JIMMA UNIVERSITY

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THE RELATIONSHIP BETWEEN PERSONALITY TRAIT AND SPORT PERFORMANCE: THE CASE OF JIMMA ABA-BUNA AND JIMMA KENEMA NATIONAL LEAGUE FOOTBALL PLAYERS

MSC THESIS

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THE RELATIONSHIP BETWEEN PERSONALITY TRAIT AND SPORT PERFORMANCE: THE CASE OF JIMMA ABA-BUNA AND JIMMA KENEMA NATIONAL LEAGUE FOOTBALL PLAYERS

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ABBREVIATIONS AND ACRONYMS

- ➢ **NEO-FFI:** NEO- Five Factor Inventory
- ➢ **FFM**: Five-Factor Model (equivalently with Big-Five)
- ➢ **E:** Extraversion,
- ➢ **N:** Neuroticism,
- ➢ **C:** Conscientiousness,
- ➢ **A:** Agreeableness,
- ➢ **O:** Openness
- ➢ **SWRE:** South western region of Ethiopia
- ➢ **IPIP:** International Personality Item Pool

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ABSTRACT

The present study is an endeavor to explore the relationship between personality trait and sport performance on Jimma Kenema & Aba-Buna national league football players. The population of the study consisted of all National league football players (N=47) and all coaches (N=4) in the 2007 E. C (2014/2015G.C) competition season. The study employed a Cross-sectional design. To the data analysis descriptive co-relational method was employed. Personality was assessed by using the NEO- Five Factor Inventory, and athlete's Sport performance was assessed by coach's rating. Besides, two different questionnaires, on personality trait and Sport performance were used to collect relevant data. Descriptive Statistics were used for assessing the Mean, frequency & SD, a Pearson Product-Moment for correlation analysis and multiple regressions were used to analyze the data obtained. The finding of the study shows that the highest average mean result on personality factors were scored for Conscientiousness (M= 35.06, SD=4.75) and the lowest for the Neuroticism with a mean score of (M= 20.06, SD= 3.70). And the findings on the personality dimensions and sport performance showed be the Pearson correlation analysis indicated that from among personality trait Conscientiousness and Agreeableness have positive significant correlation with sport performance (r= .897, P < 0.01 and r= .380, P < 0.01) respectively. However, Neuroticism have a negatively significant correlation with Sport performance (r= -.338, P< .05). Beside, the result of multiple regression analysis indicated that Conscientiousness was the sole predictor of sport performance (b= .566, t= 10.94, p < 0.01). The finding of this research showed that some personality trait had significant positive relationship with Sport performance. So, the researcher recommends that whether coaching staff or other interested researchers in the area to expand these findings.

Keywords: Personality trait and Sport performance

CHAPTER ONE

1. INTRODUCTION

1.1 Background of the study

Sport psychology has long been making its impact in the field of every sport for many years. Many teams around the world have been utilizing mental techniques in the improvement of athletic performance. One of the aspects of the field is the determination of future performance through the possibility that elite athletes possess personality characteristics that make them successful in their particular sport (Lopez, & Santelices, 2011)

And also it has long been attributing successful athletic performance to their personality characteristics. Versari (2004) and Auweele, Cuvpert, Mele, & Rzewnicki, (1993) have concluded that there is a positive relationship between personality and some aspect of athletic performance. It was also thought that a person's answers on a questionnaire could be used to predict successful performance.

As Ministry of Sport of Ethiopia national sport policy, (1993) mentioned that, In Ethiopia, Modern sport has a history of over half a century in this country. Even if much type of games is introduced within this period, but the growth of modern sport is still at the lower level.

In the last century, sport and physical activity have earned a great importance in society. With this enhanced awareness, physical, technical and psychological improvements have become priority in sport teams with the intent of making the most of the athlete's potentiality. In this regard, the known sport sciences such as physiology, biochemistry, medicine, biomechanics, sociology and psychology have been improved, researched and applied in competitive sport (Gould & Weinberg, 2008).

Personalities characteristics are traits possessed by individuals and are commonly regarded as "properties of persons that dispose them to react in certain ways in given classes of situations (Anshel, 1997). These traits may define an individual's future reactions to situations as an athlete's personality predicts how he or she will perform in future situations. The assessment of

such personality characteristics as samples of behaviors could be measured through the use of standardized psychological tools.

A consensus has emerged among trait theorists regarding a five-factor model of personality (McCrae, & Costa, 2003; Shrivastava1, Gopal, & Singh 2010). There are many personality tests in existence, but a commonly accepted empirical model in the social sciences is called the Big-Five, or equivalently the Five-Factor Model (FFM) (John, & Soto, 2007). (Piedmont, Hill, & Blanco, 1999) found that the five-factor model of personality could be used to make predictions about the player's performance in sports. The five-factor model of personality is a very useful tool in assessing individual differences (Singh, & Manoj, 2012).

What personality type of person is the successful athlete playing football? Are the athletes' personality traits related to their performance on the football field? Using the Profile of Mood States manual, (1981) and Leunes and Nation (1982) had different answers to these questions. It has been reported that no unifying theory of personality and no consensus about which personality dimensions to measure or how to measure them, comparisons of personality were difficult to interpret and, arguably, unreliable Levine, (2001).

Contemporary research uses the Big Five personality factor model (*Extraversion* (E), *Agreeableness* (A), *Conscientiousness* (C), *Neuroticism* (N), and *Openness* (O)) as a reliable and valid measurement for psychological characteristics (Cost & McCrae, 1992) based on the three main reasons. First, the five dimensions are rooted in biology (Jang, McCrae, Angleitner, Riemann, & Livesley 1998). Second, the dimensions are relatively stable throughout life (McCrae, & Costa, 2003), and third, the dimensions are found in several cultures (Benet, & John 2000).

The dimensions of big five model include *extroversion, agreeableness, conscientiousness, neuroticism,* and *openness* to experience (Robbins, & Judge 2008). These dimensions of personality are associated with different aspects of an individual's personality traits such as being assertive, emotional stability, and a person's tendency to experience distress.

The first of the big five, *extraversion*, deals with an individual's tendency toward being either *extraverted* or *introverted* and, therefore, whether a person is talkative, assertive, sociable, or not.

The second dimension, *neuroticism,* reveals an individuals' emotional stability and their tendency to experience distress and to be able to effectively handle, emotionally, any such stressful situation. Anxiety, depression and worry are often associated with this dimension of personality. *Extraversion* and *neuroticism* are often referred to as the "big two."

The third is *conscientiousness*, which deals with an individual's will to achieve goals and their dependability. This dimension can also be used to describe a person as careful, responsible and thorough. The fourth of the big five is *agreeableness.* It describes a person's humanity, or, in other words, their emotional support or hostility, caring, and nurturance or a lack there of. Behaviorally, the fourth factor describes a person as being good-natured, courteous, soft-hearted, tolerant, or not.

The last of the big five is *openness*, or, more specifically, *openness* to experiences. This is related to an individual's creativity and divergent thinking. It also describes whether or not a person is open to new feelings and ideas, flexible, or willing to use their imagination (Singh, & Manoj 2012).

Nowadays research has explored the effects of the five personality traits on football although football is one of the key sports in Ethiopia. The purpose of this research is to examine the relationship between personality traits and sport performance among Jimma town National league football players.

