of mental skills such as goal setting, imagery, relaxation, and self-talk are important on performance. They also asserted that, goal setting as attaining a specific standard of proficiency on a task, usually with in a specified time limit can increase performance during competition. Moraover, imagery as using all the senses to recreate or create an experience in the mind helps athletes to perform better and increase self-confidence.

Furthermore, as Vealey (2007) state that relaxation acts as a technique to rid the muscles of disorder tension interfering with performance and help the rest of the body and mind. It also promotes confidence in the athletes' ability to lessen or decrease the effect of undesirable thoughts and feelings. In addition, self-talk has been defined as occurring verbalizations or statements about something as well as increase performance and skills in sport. In consequence, mental training can improve performance of athletes in order to achieve championship in competition.

There are evidences that an athlete needs to work a mental training. For example, athletes who find it hard to maintain motivation during off-season training can use goal setting training to provide a sense of direction and

purpose in their workouts. It is especially when he is unable to perform up to a desirable ability level in competition, using imagery effectively to focus on desired image and thus can develop attention skill. More successful athletes show a greater positive mental health profile by larger scores of energy and lower scores in such negative moods as tension, depression, anger, fatigue, and confusion, for example, using positive self-talk to raise self- confidence. Williams (2001) shown that, elite and successful athletes are more committed, motivated, self-confident, focused, and able to cope with adversity, and peak under pressure. As with other performance-related factors (technical, tactical and athletic skills), the psychological aspect can be developed and consolidated both on the pitch and with specific mental preparation. Mental training is aimed at improving mental attitudes, but also at aiding the improvement of performance-related elements through techniques that utilize the qualities and resources of our brain.

2.7.2 Method, means, and organizational form of football training

Method of football training:- According to Bead. G (1979) model training method is the fundamental system for practical influence through the use of specific play exercises to which the circumstances of play are introduced on a planned basis to the preparation to the player. Modern football training method can be divided in into three.

The practices methods:- This method is oriented towards learning the technique of play activities and development. At level, a practice of individual play activities corresponds to preparatory exercise in relatively in changing circumstances. The aim of exercise is to teach the technical aspects of play activities and this is gradually integrated in to the series of play activities. Organization of the exercise must ensure repetition of play activities in isolation from the game itself.

This method means that the players train in more or less rigid, artificial formation. The players repeat on particular element following a set methodical format repeatedly until they have mastered the correct sequence

of movements. The exercises get progressively more difficult, first of all the technique is practiced from a standing position, then on the run, and finally against an appointment.

The Game method:- This method involves technical and tactical exercise in the form of game. These movements are trained to near-pitch by gradually increasing the difficulty of the exercises. These games are either framed with in a set of rules, where the player's duties are changed continuously making the increasing more difficult of the games follow a general idea. It is suitable for beginners and advance players.

The complex method: With the complex method, more than one skill is practiced simultaneously. Under this method, technique-conditioning, technique-tactics and technique-tactic-condition are practiced. Because of good motor sensory effect, players should find good result in a short time. It is well suited to circuit training.

Means's of football Training:- There are several different types of means of training-each with a different, specific outcome and suitable for different events and sports. The duration, frequency and intensity of sessions vary with each form of training leading to different physiological adaptations with in the body. These different means's of training are presented as follows.

- **Long Slow Distance (continuous) Training:-** continuous training involves selecting one or more aerobic modes (i.e., walking, cycling, aerobic dance, and swimming) and training at a predetermined intensity for an established duration with without. The continuous system tend to favour enhancement of cardiovascular and muscular endurance as opposed to interval training which allows trainee to train at higher intensities in order to enhance functional capacity (Vo_2 max). (Progressive fitness, 1999). There is two approaches to continuous training. The most common approach according to, progressive fitness (1999) are intermediate slow distance which consists of 20-30 minutes of continuous aerobic exercise. This results in overall fitness improvements are a reduction in cardiovascular risk factors. The second one is long slow distance. This

method consists of 60 minutes or more of aerobic activity and is frequently utilizing by athletes who are training for an event. At least six months of training at durations are necessary as a prerequisite for long slow distance training (Progressive fitness, 1999).

- **Pace/Tempo Training:-** The unique nature of the game of Soccer is that it demands both aerobic and anaerobic energy production. Within a relatively steady state of activity, an athlete must be able to sprint hard, revover quickly, and then sprint again. As a consequence, you must train your athletes to meet both aerobic and anaerobic requirements. Also referred to as lactate threshold training, pace/tempo training is designed to improve energy production from both aerobic and anaerobic energy pathways. Intensity is slightly higher than race pace and corresponds to the lactate threshold. Duration is usually 20-30 minutes at a steady pace. The varied-pace running that characterizes Soccer demands anaerobic fitness. Short bursts of speed within a general steady state create energy demands that can not be met solely by ATP supply and aerobic metabolism. Football players need to develop a special kind of stamina that lets them engage in repeat bouts of anaerobic sprinting followed by periods of slow running or walking. This stamina is a unique form of what is called speed endurance. Normally speed endurance refers to the ability to perform an aerobically over time. In football, however, the length of anaerobic activity is relatively short. What becomes important is the ability of the athlete to recover quickly from multiple speed crusts. This type of endurance can be referred to as anaerobic recovery capacity. Anaerobic recovery capacity is developed by increasing aerobic fitness, by raising the lactate threshold, and by developing lactate tolerance. Since we have already discussed the basic principles of aerobic fitness training, we will address what is called threshold and high lactate training.