1.2 Statement of the problem

Sport psychology researchers have been interested in how athletes' psychological characteristics influence performance. From this point, it is clear that psychological characteristics differ between more and less effective athletes and teams. Moreover, the ability to mentally prepare is considered a key component of such differences (Anshel, 1997).

But, in the case of this study area (South western competition zone of the country) there is no research done about how personality characteristics influence in the athletes sport performance. So, this research tries to file this gap.

Despite the growing evidence of role personality plays on sport and exercise related behavior, it is not well known about the influence of personality traits on Jimma Aba-Buna and Jimma Kenema National league football players. But in the modern sport it makes lots of influences (Lopez, & Santelices, 2011). So, this is also the other gap the researcher desires to feel.

In general, the purpose of this study was to explore the relationship of the big five personality traits and sport performance. Beside, assess "Personality trait as Predictor of Sports Performance in Jimma Aba-Buna and Jimma Kenema National league football players".

The following specific questions will be answered on this research:

1 What is the personality trait of the Jimma Aba-Buna and Jimma Kenema National league football players as measured by the NEO-FFI personality questionnaire?
2 Is there a positive or negative relationship between sport Performance and personality trait on Jimma Aba-Buna and Jimma Kenema National league football players?
3 Is there personality factors (E.A.C.N & O) are significant predictor of Jimma Aba-Buna and Jimma Kenema National league football players of sport performance?

1.3 Objectives of the study

1.3.1 General objective

➢ To investigate the relationship between personality trait and sport performance in the case of male national league football players in Jimma town, Ethiopia.

1.3.2. Specific objectives

➢ To describe personality trait of Jimma Aba-Buna and Jimma Kenema National league football players.
➢ To identify the correlation of personality trait and sport Performance on Jimma Aba-Buna and Jimma Kenema National league football players.

> To investigate whether the personality factors (E.A.C.N & O) are significant predictor of Jimma Aba-Buna and Jimma Kenema National league football players sport performance.

1.4 Significance of the study

For many years, as many sport psychology researchers tries to reveled on their research, predicting athletic achievement from personality characteristics has long been considered one of the most attractive applications (Apitzsch, 1995; Cooper, 1969; Diamant, Byrd & Himelein, 1991; Liwei & Leahy, 1993). A wide variation of personality traits have been found to be associated with levels of achievement (Kirkcaldy, 1982) in a number of sports, including Basketball (Evans & Quarterman, 1983), American Football (Schurr, Ruble, Nisbet & Wallace, 1984), and other endurance sports (Egloff & Jan Gruhn, 1996) and also the result, also, indicated that conscientiousness was the sole predictor of sport performance in Football and Futsal Players (Adel M. *et al.,* 2013). However, the specific personality predictors found in earlier research, vary so dramatically from study to study, that they make generalizations next to impossible (Auweele et al., 2001). So the finding of this study is also significant to predict athletic achievement of the national league players.

Understanding the psychological factors that accompany successful athletic performance is a high priority for applied sport psychology, with a major area of focus being mental links to optimal performance. To advance knowledge in this area, it is important to examine specific psychological constructs with theoretical relevance to optimal performance in order to understand what psychological processes might be contributing to quality of performance (Susan, 2001).

Designing suitable psychological training program and procedures is needed in recurring and producing potential Football players. Such kinds of procedures may be useful for predicting the success of the players in pursuing psychological training program and their success of their performance latter.

In general, these findings were helped to:

- Identify personality trait profiles of the players. Because coaches by identifying players' traits could be use them in best times and suitable positions. Also, by knowing players personality traits the coaches are able to control them during the games.
- Give information about the relationship between sport Performance & personality traits and also to understand what psychological processes might be contributing to quality of performance.
- Predicting athletic achievement from personality characteristics.
- Initiate concerned and interested researchers in the area to expand findings and to come up with new ideas and suggestions that can be contributed to the betterment of the study.

1.5 Delimitation of the study

At present the Ethiopian National league consists of 82 participant clubs all over the country. From these clubs seven of them were located in south western region of Ethiopia, and two of them were located in Jimma administrative town. For the sake of assessing and evaluating the overall program, it seems mandatory to make the study at a national level. However, because of the resource and financial constraints the researcher was forced to undertake the study only on the two of Jimma administrative town National league participant clubs. Though, the researcher was planned to work with those two National league participant clubs. In relation to the researcher interest competence, financial power, and time constraints the study were delimited only to the relationship between sport performance and personality trait on those two clubs football players.

1.6 Limitation of the study

Inadequacy of available relevant research materials is one of the limitations encountered in this study; it was like shortage of time and luck of sufficient funds. But the researcher over came this limitations by dedicating his full time and money from other sources. In addition, the scarcity of sufficient books and literature in the area of study was the major short coming that the researcher encountered during the execution of the study.

1.7 Definitions of terms as used in the research

The following key terms were used throughout this document and to ensure clarity of meanings and usages, the terms are defined as follows.

- ✓ **Extraversion: -** it deals with an individual's tendency toward being either *extraverted* or *introverted* and, therefore, whether a person is talkative, assertive, sociable, or not (Piedmont, Hill, & Blanco, 1999).

- ✓ **Neuroticism:** - it shows an individuals' emotional stability and their tendency to experience distress and to be able to effectively handle, emotionally, any such stressful situation. Anxiety, depression and worry are often associated with this dimension of personality. (Piedmont, *et al.,* 1999).

- ✓ **Conscientiousness: -** it deals with an individual's will to achieve goals and their dependability. This dimension can also be used to describe a person as careful, responsible and thorough (Piedmont, *et al.,* 1999).

- ✓ **Agreeableness: -** It describes a person's humanity, or a person as being good-natured, courteous, soft-hearted, tolerant, or not (Piedmont, *et al.,* 1999).

- ✓ **Openness:** This is related to an individual's creativity and divergent thinking. It also describes whether or not a person is open to new feelings and ideas, flexible, or willing to use their imagination (Piedmont, *et al.,* 1999).

- ✓ **Sport performance: -** the interaction of several factors, such as Coach Ability, Athletic ability, Game performance, Team Plaines and Work ethics (Performance-relevant dimensions) (Piedmont, *et al.,* 1999).

- ✓ **Coach ability: -** the player's ability to listen, learn and apply coaches' instructions (Piedmont, *et al.,* 1999).

- ✓ **Athletic ability:** - the amount of athleticism the player exhibits (Piedmont, *et al.,* 1999).

- ✓ **Game performance**: - how well the player performs overall in games (Piedmont, *et al.,* 1999).

- ✓ **Team plainness:** - the ability of the player to get along and mesh with teammates, on and off the field (Piedmont, *et al.,* 1999).

- ✓ **Work ethic**: - amount of effort and commitment the player dedicates to the team, herself and the coaches (Piedmont, *et al.,*

CHAPTER TWO

2. REVIEW OF RELATED LITERATURE

2.1 Personality and sport performance

Personality can have a profound effect on the positive or negative experience of sports for sportspersons. Such effects can either help or hinder the player, depending on the emotion that the player chooses to express and the situation in which he or she choose to express that emotion. Sport and physical activity programs can provide an effective vehicle for youth to develop at a personal, social and emotional level. Such personality traits as perfectionism, anger, and over-competitiveness, however, also have the potential of influencing a young player's sense of self-concept (Apter, 1984).

Nowadays, numerous studies have evaluated the role of personality in sport and have found that measures of personality can differentiate athletes from non athletes. An early review by Cooper (1969) showed that athletes possessed a higher motivation to achieve as well as higher levels of social confidence and social aggressiveness than non athletes. Garland and Barry (1990) noted similar findings with collegiate football teams. These differences in personality are not limited to just men. Renfrew and Bolton (1981) noted that female athletes had higher levels of *conscientiousness* and self-control than the normative group.

In addition to identifying the 'athletic personality profile', research has documented that personality plays a role in athletic performance as well. Morgan (1980) has noted that personality has been shown to consistently explain 20% to 45% of the variance in athletic performance. Garland and Barry (1990) found that tough-mindedness, group dependence and emotional stability were predictive of superior collegiate football performance. Several studies have shown that various types of anxiety also have an impact on performance (Jones & Swain, 1992; Maynard, Hemmings, & Warwick-Evans, 1995).

Extroverts have been found to excel in sports Eysenck (1995). In sports information processing style of the sports person is important. How the players perceive the game and respond to it. A person high on field independence is said to seek differentiated information with well

distinguished parts, where as field dependent person lacks internal organization ability. The field independent players have been found to be more physically active (Liu.w., 2006; Guillet & Collet, 2004).

This line of research has generated an amalgam of personality variables germane to athletic competition. However, as Eysenck, Nias, and Cox (1982) have pointed out, such a long list of predictors in the absence of any interpretive theoretical framework makes it difficult to see the role and value of personality in shaping competitive behavior. Further, the many statistical and methodological weaknesses that characterize this area of endeavor (e.g. small sample sizes, psycho-metrically weak assessment scales, and heterogeneous athletic samples) make it difficult to replicate findings and obtain stable estimates of personality's actual contribution. Such a state of affairs has led some to question whether traits are even useful for describing athletes (e.g. Vealey, (1992).

However, Eysenck, *et al*. (1982) showed that theoretically consistent, empirically meaningful results can be obtained when broad, established dimensions of personality are applied to high ability athletes in a specific sport. Although those authors favored a three-factor model, this report will employ the dimensions of the Five-Factor Model of Personality (FFM) as the measurement framework. This well researched, cohesive paradigm has been shown to provide a broader description of personality (e.g. Costa & McCrae, 1995). The purpose of this study is to demonstrate the utility of the five-factor model of personality as both a relevant predictor of performance and as a theoretical paradigm capable of furthering our understanding of competitive behavior in an athletic context.

Some specific correlations of the five-factor model to athletic performance are anticipated. The high self-confidence and low anxiety of athletes should correspond to lower levels of *Neuroticism*. Their achievement orientation and competitiveness should be seen in higher levels of *Conscientiousness*. Several studies found tough-mindedness as an important characteristic of athletes (e.g. Garland, & Barry, 1990) but it is not clear whether this construct represents low *Agreeableness* (e.g. aggression) or is another facet of *Conscientiousness* (competitiveness). *Extraversion* has also been found relevant, particularly with team athletes (e.g. Taylor & Doria, 1981). However, no hypotheses have been made relevant to *Openness* to Experience.

Hammermeister and Burton (1995) noted that the presence of negative ideation had an adverse impact on performance. Whether these cognitions result from a poor self-esteem (a facet of Neuroticism) or reflect an inner world open to diverse thoughts and ideas, is not clear. Nonetheless it appears that most, if not all, of these five dimensions may be relevant to understanding performance.

As Ferguson, Sanders, Heir & James (2000), on their research revealed that, predicting the likely hood of success in a promising junior athlete in to an accomplished senior performer has been dream of every recruiter in sports or any other job. Personality attributes feature quite prominent in important life outcomes; as in academic achievement, (Ferguson, Sanders, Heir & James, 2000) vocational choice, as well as in sports and exercise related behavior, (Aidman, & Schofield, 2004, Auweele et al, 2001). A wide variety of personality variables have been found to be associated in levels of achievement (Davis & Mogak, 1994; Kirkcadly, 1982) in a number of sports, including football (Wilson & Freeman, 1986).

Conventional sport culture suggests that youth sport effectively promotes personality development and "builds character" as youth sport participation has risen in recent years, sport psychological literature has as well. However, few empirical sources specifically address personality development and youth sports involvement (Cooper, 1969). Because the sport culture continues to change and higher demands are placed upon youth in terms of performance, the general media has latched on to several of these concepts, but often do not have empirical data to support their claims.

As Singh and Singh (2013) they are tries to reveled that *neuroticism* had significant correlation with three levels participation (district, state and national level volleyball players) (r = .34, P< 0.01; r = .46, P< 0.01 & r =.53, P< 0.01) respectively. And also *extraversion* dimensions of personality have significant correlation with those three different levels of competition, whereas, *agreeableness* has a positive and significant relationship with state and national level performer.

The fifth personality factor *conscientiousness* correlates significantly higher with the national level of participants. However, there found significant differences among various level of participations. It implies that, who are strong willed; purposeful, determined, punctual and

reliable do better in sports also. This way, *conscientiousness* trait contributes positively to performance in sports. Its implications are important in the selection of sports persons (Singh, K. & Singh M. 2013)

Nowadays, Coaches understand that personalities of team members and coaches impact team dynamics, or the way a team develops, interacts, and behaves (Carron, Hausenblas, & Eys, 2005). They also understand that personality compatibility between each team member's and coach's attitudes, personalities, or abilities, increases athlete and coach satisfaction and team effectiveness (Carron et al., 2005). Conversely, incompatible personalities may lead to conflicts between athletes and coaches on a team, as Shaw (1981) points out:

> *...when group members have personality attributes which predispose them to behave in compatible ways, the group atmosphere is congenial, the members are relaxed, and group functioning is more effective. On the other hand, when member attributes lead to incompatible behaviors, members are anxious, tense, and/or dissatisfied and group functioning is less effective.* (p. 238)

Thus, personality traits of team members influence team relationships and dynamics in positive or negative ways. Specific personality traits like dependability, responsibility, and emotional stability, for example, tend to enhance group effectiveness (Carron et al., 2005), while irresponsibility, dishonesty, and immaturity typically damage relationships and disrupt team dynamics.

Sport psychologists have conducted significant research in regard to sports performance and the five-factor model of personality. (Singh & Manoj 2012) found that the personality factor *neuroticism* was significantly positively correlated and also a significant positive predictor of wrestling performance in male university level players. (Kovacs, 2008) reported that *conscientiousness* and *neuroticism* have a direct correlation to athletic performance. Aidman and Schofield, (2004) reported that *agreeableness* and *openness* are not correlated with sport performance. Piedmont et al (1999) examined the coaches' ratings on their games and found that personality dimensions of *Neuroticism* and *Conscientiousness* were significantly related to athletic performance among women college soccer players. (Taylor, & Doria 1981) *extraversion* has been found to predict sport performance, particularly in team athletes.

Sport psychology evolves in this path, in order to keep pace with the demands of athletes, coaches and institutions. One of the major quests of current competitive sport is the expertise regarding personality in sport and in exercise. The questioning on why some people continue practicing sports while others withdraw is continuous; whether personality tests should be used in order to select athletes for a team; whether athletes' standard personality profiles exist; whether the success as a professional athlete can be predicted by a certain type of personality. The fact is that the study of personality helps professionals to work with people regardless the performance area (Gould & Weinberg, 2008).