- **Interval Training:-** Interval training is a frequently misunderstood concept. Most coaches use the terms interval and repetition interchangeably, but, in fact, they are very different types of training. A repetition is a single unit of running. An interval is the recovery period that follows individual bouts or running. In repetition training, the

objective is to run specific distances with a relatively complete recovery. With interval training, the goal is to run specific distances with incomplete recovery so that the athlete trains with elevated blood lactate. Interval training enhances a player's ability to tolerate and produce lactic acid. While interval training does help raise the lactate threshold some what, it is primarily an aerobic. Football games require a lot of anaerobic energy, so interval training develops specific fitness. The duration of each run in an interval session is typically 10-90 seconds or150-400meters. The run-to-recovery ratio should be between 1:1and 2:1, run to recovery. Interval training should be done at a pace fast enough to create oxygen deficit. The intention of these workouts is to produce lactic acid by forcing your athletes to run the last portion of each repetition an aerobically. Interval training is intense, demanding and painful. Do not schedule more than one such session during any single week of training. Some athletes might require 2-3 days of easy workouts to recover fully from a hard interval session (Mc Eachen,2004).

- **Repetition Training:**- Repetition training helps athletes use oxygen more efficiently. IN repetition training, athletes train above the threshold level for longer periods than can be sustained during a game. Repetitions should be from 30seconds to 3 minutes long or distances of 220-880 yards. Pace will vary according to distance. The rest period should provide slightly less than complete recovery. A 1:2 run-to –recovery ration is a common rest parameter. The workout should total 20-25 minutes of running, sans recovery (Mc Eachen,2004).

- **Fartlek Training:-** Speed play is the literal translation of the Swedish word Fartlek. It is varied pace running that combines fast and slow running within a continuous run. Bouts of fast running are foolwed by easy recovery running. Ideally, speed play is done over varied terrain, including hills.

The length of speed bursts and recovery is unstructured so that the athlete gains a genuine feeling of playing with speed. Since the aim of Fartlek training is to develop speed in the context of continuous running, the overall

pace should be relatively easy. Only the speed bursts should be done with any intensity. However, speed play is not easy training. Speed bouts should be 40-220 yards long (or 5-40 seconds). The number of speed bouts depends on their length and the total length of the run. Remember, athletes should always recover between sprints; it's not intended to be high-lactate training. Speed play is especially effective training for Soccer because it closely resembles the type of segmented and varied-pace running that occurs in a game. Speed play also is easy to do on or around the field. Players jog one side of the field, sprint one side, jog two sides, sprint two sides, jog three sides, sprint three sides, jog the field, then sprint the field, then jog three sides, sprint three sides, jog two sides, sprint two sides, jog one side, sprint one side and then jog slowly. The total distance covered is approximately two miles (Progressive fitness, 1999).

- **Circuit training:**- Circuit training use various pieces of equipment arranged in stations in order to develop various muscle groups (i.e. leg press for the locomotors, bench press for anterior shoulder girdle, pull downs or rowing for posterior shoulder girdle and soon). This program design which utilizes 4-10 station, calls for moving from one station, or major muscle group exercise to another with little or no rest between exercises. Usually, the routine is set up where large muscle group sets are followed by small muscle group set to allow for some ventilator recovery (Mc Eachen,2004).

Organizational forms of football training:

Individual Organization:- Each individual's ability to make appropriate decisions during play based on what is happening on the field and the basic principles of the game. This includes all aspects of attacking and defending (with or without the ball, around the ball or away from the ball, etc), Ultimately, the tactical competence of each individual will determine the effectiveness of group and team tactics (Tomas,2008).

Group organizational form:- Begins whenever two or more players join together to become effective tactical groups around the ball; group tactics can be any combination of small groups such as of 2v1, 2v2, 3v2,3v3,4v3,

etc; a general rule for group tactics is to have one more player than your opponent in the area of the ball-this is referred to as being "numbers up" and applies to both attack and defiance; group tactics demand both visual and verbal communication and the reading of tactical cues from the game. General method for teaching group tactics through 7v7 includes both generic training (non-functional) and simplified positional training and finally, the game to two large goals (Tomas, 2008).

Team (collective) organizational form:- Team tactics begin at 9v9 full field activity where players are taught their responsibilities in each third of the field for both attack and defiance; team tactics can also include half-field activities such as 6v4 or 6v5; the objective within team tactics is to provide a basis of play for both attack and defiance; use of specific restrictions to assist in the development of a tactical plan may be included, e.g, 1or2 touch, forward pass followed by back pass, etc; restarts for both attack and defiance are addressed during team tactics (Tomas, 2008).