A study conducted in Ardebil city (Iran) revealed that the stepwise regression analysis indicated that from among personality components only *Conscientiousness* have positive significant correlation with sport performance. The result, also, indicated that *conscientiousness* was the sole predictor of sport performance (Adel, Reza, & Farideh, 2013)

Adel M. *et al.,* (2013) on their research revealed that only *consciousness* have significant positive correlation with football and futsal players' performance (r = 0.18, P < 0.05). This finding indicates that athlete with high discipline, responsibility; achievement motivation and goal orientation have high performance in the game. But, athletes with *neuroticism* characteristics such as *anxiety, depression, aggression, angry* and *selfishness* have low emotional and behavioral stability. It causes players easily show their angry, aggression and failure and have been poor performance in the game.

Extraversion athletes, also, due to characteristics such as sensation seeking, risk taking, distractibility could not control their emotions. In this regard, these athletes to motivating oneself and feelings of pleasure and satisfy their curiosity, show emotional behaviors and it will be reduce their athletic performance. *Openness* to experience is characterized by flexibility, creativity, acceptance of other people's ideas, attitudes and rules. The findings of this study indicate that there was not significant relationship between *openness* with athlete's performance. It seems that non elite population could be one of the reasons. Other personality dimension that had not the relationship with athlete's performance was *agreeableness*. It means that athletes have not been good relationship with teammates and they more focuses on their needs than teammates Adel M. *et al.,* (2013).

Sports psychologists have long been attributing successful athletic performance to their personality characteristics. (Auweele, *et al.,* 1993) have concluded that there is a positive relationship between personality and some aspect of athletic performance. It was also thought that a person's answers on a questionnaire could be used to predict successful performance (Auweele *et al.,* 1993). Coaches were at first ecstatic about the possibility of selecting their players based on the ability of a psychological inventory to predict success (Horn, 2008)

Piedmont, *et al,* (1999), showed that *Conscientiousness* did have a significant association with the number of games played ($r (56) = 0.47$, $P < 0.001$) and the overall composite ($r (56) = 0.30$, $P < 0.05$). And also the research revealed that only *Neuroticism* and *Conscientiousness* emerged as significant predictors (beta = - 0.38 and 0.25, respectively; $R = 0.50$, $F (2, 76) = 12.57$, $P < 0.0001$), (Piedmont, *et al,* 1999).

The importance of personality as a predictor for behavior performance has been recognized in psychology (Sternberg, 2000). Researchers have recently reported the significant effects of personality on sports (Aidman, & Schofield 2004). When athletes participate in competitive sport, their underlying personality characteristics inevitably contribute to how they behave.

Some studies have specifically examined the role of the Big Five in predicting academic performance (Busato, Prins, Elshout, & Hamaker*,* 2000). Studies have also indicated a positive relationship between *conscientiousness* and job performance (Salgado, 1997).

Piedmont, *et al***,** (1999:771) explains about how to measure Performance-relevant dimensions as follows:

> *... Most content valid approach to measure performance is to use actual game statistics, which provide a direct index of actual level of ability. However there are some drawbacks to this approach. First, it is hard to generalize findings over different sports, or even from one position to another within a sport. What constitutes success for a goalie in soccer is different from success for a forward. Second, there may also be salient facets to performance that are difficult to measure. Third, actual performance may overlook the contribution of other factors which may, ultimately, facilitate or impair performance for the athlete and*

the team. For example, a player may evidence great ability but have a capacity for disruptive behavior that could injure not only the team's cohesiveness but prevent him or her from performing optimally.

Another area relevant to performance measurement is coaches' ratings of qualities outside of actual performance. Aside from seeking individuals with high levels of ability, coaches also wish to build teams and/or work with athletes who are amenable to training and receiving instruction. These collateral abilities may also be important for athletes in order to reach their full potential. An advantage to coaches' ratings is that the dimensions assessed can be used for all players on a team as well as being generalizable to many different types of sports. For example, a player's commitment to the game would probably be a construct germane to all athletes and would reflect a performance dimension that is salient for coaches. Further, coaches' ratings may be related to a wider range of personality dynamics than game statistics…

According to the Big Five framework (McCrae & Costa, 1987), core personality is comprised of five factors: extraversion, agreeableness, conscientiousness, emotional stability, and openness. Sport psychology scholars have long believed that personality is an important construct in sport participation and performance. For example, Morgan (1974) suggested that individuals with certain personality characteristics (e.g., extraversion) are more likely to gravitate toward sport. Additionally, higher levels of *extraversion* and lower levels of *neuroticism* have been identified as personality characteristics observed in elite athletes (Eagleton, McKelvie, & deMan, 2007).

Among athletes, *conscientiousness* and *neuroticism* have been linked to high levels of perceived stressor control and low levels of perceived stressor control, respectively (Kaisler, Polman, & Nicholls, 2012). More specific to performance, personality characteristics (i.e., the iceberg profile) may also account for a small amount of variance observed between successful and less successful athletes (Rowley, Landers, Kyllo, & Etnier, 1995).

As indicated on Piedmont, *et al*, (1999), the role of *Extraversion* in predicting performance has not been well outlined in previous research. Kane (1964) suggested that *Extraversion* enabled

athletes to perform well in front of an audience. Peterson *et al.* (1967) found team players to be higher on this dimension than individual competitors. Still others (e.g. Coleman, 1980) have argued that low *Extraversion* was a characteristic of extremely superior athletes. The tendency towards Introversion was believed to help them cope better with the pressures of competition. The results of this study showed that higher levels of *Extraversion* were not significantly correlated with any of the performance variables. However, the linking of *Extraversion* to coping with stress may be misplaced. Ability to manage stress is more a function of *Neuroticism* than *extraversion* (see Costa & McCrae, 1989). Coping ability does play an important role in performance, as seen by *Neuroticism's* relationship to several of the rated criteria.

2.2 The science of personality

Personality can be defined as the intrinsic organization of an individual's mental world that is stable over time and consistent over situations (Piedmont, 1998). The importance of personality as a predictor for behavior performance has been recognized in psychology (Sternberg, 2000).

As cherry, (2013); Mojitaba, Fatemeh, & Fatemeh, (2013); has mentioned personality is made up the characteristic patterns of thoughts, feelings, and behaviors that make a person unique. It arises from within the individual and remains fairly consistent throughout life. He pointed out the theories of Personality that a number of different theories have emerged to explain different aspects of personality. Some theories focus on explaining how personality develops while others are concerned with individual differences in personality.

Based on the search of points in common between theories and models of personality, the Big Five Factor (BFF) was developed, composed by factors such as *Neuroticism, Extroversion, Agreeableness, Conscientiousness* and *Openness* to *Experience*. Such model is also understood as an updated version of Trait Theory, which basic idea is that people present vast behavioral predispositions to respond in certain situations. To this theory the likelihood of a person to behave, feel or think in a certain way, also named tendency, is what defines a trait (Pervin & John, 2004; Hall, Lindzey, & Campbell, 2000; Cloninger, 1999).

Over the past 30 years research has converged on the existence of five trait dimensions that have been shown to constitute an adequate taxonomy of personality characteristics (Digman, 1990).

These five factors (Neuroticism, Extraversion, Openness, Agreeableness and Conscientiousness) were derived empirically from trait ratings and have been shown to be stable over time, robust and able to represent constructs derived from a wide range of psychological theories (see Digman 1990 and McCrae and John 1992) for reviews of the model. More importantly, the five-factor model has been shown to predict achievement-related life outcomes such as occupational and scholastic success (Digman, 1989; & Piedmont, 1995a). It seems reasonable that these dimensions should be related to other achievement-related outcomes, like athletic success, as well.

1.3 Big five dimensions of personality

First, the present researchers have mentioned five basic dimensions of personality which have proposed by personality researchers and often referred to as the "Big 5" personality traits.

As a matter of fact, evidence of research has been growing over the past 50 years, which started with the research of Fiske (1949) and then widespread by other researchers including (Norman, 1967; Goldberg, 1981; and McCrae & Costa, 1987).

Gosling, Rentfrow and Swann, (2003) discussed about the role big five personality traits that the Big-Five framework is a hierarchical model of personality traits with five broad factors, which represent personality at the broadest level of abstraction. Each bipolar factor (e.g., Extraversion vs. Introversion) summarizes several more specific facets (e.g., Sociability), which, in turn, subsume a large number of even more specific traits (e.g., talkative, outgoing). The Big-Five framework suggests that most individual differences in human personality can be classified into five broad, empirically derived domains.

Cherry; and Mojitaba (ibid) reviewed five categories which are usually described as follows:
1) **Extraversion:** This trait includes characteristics such as excitability, sociability, talkativeness, assertiveness and high amounts of emotional expressiveness.
2) **Agreeableness:** This personality dimension includes attributes such as trust, altruism, kindness, affection, and other behaviors.

3) **Conscientiousness:** Common features of this dimension include high levels of thoughtfulness, with good impulse control and goal-directed behaviors. Those high in conscientiousness tend to be organized and mindful of details.

4) **Neuroticism:** Individuals high in this trait tend to experience emotional instability, anxiety, moodiness, irritability, and sadness.

5) **Openness:** This trait features characteristics such as imagination and insight, and those high in this trait also tend to have a broad range of interests.

They noted that each of the five personality factors represents a range between two extremes. For example, extraversion represents a continuum between extreme extraversion and extreme introversion.

Komarraju , Steven, Ronald , Schmeck& Avdic, (2011) pointed out that the Big Five framework of personality traits (Costa & McCrae, 1992) has emerged as a robust and parsimonious model for understanding the relationship between personality and various academic behaviors (Poropat, 2009)

2.4 General concepts of Sport

A Sport is an organized, competitive, entertaining, and skillful activity requiring commitment, strategy, and fair play, in which a winner can be defined by objective means. Activities such as board games and card games are sometimes classified as "mind sports," but strictly speaking "sport" by itself refers to some physical activity. Non-competitive activities may also qualify, for example though jogging or playing catch are usually classified as forms of recreation, they may also be informally called "sports" due to their similarity to competitive games. Sports are governed by a set of rules or customs (Altmann, Dreschler, Jones, & Neuman, 2007).

2.5 Characteristics of the modern football

As defined by Dewitt, (2001:54) football is a ball game played between two teams of 11 players, each attempting to win by scoring more goals than their opponent. A goal results when the ball passes over the goal line between the goal-posts and under the crossbar.

In line with this idea, he describes that; football is a very simple game: the objective is to score more goals than the opponent team. Getting the ball between the goal posts and into the goal scores a point. While playing the ball, players may use any body part except their hands. However, the goal keeper may use his/her hands while inside the penalty area/box of its own team court. But as Kelly, (2013) Mentioned that Football is one of the most difficult games to learn and master. The range of skills and techniques required, using almost every part of the body, to control and move the ball through a 360-degree spectrum of possibilities, under regular pressure from opponents, means that a lengthy period of practice, training and development is necessary for each individual player. The additional complexity of the game is in terms of decision-making and the constant challenge of correct off-the-ball positioning increase the difficulty of the learning process.

This game is the most widely played and watched team sport in the world. In relation to this idea, as stated in http:// www.wordiq.com a survey conducted by Federation International de Football Association (FIFA), the sport's governing body, published in the spring of 2001, over 240 million people regularly play football in more than 200 countries in every part of the world. Its simple rules and minimal equipment requirements have no doubt aided its spread and growth in popularity. In this regard Reilly, (1996) expresses that; football is the world's most popular form of sport, being played in every nation without exception. Thus, the characteristics of football game and its rule have a great role for the popularity and development of modern football throughout the world.

2.6 Components (pillars) of football training

U.S. Soccer "C" License Course Candidate Manual (2008) suggests that it is important to clearly understand the components of coaching soccer and how to apply the methodology of teaching both technique and tactics through economical training. The coach must apply these principles to solve problems identified in the game to develop appropriate training sessions that allow the coach to coach the players, not the method. The components/pillars of coaching football/soccer are: technique, tactics, physical fitness and psychology. The order of priority of these pillars differs depending upon the age and ability of the players, in addition to this Dewitt, (2001) states that, "When determining which of the components you will address during each practice session,

you must take into account the ages and stages of development of your players". The details of each component has discussed as follows:

Psychological Preparation: when the coach plans the training session for psychological preparation he/she considers the development of both the mental and cognitive skill. Moreover, FIFA Coaching Manual (2004) explains that 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. The development and improvement of mental attitudes can start as early as the pre-training/development stage with youngsters. By giving the players specific rules and instructions during training sessions, it is possible to stimulate the development of their mental approach. However, cognitive skill knows how to read the game, having good all-round vision, being able to see more quickly and make the right choice of move more rapidly are all signs of a good tactical awareness that sets the great players apart from the rest. Furthermore, in the same manual cognitive skills are defined as the instructive tendencies that allow a motivated and committed player to assess situation through a process of knowledge acquisition (attention/ concentration/ perception/ anticipation).

It therefore encompasses everything that the player's intelligence allows him/her to understand so that he/she can exploit a given situation or action in the best possible manner.

Technical Preparation: as defined in Cambridge Youth Soccer Coaches Manual (2007) technique is the skills used to play the game. i.e. the "fundamentals". This includes things like dribbling, passing, shooting, receiving, tackling, juggling, heading, etc.

Tactical Preparation: in U.S. Soccer "C" License Candidate Manual tactic defined as player decisions within the game. Furthermore, as described by Dewitt, (2001) football tactics are the strategies that players and teams use to play the game. When the coach teaches tactics to his/her players, he/she is actually teaching them how to make correct decisions. During a match a player needs to make many decisions, usually with very little time to think.

Physical Preparation: according to John, Michael and Helen (2000) physical fitness is defined as the ability to cope effectively with the stress of everyday life.

Dewitt, (2001) describes that many people associated fitness with the ability to run for a long time (aerobic fitness); football players actually have a few more requirements. However, when we are thinking about fitness a player to perform the techniques and tactics of football for long duration, it is important to have good fitness. Furthermore, U.S. Soccer Coaching Manual (2010) recognizes that; football is a physically demanding sport characterized by explosive activities such as tackling, turning and jumping in addition to high intensity running and sprints over relatively short distances. According to statistics, top-class football players make approximately 1100 changes in exercise intensity and cover a distance of roughly 6.5 miles during a match. Fitness training can help a player endure the physical demands of football and maintain high technical ability and decision-making quality throughout a match. Every football player, regardless of standard of play, can benefit from a fitness training program based on football-specific exercises.