2.8. Role of the Coach

The coach of a football team also has to fulfil various functions:- In the first place, a coach is responsible for the team in its day-to-day business. He is in charge of coaching, guiding, motivating the team and deciding about the starting formation each match day. How well these activities and decisions are made, determines the performance of the team on the field (Koning,2003). The coaches' influence on the team's performance depends mainly on the coaches' ability to combine the stock of players effectively, through team selection as well as choice of strategy to produce positive game outcomes. For these staffing decisions to make, a coach must have an understanding of the game, the qualification to monitor and evaluate a player's performance in a variety of situations and knowledge of the player's strengths and weaknesses. Moreover, the coach has also an important leadership impact on team performance, through the strategic team composition. Coaches actively take part in the decision- making process about player transfers. Furthermore, in the log term a coach is responsible

for forming a real team out of various individuals, their skills, personalities and perspectives, which must be able to compete successfully (Dawson, et al., 2000).

Coaching Competences:- Coaching competence can be separated in to five stages of development. Being able to assist coaches during training sessions characterizes the first stage whereas a complete mastery of the scientific basis of football coaching characterizes the fifth stage. This classification highlights a progressive pathway towards coaching expertise. The successful navigation of this pathway requires the potential football coach to develop a vast array of coaching attributes. Coaching practitioners require not only an expansive technical knowledge of their sport, but also the pedagogical skills of a teacher, the counseling wisdom of a psychologist, the training expertise of a sociologist and the administrative leadership of a business executive.

Moreover, successful coaches have a detailed knowledge of desirable coaching behaviors deemed effective for enhancing player performance. The development of coaching attributes of planner, administrator, performer, psychologist, sociologist, physiologist, sports physician, development list and teacher who is able to develop individuals and teams in youth football is an awesome task.

Coaching experience:- Coaching experience can be compared to those of managerial experience in the football industry. The roles that have to be fulfilled by a coach are planning, guiding the team in its day-to-day activities, and determining the game formation each match day. Furthermore, there are also strategic activities to be performed, consisting of forming a team out of individuals with a long term orientation. Prior coaching experiences in different clubs reflect know-how developed over years of experience in each of the expected roles a coach has to fulfill. The more experiences a coach has gathered, the more contact a coach has had to a variety of cultures and perspectives as well as sufficient know-how in coaching practices from different clubs, the better he will be able to implement a successful strategy and to work with his team. Hence, this research expects prior coaching experience to positively affect team performance.

CHPTER THREE

Research Design and Methodology

This chapter describes the way in which the study was designed and conducted in the selected sample western Ethiopian zone football clubs. It includes research design or methods. Area of study, population, sampling techniques data collection instrument, and method of data analysis.

3.1. Methodology

Descriptive survey was employed to explorer the problem. This approach could enable the researcher to identify, describe, understand and define the status in order to have a clear picture about the trend and existing nature of western Ethiopian zone football clubs management & clubs performance around the field. The field descriptive survey method is found to be relevant and convenient to gather data at a particular time and to assess the foot ball club management and clubs performance by analyzing the relationship among player, coaches and club management body by using the descriptive survey method.

3.2 Data source

In order to gather detail information about the existing nature of football club management and club performance. In the western Ethiopia zone foot ball club players, coach , assistance coach & sport commission officer were used as primary data source, deferent available written material on the issue were intensively reviewed by secondary data source.

3.3 Sample technique

The western Ethiopia zone football club is the one among the total seven national football league club groups found in Ethiopia. In this group there are 10 football clubs However due to difficulty to asses and address all of this clubs. The study was conducted to 3 western Ethiopia zone football clubs selected with purposive sampling techniques.

The target population of this study includes players, coaches, assistant coaches and sport commission officer were primary data of the study, the researcher believes that it was essential to include the practical experienced clubs to obtain relevant information about the issue under investigation out of these total targeted 75 players. Therefore 9 players from Hosanna, club 9 players from Worabe cub 9 players from Butajira clubs were selected as actual respondents' players Using a simple random sampling technique {lottery method}, this method give equal chances club players and club participation of players and club competition , besides these 100% sport commission officer ,coach and assistance coach was employed purposely in order to get full information because of that the number of those are small , so that the researcher conducted his work with all. Therefore the total sampled respondents ware 36.

3.4   Procedure of data collection

The following procedure were taken to assess the organizational and managmental factors that affect the western Ethiopia zone football club performance

First- Relevant literatures were assessed and reviewed from hard and soft
            copies to get adequate information with the issue under consideration
Second - Basic research question were formulated which helped to show the
              direction of the study

Third- Appropriate data gathering tools were prepared and the necessary
            questions had been set and then pilot test was used to check there
            appropriateness for all respondents' by preparing questioners. The
            questioner was administrated for players' coach assistant coaches
            and sport commission officer selected from each sampled club
            members. The necessary correction and amendment were made on
            prepared questioners based on the comments and giving criticisms
            during pilot study.

For players the English version of the questioners was translated to Amharic to make smooth communication. And to make it easier for understanding

Forth - The observation checklist was designed to examine the extent of management approach and club performance. Finally the interview was conducted for 27 players, 3 coach .3 assistant coach and 3 sport commission officers from each sample clubs. The interview and observation were prepared based on the literature review.

3.5 Instrument

The instruments used for data collection to conduct this study were questioners, interview and field observation, In addition to different partciparatory approach was used to ensure the appropriateness of the data.

3.6 Methods of data analysis and interpretation

A data analysis is the process of systematically arranging, organizing and analyzing the questioner, interview and observation that have been collected for the intended study. Based on the above fact therefore this study used both qualitative and quantitative analyzing approach through percentage, table, as well general description to analyze the result.