CHAPTER THREE

3. METHODS AND MATERIALS

3.1 Study design

Cross-sectional study design was used in order to collect data from the study subjects. The main objective of this study will be to investigate the relationship of personality traits and sport performance. To the data analysis descriptive co-relational method was employed.

3.2 Study area

The study were conducted in Jimma Town, which is located at south west from a capital city Addis Ababa with 346km long and in Oromia regional state. This Town has two national league participant clubs. But still the town does not have Premier league participant clubs.

3.3 Variables of the study

3.3.1 Independent variables

Personality trait (Extraversion, Neuroticism, Conscientiousness, Agreeableness, Openness), the entire trait has independent each others. So, on this study all the trait has been considered as independent variables.

3.3.2 Dependent Variables

Performance-relevant dimensions (coach ability, athletic ability, game performance, team plainness and work ethics). So, according to Piedmont, *et al,* (1999) the average result of this dimension (overall performance) are considered as dependent Variables.

3.4 Subjects of the Study

Jimma Aba-Buna and Jimma Kenema Football team were the target population of this research, (all National league players which found in Jimma Town). Besides that, two main and two assistant Coaches are also sours of the study.

3.5 Sample and sampling technique

There are 82 teams found in Ethiopia, which are participating in National league (*Beherawi* league) of the country. They are grouped according to their geographical locations under seven competition zones. Each competition zone has seven up to eleven teams. From this competition zone SWRE National league competition zone contains eight clubs. The researcher was selected Aba Buna and Jimma Kenema football teams as population of the study. This two clubs were participating in SWRE national league competition zones. Besides, they have 26 and 25 players respectively, or a total of 51 players. And Jimma Aba-Buna and Jimma Kenema Football Team were selected for two reasons; first, the Teams were the only National league team in the town. Second, the teams have had an experience in participating in the National league levels. Hence, the selection was made purposefully.

To get sufficient and reliable information all male national league players of Aba-Buna and Jimma Kenema with their both main and assistant coaches of the clubs were considered as study population. Because in Jimma town there were only two National league football clubs, so, the population limit in two clubs, therefore the researcher was use both clubs as a sours and all players and coaches as a sample of the study, but there was four players excluded from the samples, because those players were joined on their clubs after half season. Twenty three Aba-Buna club football players and Twenty four Jimma Kenema players of 2007 E.C (2014/2015 G.C) season (N = 47 players & N = 4 coaches) were selected to participate in the study. Hence, the selection or sampling technique is purposive.

3.6 Data collection instrument

3.6.1 Questionnaires

Self-report questionnaires were mainly used to collect quantitative data on Players' Personality trait. And coaches rating questionnaires were use to collect quantitative data on Players' Sport performance. Self-report questionnaires were contains two parts. The first part contains background information about the players; it was utilized to elicit essential information about the players: age, playing experience, player's position, educational levels, and Nationality. The Second part contains players' personality inventory (these items were adopted from International Personality Item Pool, 2001; Costa and McCrae's 1992). Beside, coaches rating questionnaires contains two parts. The first part contains background information about the Coaches it was utilized to elicit essential information about the coaches: age, work experience, educational statues, and coaching level. And the Second part contains coaches rating questionnaires which are rated by the coaches to measure players sport performance; these items adopted from Piedmont, *et al,* (1999).

3.6.1.1 Personality questionnaires

Personality was assessed by using revised NEO personality inventory (NEO-PI-R), Costa and McCrae's (1992). The 50-item IPIP self-report measure assesses five personality dimensions (*extraversion, neuroticism, openness, agreeableness*, and *conscientiousness*). Participants were required to indicate, on a 5-point Likert scale (strongly disagree, disagree, neutral, agree, and strongly agree).

In order to collect the relevant information from players, the researcher was used NEO-PI-R (50) questionnaire. There are a number of reasons why this particular instrument was selected.

First, the NEO-PI-R is a very widely used inventory. There is an extensive literature on the extent to which the constructs embodied in this inventory relate to various behavioral criteria and other phenomena of psychological interest, and the scales have proven to be useful tools in a number of applied fields. The scales in the IPIP implementation have been shown to correlate

highly with the corresponding NEO-PI-R domain scores, with correlations that range from .85 to .92 when corrected for unreliability (International Personality Item Pool, 2001).

The IPIP scales also outperformed the NEO-PI-R versions of the same constructs as predictors of a number of clusters of self-reported behavioral acts (Goldberg, in press), although these findings come from the same sample as was used to construct the IPIP scales.

Second, the IPIP representation (like all IPIP measures) is freely available in the public domain (Goldberg, 1999). With proprietary instruments, there are potential copyright and test security issues that might prevent their use on the internet. With public-domain instruments, these problems do not arise.

Finally, the instrument is relatively short.

3.6.1.2 Coach's ratings

The other instrument was Coach's ratings (Piedmont, *et al,* 1999). Each player was rated by both the Head and Assistant coaches on five performance relevant dimensions. Coach ability (the player's ability to listen, learn and apply coaches' instructions), athletic ability (the amount of athleticism the player exhibits), game performance (how well the player performs overall in games), team plainness (the ability of the player to get along and mesh with teammates, on and off the field) and work ethic (amount of effort and commitment the player dedicates to the team, herself and the coaches). Ratings were made on a 1 poor to 5 excellent Likert scale. The coaches' ratings on each dimension were averaged to enhance the reliability of each rating. The effective reliabilities of these averaged ratings ranged from 0.71 for coach ability to 0.82 for game performance (Rosenthal, & Rosnow 1984, P. 163).

According to Piedmont, *et al,* (1999) there are a number of reasons why this particular instrument was selected. Most content valid approach to measure performance is to use actual game statistics, which provide a direct index of actual level of ability. However there are some drawbacks to this approach. First, it is hard to generalize findings over different sports, or even from one position to another within a sport. What constitutes success for a goalie in soccer is different from success for a forward. Second, there may also be salient facets to performance that are difficult to measure. Third, actual performance may overlook the contribution of other factors

which may, ultimately, facilitate or impair performance for the athlete and the team. For example, a player may evidence great ability but have a capacity for disruptive behavior that could injure not only the team's cohesiveness but prevent him or her from performing optimally.

Another area relevant to performance measurement is coaches' ratings of qualities outside of actual performance. Aside from seeking individuals with high levels of ability, coaches also wish to build teams and/or work with athletes who are amenable to training and receiving instruction. These collateral abilities may also be important for athletes in order to reach their full potential. An advantage to coaches' ratings is that the dimensions assessed can be used for all players on a team as well as being generalizable to many different types of sports. For example, a player's commitment to the game would probably be a construct germane to all athletes and would reflect a performance dimension that is salient for coaches. Further, coaches' ratings may be related to a wider range of personality dynamics than game statistics.

3.7. Data Collection Procedure

The data collection was conducted according to the following procedure. First, questionnaire (inventory) was adopted. Then, they were subjected to comments from colleagues and research advisors for reliability and validity. Following this, the clarity of the contents of the questionnaire was checked in the light of the objective of the study. The questionnaire items were translated into Amharic by professionals. After designing tools to collect data for the study, then a pilot study was carried out on 18 players, which were out of the study groups, but there was comparable to the sample groups (Wolkite Kenema national league Football clubs). The players were asked to fill in the questionnaire with 48 items on their use of personality inventory and both main and assistant coaches were asked to fill 5 items to measure sport performance (performance-relevant dimension). The reliability coefficients of personality inventory were found 0.737. It was found to be in the range of 0.706 - 0.809 which shows high reliability. Besides, the reliability coefficients of coaches rating were 0.82. So, it is also reliable.

Consequently, duplication of the questionnaire was accomplished. Prior to the administration of the tools, first I got the necessary permission from top administrator and coaches of the team. Afterwards, I obtained the necessary permission for cooperation from the assistance coach.

Then, I myself explained the objective of the study to all players and asked their willingness to take part in the study. I assigned one hour for the questionnaire filling to all of the players. In accordance with the arrangement, the coach let me used their times and got the questionnaires filled in. The administration of the questionnaire took place in the players' lunch time under my supervision. It took one hour. On the other hand I explained for the coaches how to assess his players by using coaches rating, and I delivered the questionnaire for both assistance and main coaches (all the questionnaires were coded well). And then give to them one day to fill the questioners based on half season of working with the athletes. Each player was rated by two coaches. The next day I was collect the data from both coaches. This procedure was done for both clubs.

3.8 Data Analysis Procedure

3.8.1. Quantitative Data Analysis

The data from the self-report questionnaires were organized and entered into computer to be analyzed using Statistical Package for the Social Science (SPSS) program and 95% of confidence level is considered. Accordingly, SPSS version 20 was used to compute the above descriptive statistics. Mean and frequency were used to analyze the background information of the male national league Football player of the study samples.

Pearson product moment analysis was employed to indicate relationship between personality trait and sport performance. Step wise multiple regression analysis was applied to indicate if there were Personality factors (extroversion, agreeableness, conscientiousness, neuroticism, and openness) was the predictor of performance-relevant dimensions of athletes in the competition zone.

Similarly, the mean was used to interpret the average score of each personality questions as well as the overall mean score of all personality factors item pertaining to the level and types of personality trait, such interpretation procedure was based on Costa and McCrae's (1992).

3.9 Pilot study

Before the actual study was carried out, a pilot study was conducted with 18 respondents who were not part of the sample group (who were Wolkite Kenema National league players). The purpose of the pilot study was to assess the reliability, validity and relevance of the questionnaires.

Out of 50 items of NEO personality questioners, but two of them were decided to remove. Because those questions were not concerned the study populations. The questions were:

1. I see myself as someone who is politically liberal!
2. I see myself as someone who is politically conservative!

After that the players were asked to fill in the questionnaire with 48 items on their use of personality inventory and the coaches were asked to fill 5 items on performance-relevant dimension. The reliability coefficients were found 0.737 to the NEO personality questioners it was found to be in the range of 0.706 - 0.809. And Cronbach's Alpha of the coaches rating questions was 0.82 which shows high reliability.

3.10 Ethical considerations

Initially letter of permission was taken from Jimma university Department of sport science and submitted to concerned body. Participation in the study is totally voluntarily and Researchers was explained the purpose of the study to every participant and obtain inform consent before beginning the questioner filling. Participants fill the questioners privately and all necessary precautions were taken to maintain the confidentiality during the information collection. And also cultures or traditional values of all the study population were taken into consideration.

CHAPTER FOUR

4 DATA REPRESENTATION, RESULTS AND ANALYSIS

This chapter presents the results of the study in three parts which do represent the very three purposes of the study: First, about the background Information of both the Coaches and the players: Second, personality trait of Jimma Aba-Buna and Jimma Kenema national league football players. Sired, Correlation between personality trait and sport Performance, and investigate whether the personality factors (E.A.C.N & O) are significant predictor of sport performance.

4.1 Background Information

Coaches were asked to indicate their background information through questionnaire. Responses on their sex, age, years of experience in coaching, their current level of coaching license, educational level or qualification are summarized in table 4.1.

Table 4.1 Age, Sex, Coaching experience and Level of coaching license distribution of Jimma Aba-Buna and Jimma Kenema national league football Coaches, in 2007 E.C season

N0	Item	Alternatives	Frequency	%
1	Sex	Male	4	100
		Female		
	Total		4	100
2	Age	1.20-30	1	25
		2.31-40	2	50
		3.41-50	1	25
		4.Above 50		
3	Coaching experience	1.Less than one year		
		2.1-4 year	1	25
		3.5-10 year	2	50
		4.Above 10 year	1	25
	Total		4	100
4	Level of coaching license	1."C" first level	2	50
		2."B"second level		
		3. "A" higher level	2	50
	Total		4	100

According to table 4.1 all of the coaches found to Jimma town are male. Concerning the age of coaches, this table revealed that 1 (25 %) of the coaches were between 41-51 and the rest 2 (50 %), 1 (25 %) of the coaches are found between the age of 30-40 and 20-30 years respectively.

With regard to coaches experience, the above Table 4.1 showed that 1(25%) of the coaches less than one years, 1(25%) of the other had an experience with ranges between 5-10 years, and 2(50%) of the coaches had an experience more than 10 years. Besides that, 2 (50 %) of the coaches had first level ("C") Coaching license. The rest 2 (50 %) of the coaches were had higher level ("A") Coaching license.

Table 4.2 Descriptive statistics about Educational level of the coaches, in 2007 E.C National league season, Jimma Town, Ethiopia.

N0	Item	Alternatives		Frequency	%
1	Educational level (qualification)	1. Grade 10 complete		1	25
		2.Grade 12 complete		2	50
		3. Certificate level			
		4. Diploma level		1	25
		5. Degree			
2	If your educational level is above diploma, what was your area of study?	1.Physical education & sport			
		2. Football Coaching			
		3.Teaching other subjects			
	Total			4	100
1	Did you have a chance of getting performance enhancing courses?		1.Yes		
			2.No	4	100
2	If your answer is yes, how many times a year?	1. It is not known			
		2. One times a year			
		3. Two times a year			
	Total			4	100
1	The club did have a psychological staff?		1.Yes		
			2.No	4	100
2	If yes it is well organized	1.Yes			
		2.No			
	Total			4	100

Pertaining the educational qualification, table 4.2 depicts, 1(25%) of the coaches were grade 10th complete, 2(50%) of the coaches were grade 12th complete, and 1(25%) of the coaches had diploma in other fields. However, as shown on the above table their chance or opportunity of getting performance enhancing courses from the Football Federation is almost none.

Table 4.3: Age, Sex and Nationality distribution of football players, in 2007 E.C national league season, Jimma Town, Ethiopia.