CHAPTER FOUR

Presentation , Analysis and Interpretation of the data.

4.1 The result of the self administrated questionnaires key

The propose of this study is to asses and examine organizational and managerial factor that affect the football performance of Hosanna Woreda and Butagira kenama clubs accordingly , sampled respondent those involves in data analyses were ,

- A players from three clubs,
- Main and assistant coach,
- woreda sport commission workers.

The data gathered through the questionnaires were tallied, tabulated and quantified; along with absolute number frequency of respondents has been used to indicate the characteristics of the study population. Percentage is also used to indicate the magnitude each scores possesses besides, it was used to determine factors with unique characteristic in the analyses

4.2 Demographic and occupational characteristics of respondents

Table I - Illustrate the background characteristics of the respondents
to the self administrator questionnaires.

characteristics		frequency	percentage
No	Age		
1	18-30 years	27	75%
	31-40 years	7	19.5%
	41-50 years	2	5.5%
2	Sex		
	M	36	100%
	F	-	-
3	Occupation		
	Players	27	75%
	Coach	3	8.3%
	Assistant coach	3	8.3%
	Sport commission workers	3	8.3%
4	Educational background of sport commission workers and coach		
	Ma/MSC	-	-
	BA	8	88.88%
	Diploma	1	11.11%
	Certificate	_	-
	Secondary school	_	-
	Primer school	_	-
5	Years of service sport commission workers and coach		
	2-5 years	2	22.22%
	6-10 years	5	55.55%
	11-20 years	1	11.11%
	More than20 years	1	11.11%

Table 1:- Shows the background Characteristics of respondents to self administered questionnaire according to the table mentioned 94.5% of the respondents were between the ages of 18-40 years old and 5.5% of respondents are 41-50 years. 100% of the sampled respondents ware male. from the occupation of respondents 75% players, 8.3%   coach, 8.3% assistance coach and 8.3% are sport commission workers. Educational background of sport commission workers and coach are 88.88 % B.A(BSC) AND 11.11% are Diploma. Years of service of sport commission workers and coaches are 78% more than six years. Based on the above analyzed result indicated that majority of respondents have responsible Age, educational background and years of service.

4.3 Analyses of the result

In this part of the study   major variable are interpreted analyzed on the base of collected data about the function of management the internal resource, the training level , coaching   experience   , the cohesion of the team and the supporters of the community .

Table II - Response about the function of management in clubs.

No	Items	players	coaches	S,c, workers	others	total	
6	Governing body demonstrate intensive working sprite					F	%
	Weak	18	3	2	-	23	63.88%
	Medium	7	2	1	-	10	27.77%
	Good	2	1	-	-	3	8.33%
	Excellent	-	-	-	-	-	-
7	Governing body work for the benefit of the team						
	Weak	17	4	1	-	22	61.11%
	Medium	8	1	2	-	11	30.6%
	Good	2	1	-	-	3	8.33%
	Excellent	-	-	-	-	-	-
8	Governing body analysis major problem						
	Weak	20	4	1	-	25	69.4%
	Medium	5	2	1	-	8	22.2%
	Good	2	-	1	-	3	8.33%
	Excellent	-	-	-	-	-	-
9	Governing body promote consistently of public relation						
	Weak	23	3	1	-	27	75%
	Medium	3	2	2	-	7	19.44%
	Good	1	1	-	-	2	5.56%

Table II: Illustrate the response results of respondents about the function of management in clubs. Accordingly 63.88%of the respondent's scale up that the governing body demonstrates to create working sprite in clubs is weak. The rest of 27.7% and 8.33% of respondents rank as medium and good respectively. This analysis show that there is a problem linked with the function of governing body to catalyze working sprite of club. This result indicates that the governing body is not encouraging the team.

The response results of respondents on the club governing body benefit links. Accordingly 62% of respondents the club performing body works for the benefit of the team as weak. The remaining 30% and 8% of the respondents rank their responses medium and good respectively. The response result about the governing body analyses major problems which come to the team. The show 69% respondents rank the governing body analyses major problem as weak. The result of 22% and 8% of the respondents rank as medium and good respectively. This reflect that the governing body is in active for discussing and solving problems raise in the team.

The response results of respondents for that the governing body promotes consistently public relation for club improving 75% of the respondent rank strongly weak and remaining 19.44% and 5.56% of the respondent rank the medium and good scale respectively. According to the implication of the responsible this result governing body does not promote its public relation. It is true to say that they are not working more on this direction as it is essential for good result of club.

As the interview result revealed that the governing bade relating to incentive working sprite, for the benefit of the tem and analyzing the major problem as well as promoting consistence relation of public needs improvement.

Table III- Responses related to recourse allocation in the club

No	item	players	coaches	S,c.workers	total	
10	Financial support				F	%
	weak	5	2	-	7	19.4%
	Medium	20	4	3	27	75%
	Good	2	-	-	2	5.6%
	Excellent	-	-	-	-	
11	Financial strategies					
	Weak	25	6	2	33	92%
	Medium	2	-	1	3	8%
	Good	-	-	-	-	-
	excellent	-	-	-	-	-
12	Supporter of the club					
	Government	27	6	3	36	100%
	Club members	-	-	-	-	-
	community	-	-	-	-	-
13	Adequate equipment					
	Yes	10	2	2	14	39%
	No	17	4	1	22	61%

Table III illustrates the respondents response related to the recourse allocation in the club. Based on the result in table shown for the;

Item 10- 75% the respondents scale up the support of team is medium. However the remaining 19% and 5.6% of the respondents scale up as it is weak and good respectively. This reflects that the team faces the financial supporting problem, were as the fact is that finance is motivational factor for the successes of the team.

In addition 92% of the respondents were scale up the financial strategy in the club is week. We're as the remaining 8% of the respondents sown as it is average. As indicated above the financial strategies in the team is week, so that improving this is the key for the future result of the team. All of the respondent's in item 12 indicate that the only supportive group of the team is government .Expanding the source of income (supportive groups) is necessary for the team.

Item- 13 61% of the respondents indicate that there is no advantage equipment for the use of item. The results of 39% of the residents indicate that there is now enough negate equipment of that team. Based on the interview presented by the sampled population, each club have a problem support and they responded that up to now there is no designed straightly to improve it.

Table IV - Illustrate the respondents' response result related to amount and content of the club training program

No	Item	players	coach	S,C,workerS	total	
14	Training Schedule in the team				F	%
	Yes	27	6	3	36	100%
	No	-	-	-	-	-
15	Days of training per week					
	One day	-	-	-	-	-
	Two days	-	-	-	-	-
	Three days	27	6	3	36	100%
	4 & above	-	-	-	-	-
16	A session of training duration					
	1:00 hrs	3	-	-	3	8.33%
	1:30hrs	20	6	3	29	80.6%
	2:00hrs	4	-	-	4	11.11%
	2hrs&above	-	-	-	-	-
17	Training to physical quality preparation					
	Weak	6	-	1	7	19.44%
	Medium	17	3	2	22	61.1%
	Good	4	3	-	7	19.44%
	Excellent	-	-	-	-	-
18	Training to technical-tactical preparation					
	Weak	5	1	1	7	19.4%
	Medium	16	4	2	22	61.1%
	Good	6	1	-	7	19.44%
	Excellent	-	-	-	-	-
19	Training emphasis to psychological preparation					
	Weak	13	3	2	18	50%
	Medium	12	2	1	15	41.67%
	Good	2	1	-	3	8.33%

Table IV Illustrate the respondent response result related to amount and content of the club training program. The result shown in the table for the entire respondent indicates for that the training schedule of the team is yes.

All of the respondents indicate that the amount of weekly training days is three. This reflects these three days may not enough to develop good sport quality on the players.

According to the information 80.6 % of the respondents scale up association of training duration in the club is 1:30 hours , were as the remaining 8.33% and 11.11% of the respondents scale up as it is 1 hour respectively   As   indicated above there is training for 1:30 hour this is not enough for the physical, technical and technical preparation of the player in the team.

Item 17:- 61% of the respondents scale up the training emphasis to the physical quality of the players is med medium. The rest of 19.44% and 19.44% the respondents scale up as it is weak and good respectively.

In addition , as shown in the above table for the Item 18:- 61% of the respondents rates the training emphases to the technique preparation of the players in the team is medium while the remaining 19.44% and 19.44%of the respondents to rates as it weak and good respectively

According to the information from the above table for the Item 19:-50% of the respondent's rates (scale up) training emphasis to the psychological preparation for player in the team is weak. The rest of 41.67% and 8.33% of the respondents scale up as it is medium and good respectively. Therefore these require improvement for mutual benefit of the team.

Beside the interview presented by most of sampled respondent indicated that time   allocated for each   training session   is not enough   to prepare   and improve the physical   strength, psychological   preparation of the player   in coach sampled cubs therefore it is necessary to increase the training session for the benefit of players performance.

Tables V - illustrate the responses of respondents about coaching competency:

No	Item	Players	Coach	S,C, Workers	Total	
20	**A coach drive to mobilize fans as supporter**				F	%
	Weak	23	6	2	31	86%
	Medium	4	-	1	5	14%
	good	-	-	-	-	-
21	Communication skill of the coach					
	Weak	9	2	1	12	33.3%
	medium	16	4	2	22	61.1%
	good	2	-	-	2	5.6%
22	Knowledge of the coach for the subject					
	weak	4	1	-	5	14%
	medium	19	4	3	26	72%
	good	4	1	-	5	14%
23	Coach has plan					
	Yes	5	2	2	9	25%
	No	22	4	1	27	75%
24	Coach motive and guide performance					
	Yes	10	2	1	13	36.1%
	No	17	4	2	23	63.8%

Tables V- Illustrate the responses of respondents about coaching competency: the result shown in table for the:-

Item 20:– Indicated that 86% of the respondents about coach drive to mobilize the fan as support in the club is week. The remaining 14% of the respondents scale up as it is average.

Item 21:- Indicate that 61.1% of the respondents scale up the communication skill of the coach in the club is average were as the rest of 33.3% and 5.6% of the respondents rank as it is weak and good. As analyzed about much of the respondents scale up the communication skill of a coach with his or her players and other club members is average. Communication is the key for the coach as leader and manager of the team.

Item 22:- Indicate that 72% of the respondents rank the knowledge of the coach for the subject coaching, managing and organizing the team believe performance is medium were as the rest of 14% and 14% of the respondents rates as it is weak and good. From the above analyzed result as indicated by more number of respondents give attention.

In addition as, Shown in the above table for the Item 23:- Indicate that 75% of the respondents about the coach has plan is no. on the other hand 25% of the respondents select yes. Even of planning is primary duty for the coach or any managers the above analyses shown that there is no plan for the coach in the club.

 According to the information from the above table for the Item 24:- Indicate that 63.8% of the respondents about the coach motive and guide performance choice no while 36.1% of the respondents choice yes for the same question raised. To improve player's performance, the coach or manager must be emphasize his players in training session.

More over the interview presented by most of sampled players and sport commission workers revealed that the experience of coaches, to mob lased fans as supporter, with communicating skill and knowledge of coaching are weak beside the coach has no plane, and coach motive guide performance, witch halos require attention to improve for the benefit of better coaching .

Table VI- Illustrate the responses of respondents for the team Cohesion

No	Item	Players	coach	S,C, workers	Total	
25	Team unity in trying to reach its goal				F	%
	Weak	7	2	1	10	27.7%
	Medium	17	4	2	23	63.88%
	Good	3	-	-	3	8.33%
26	The team give enough opportunity improve personal performance					
	Weak	19	2	1	22	61.11%
	Medium	6	4	2	12	33.3%
	good	2	-	-	2	5.6%
	Excellent	-	-	-	-	
27	The team take responsibility for the less or poor performance					
	Weak	19	4	2	25	69.4%
	Medium	8	1	1	10	27.7%
	Good	-	1	-	1	2.7%
28	The team members want to discuss each other on their problems					
	Weak	2	1	-	3	8.33%
	Medium	6	1	1	8	22.2%
	Good	19	4	2	25	69.4%

Table VI- Illustrates that response of respondents for the team cohesion. The result shown for the:-

Item 25:- Indicate that 63.88% of the respondents were scale up medium for the team unity in trying to reach the goal while the rest of 27.7% and 8.33% of the respondents rank as it is weak and good respectively. As indicated by more respondents the team unity in trying to rich the goal of the team require more attention to improved.

Item 26:- Indicate that 61.11% of the respondents scale up weak about the team giving opportunity to improve personal performance. However the remaining 33.33% and 5.6% of the respondents scale up medium and good respectively as shown above giving opportunity to improve personal performance in the club is needed .

In addition as shown in the above table fore the Item 27:- Indicate that 69.4% of the respondent's scales up possibility for the loss or poor performance in the club is week were as the rest of 27.7% and 2.6% of the respondents scale up medium and respectively. From this all club members are expected to take part for loss or poor performance in the club.

According to the information from the above table of the Item 28:- Indicate that 69.4% of the respondents strongly scale up good about the need of team members to discuss together on their problem were as 8.33% and 22.2% of the remaining respondents scale of week and medium for the same item. For the team members to become unit, implement their goal dissection among each other is needed.

As also the interview presented by sampled respondent adders that there are medium team unity in trying to ward its goal, further more opportunity to improve personal performance and taking responsibility in the tem is week. Thus based on the results improvement in all of in the above areas in the team necessary.

Table VII- Analyzes response of respondents about funs participation in the clubs.

No	Item	players	coach	S,C.worker	Total	
29	Fans participation in club				F	%
	Weak	7	-	-	7	19.4%
	Medium	16	6	2	24	66.6%
	Good	4	-	1	5	14 %
	Excellent	-		-	-	-
30	Fans are interested to think about the club					
	Weak	2	1	-	3	8.33%
	Medium	5	1	1	7	19.4%
	Good	20	4	2	26	72.2%
	Excellent	-	-		-	-
31	Fans support morally					
	Weak	-	-	-	-	-
	Medium	7	1	1	9	25%
	Good	20	5	2	27	75%
	Excellent	-	-	-	-	-
32	Fans support financial					
	Weak	24	6	3	33	91.6%
	Medium	2	-	-	2	5.56%
	Good	1	-	-	1	2.7%
	Excellent	-	-	-	-	-

Table VII - Illustrate that   the results shown:- That respondents about fans participation in the clubs response.

Item 29:- Indicate that 66.6% of the respondent's scales up medium for the fans participation in clubs were as the remaining 19.4% and 14% of the respondents scale up weak and good respectively. This reflects that the participation of fans as the supporters of the clubs needed for the common benefits of the players performance. Item 30 :- Indicate that 72.2% of the respondent's scales up good about the fans are interested to team the team. On the other hand 8.33% and 19.4% of respondents scale up weak and medium for the same raised. Based on the result, it is possible to say the fans have same what participation to support the club.

In addition as, Shown in the above table for the Item 31:- Indicate that 75% of the respondents scale up the good for that fans support morally the players. The rest of 25% of the respondents scale up medium from the above analyze it is possible to say the initiation of the fans to Support the team morally is encouraging.

According to the information from the above table of the Item 32:- Indicate that 91.6% of the respondents scale up weak about the fans support financially for the team. The rest of 5.56% and 2.7% of the respondents scale up medium and good respectively.

As the interview presented by most of sampled respondent revealed that the fans participation in the club is note satisfactory and the role of fence as finical support is weak. Bringing better improvement in the area is also required for the purpose to achieve batter performance in the team.

CHAPTER FIVE

Summery, Conclusions and Recommendations

5.1 Summery

This study was designed to asses and examines organizational and managemental factors that affect the football performance of the western Ethiopia zone clubs with particular reference to Hosanna, worabe and Butajira kenema club. To attain the desire objective of the study a descriptive survey design has been used as a method. The source of data were Hosanna, worabe, and Butajira clubs players, main and assistant coaches, sport commission workers and fans from were research conducted. The total 36 target populations were selected with simple random sampling technique; out of these 27 respondents were from players and 9 from coaches and sport commission workers. To collect ascertain and valid data in survey need to triangulated information using various means (Hagan 2003). Based on the above fact the present research used the following data collecting instruments.

Questionnaire:- 32 Multiple Choice and 2 open ended question were prepared and distributed to players, main and assistance coaches sport commission of the workers finally respondents filled and returned back.

Interview:- to strength the data that obtained from the questionnaires 8 structured interview questions were being prepared to sport commission workers.

Observation:- has been done on the organizational management approach and of the clubs to ward set goal.

The research finally analyses the data collected through questioner's interview and field observation from respondents. Along which the absolute number, frequently and percentage of respondents have been used to indicate the characteristics of the study population; percentage also used to show the magnitude of each score process.

Based on the result of analysis the major finding of the football performance of the western Ethiopia zone clubs were.

- Having no motivating experience of the coaches in the teams; on planning.
- Having no encouraging experience of governing body to crate influence working spirit, for the ultimate benefit of the players of the team, to ward analyzing the problem of the team as well as promote consistently public relation of the team.
- Having no motivating experience of the coach in the club on planning guidance team performance and essential elements of communication.
- Un adequate training duration schedule of the coach in the club to bring better performance of the team with physiological, physical and technical-tactical skill of the players.
- Having poor motive knowledge of the coach in the club.
- Weak team organizing ability of the management to unite the players toward set goal and luck of accountability as well as.
- Limited source of finance and luck of further financial support strategy to compensate un adequate equipment.

5.2 Conclusion

From the finding of the study the following Conclusion have been drawn;

➢ Football coaches play a significant role to promote' success in the performance of the players through effective, planning, guiding, preparing and controlling the team in its day to day activity and motivate players with their sill, ability and their activity in the training season as well as game match. Furthermore, sport manager must have more knowledge about the game, However, the coach and managers of Hossana, worabe & Butajira kenema football clubs having weak experience on planning, guidance team performance and essential elements of motivational factors.

➢ Inadequate training schedule for the contents of the training by the coach in the club to bring better performance of the team with psychological, physical and technical-tactical skill of the players with appropriate coaching methods.

➢ Weak experience of the governing body to create intensive working sprite, working for the ultimate benefit of the players, to ward analyzing the problem of the team work over to promote consistently public relation of the team.

➢ Weak management trend of the Coaches in order to mobilize fans as supporter and have in sufficient knowledge of about the principle of coaching released to communicating skill as well as have no plan with coach motive and guide performance of the team.

➢ Medium level of understanding of the coach about the importance of fans participation as moral supporters and level of interest toward the club.

➢ Weak team organizing experience the management to units the player and other stockholders toward set goal and lack of the sense responsibility to accepts the outcome result of the club.

➢ Limited sources of finance and lack of further financial support strategies to compensate uneducated equipment facility of the club.

5.3 Recommendation

Based on the indentified problem and gathered data of the study the following suggestive ideas were recommended,

➢ Mangers of the western Ethiopia football clubs adapt multiple strategies related to provide satisfactory result in organizational context.

➢ Sport commission and other concerned body around the western Ethiopia zone are recommended opportunity for the coach to develop his or her skill a bout the subject through the training.

➢ Managers of the western Ethiopia zone football clubs gives priority for the benefit of his organization team through smooth relationship among the team members, community and governmental body.

➢ Using sufficient training contents and durations are recommendation as possible to strength the player physical, technical and tactical ability.

➢ Using appropriate managerial communication approach to minimize interaction among the stock holders of the team.

➢ Every, organized sport club program needs supports that go beyond the team budget, therefore the concerned clubs governing bodies try their best for searching supporters groups from the fans and community.

➢ Increasing training opportunity for the coach increase the chance sharing experience of communicating ,planning, guiding and coordinating skill for the team being supervised.

➢ Furthermore, coaches are likely to benefit from better player relationships, better much performance and more effective training by learning how to effectively use match preparation training, team talks and opposition.

➢ Football managers and coach of the western Ethiopia are recommended to emphasis toward profitable.

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Appendix A

Addis Ababa University

School of Graduate Studies

Department of Sport Science

A Question to be filled by players

The purpose of this questionnaire is to get necessary data on the organizational and mange mental factors that affecting the football performance of Hossanna, Woraba and Butajra clubs and to suggest the possible Solution for the current problem of clubs. There for your response has great value in this research out put. Tank you in advance for your valuable time and effort

Notice:- 1/ Not need to write your name

2/ For multiple choice items, make circle on your answer.

3/ For blanks write your short answer

Part One:- Characteristics of respondents

1/ Age

A/ 18-30 Years

B/ 31-40 Years

C/ 41-50 Years

D/ above 50 Years

2/ Sex

A/ Male

B/ Female

3/ Educational back ground

A/ MA/MSC

B/ BA

C/ Diploma

D/ Certificate/Coaching license

4/ Occupation

      A/ Players

      B/ Coach

      C/ Assistant coach

      D/ Sport Commission workers

5/ Year of Service

      A/ 2-5 years

      B/ 6-10 years

      C/ 11-20 years

      D/ More than 20 years

Part two:- main question on the different factors/variables/

6/ To what extent does the governing body demonstrate intense working sprite in team?

      A/ Week   B/ Medium   C/ good   D/ Excellent

7/ To what Extent does governing body work for the benefit of the team?

      A/ Week   B/ Medium   C/ good   D/ Excellent

8/ How do you rate governing body analyze the major problem in the team for realistic solution?

      A/ Week   B/ Medium   C/ good   D/ Excellent

9/ To what extent does the governing body promote consistently its public relation ship?

      A/ Week   B/ Medium   C/ good   D/ Excellent

10/ How do you rate the club financial support?

      A/ Week   B/ Medium   C/ good   D/ Excellent

11/ How do you rate the club financial strategy to stabilize the capacity?

      A/ Week   B/ Medium   C/ good   D/ Excellent

12/ By whom should the club be supported financial and materials?

      A/ Government   B/ Club members   C/ Both

13/ Is there adequate equipment for clubs /Ball,Cone,Shoe…/?

  A/ yes   B/ No

14/ Is there training schedule in the club?

  A/ yes   B/ No

15/ How many days are training in a week?

  A/ One day   B/ Two days   C/ Three days   D/ Four days and above

16/ How many hours stay a training session?

  A/ One   B/ One and half   C/ Two   D/ Above two

17/ To what Extent does training program planned with physical condition?

  A/ Week   B/ Medium   C/ Good   D/ Excellent

18/ To what extent does training program planned with technical -tactical skills?

  A/ Week   B/ Medium   C/ Good   D/ Excellent

19/ To what extent does training program give emphasis for psychological preparation?

   A/ Week   B/ Medium   C/ Good   D/ Excellent

20/ How do you rate the coach have drive to mobilize the people as strong supporters?

  A/ Week   B/ Medium   C/ Good   D/ Excellent

21/ How do you rate the communication skills of the coach in the team?

  A/ Week   B/ Medium   C/ Good   D/ Excellent

22/ How do you rate the coach knowledge/know how about the subject matter?

  A/ Week   B/ Medium   C/ Good   D/ Excellent

23/ Does the coach guided by plan?

  A/ Yes   B/ No

24/ Does the coach motivates and guides performance?

  A/ Yes   B/ No

25/ To what Extent does the team united in trying to reach its goals for performance?

 A/ Week   B/ Medium   C/ Good   D/ Excellent

26/ To what extent does the team give enough opportunity to improve personal performance?

A/ Week   B/ Medium   C/ Good   D/ Excellent

27/ To what Extent does the team member take responsibility for any loss or poor performance?

A/ Week   B/ Medium   C/ Good   D/ Excellent

28/ How do you rate team member want to help/discuss/ each other on the problem?

A/ Week   B/ Medium   C/ Good   D/ Excellent

29/ To what extent does the community participate on the club improvement?

 A/ Week   B/ Medium   C/ Good   D/ Excellent

30/ To what extent do the fans interested to think about the team?

A/ Week   B/ Medium   C/ Good   D/ Excellent

31/ To what Extent do the fans support the team morally?

A/ Week   B/ Medium   C/ Good   D/ Excellent

32/ To what Extent do the fans support the team financial?

A/ Week   B/ Medium   C/ Good   D/ Excellent

33/ What are the strongest and the weakness of the club on your opinion?

_____

_____

34/What is your comment for improvement of club performance?

_____

_____

APPENDIX-B

ADDIS ABABA UNIVERSTY

COLLAGE OF NATURAL SCIENCE

DEPARTEMENT OF SPORT SCIENCE

The purpose of this interview is to get necessary data on the organizational and Monumental factors that affecting the performance of Hossana, Woraba and Butajra football clubs and to suggest the possible solution for the current problem of club. Therefore, your response has great value in this research output. Thank you in advance for your valuable time and effort.

Part one: characteristics of respondents

- ➢ Age _____
- ➢ Sex _____
- ➢ Educational back ground_____
- ➢ Year of service_____

Part two: main interviewed question

1. How was the result of the team?
2. What kind of benefit does the community get from the formation of this clubs?
3. Does your administration have good relationship with the club?
4. Does your administration support the club? What was the support?
5. Do you think this support was sufficient?
6. Do you have strategy/plan to stabilize the club?
7. Do you think the club needs the community support?
8. What do you think to do on this area so?

Declaration

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

Name:- Zegeye Bogale

Signature:-——————————

Date ———————————— August <u>2013</u>

This thesis has been submitted for examination with my approval as university advisor

Name:- ———————————————

Signature:- ———————————————