N0	Item	Alternatives	Frequency	%
1	Sex	Male	47	100
2	Age	1. Below 18-20	16	34.0
		2.Between 21-25	14	29.8
		3.Between 26-29	14	29.8
		4. Above 29	3	6.4
Total			47	100
3	Nationality	1.Ethiopian	46	97.9
		2.Other that Ethiopia	1	2.1
Total			47	100

As indicated in the above table, (Table 4:3), 16 (34.0 %) of the players are between the age of 18-20, and 14 (29.8%), 14 (29.8%) of which were between 21-25, and 26-29 respectively, the rest 3 (6.4%) were above age of 29. The data shows that most of Jimma town national league players were in the youth age groups. Out of 47 study population 46 (97.9 %) of which have Ethiopian nationality and the rest 1 (2.1 %) were other than Ethiopian.
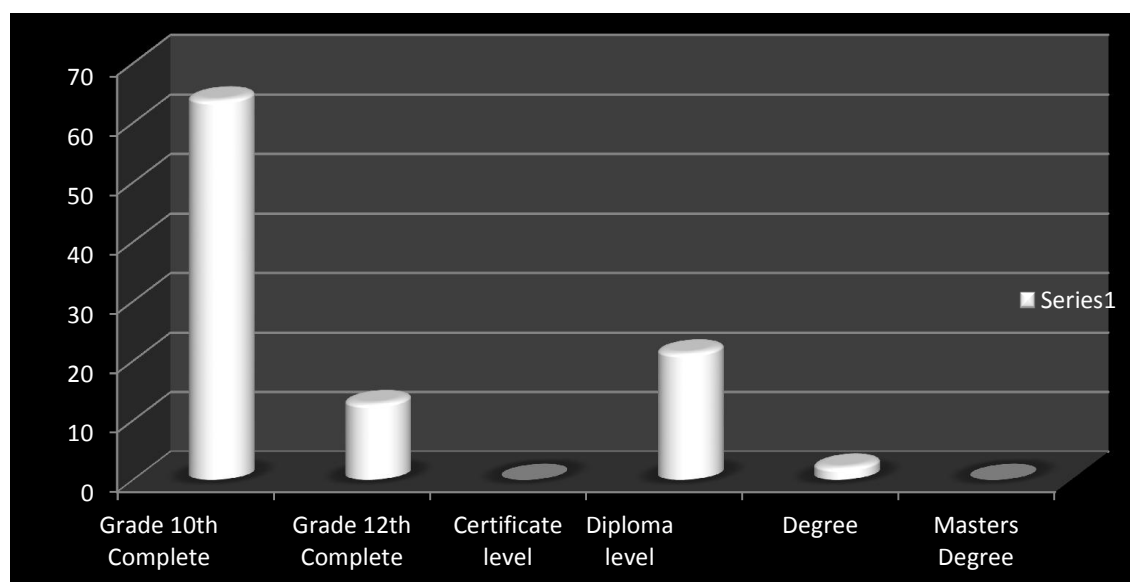
Figure 1: Education statuses of Aba-Buna and Jimma Kenema Football Players

Concerning the Education status of the study population, above half 30 (63.8 %) of the players are Grade 10th complete, and the rest were accounts 6 (12.8 %), 10 (21.3 %), and 1 (2.1 %), were Grade 12th complete, Diploma and Degree holders, accordingly (see graph 1 above)).

Table 4.4 position and National league experience of the player, in 2007 E.C National league season, Jimma Town, Ethiopia.

N0			Frequency	%
1	Player position	1.Goalkeeper	6	12.8
		2.Defense	17	36.2
		3.meid field	17	36.2
		4.Striker	7	14.9
Total			47	100
2	Experience year to participate in National league (in this club)	1.Less than one year	16	34.0
		2.1-2 Year	30	63.8
		3.Greater than two years	1	2.1
Total			47	100

Pertaining the experience year to participate in this club, table 4.4 depicts that, 16(34.0 %) of the players were Less than one year and 30 (63.8 %) were 1 up to 2 years and 1 (2.1 %) greater than two years playing experience on the club. In addition, as shown on table 4.5, 6 (12.8 %) of the study population were a goalkeeper, 7 (14.9 %) were striker, and each defense and mid field covers 17 (36.2 %) of the study populations.

4.2 Descriptive Statistics about Personality Trait and Performance-relevant Dimension

Table 4.5 Descriptive statistics of Personal traits in Aba-Buna & Jimma Kenema national league Football players, in 2007 E.C, Jimma Town, Ethiopia.

N0	Factor	Mean	S.D
1	Neuroticism	20.06	3.70
2	Extraversion	33.11	3.75
3	Openness	25.43	4.78
4	Agreeableness	32.15	4.79
5	Conscientiousness	35.06	4.75

Table 4.5 presents that the highest average of the relevant personality factors in the Jimma male national league players were scored for *Conscientiousness, Extraversion* and *Agreeableness* with a mean score of (M= 35.06, SD=4.75; M=33.11, SD=3.75: M=32.15, SD= 4.79) respectively and the lowest for the *Neuroticism* and *Openness* with a mean score of (M= 20.06, SD= 3.70; M= 25.43, SD= 4.78).

Table 4.6: Descriptive statistics of Performance-relevant dimension in Aba-Buna & Jimma Kenema national league Football players, in 2007 E.C, Jimma Town, Ethiopia.

N0	Factor	Mean	S.D
1	Coach ability	3.70	.623
2	Athletic ability	3.79	.858
3	Game performance	3.64	.870
4	Team plainness	3.64	.845
5	Work ethics	4.17	.732

The data available in table 4.6 shows the responses on the performance-relevant dimension. Accordingly the higher score were work ethics with a mean score (M= 4.17, SD= .732) and the lowest score were game performance and team plainness with a mean score (M= 3.64, SD= .870

& M= 3.64, SD= 845) respectively. And the rest athletic ability and coach Ability were scored (M= 3.79, 3.70 & SD= .858, .623) respectively.

4.3: Correlation analysis between personality traits and sport performance

Table 4.7 Co-relation coefficients of personality traits and sport performance of Aba-Buna & Jimma Kenema national league Football players, in 2007 E.C, Jimma Town, Ethiopia**.**

N0	Variable	M	SD	1	2	3	4	5	6
1	Neuroticism	20.1	3.70	1					
2	Extraversion	33.1	3.75	.064	1				
3	Openness	25.4	4.78	-.213	-.168	1			
4	Agreeableness	32.1	4.79	-.169	-.040	.170	1		
5	Conscientiousness	35.1	4.75	-.401**	.103	.121	.422**	1	
6	Overall performance	18.9	3.02	-.338*	.177	.104	.380**	.897**	1
**. Correlation is significant at the 0.01 level (2-tailed).									
*. Correlation is significant at the 0.05 level (2-tailed).									

Table 4.7 presents the inter-correlations between the Personality Factors (*Neuroticism, Extraversion, Openness, Agreeableness* and *Conscientiousness*) and Sport performance in male national league football players. It was empirically proved that *Conscientiousness and Agreeableness* was significantly positively correlated with sport performance (r= .897, P < 0.01; *(*r= .380, P < 0.01) respectively.

Moreover a correlation data revealed that *Openness* (r=.104, P=.485) and *Extraversion* (r=.177, P= .233) score had a weak positive relationship, but there was not statistically significant. Besides *Neuroticism* had scored a weak negative relationship (r= -.338, P< .05). However, the relationships were negatively significantly correlated.

4.4: Multiple regressions analysis between personality traits and sport performance

Table 4.8 Multiple regression between personality traits and Sport performance on Aba-Buna & Jimma Kenema national league Football players, in 2007 E.C, Jimma Town, Ethiopia.

	R	R2	Adjusted R2	F, (df)	NEO-FFI	B	Beta	T	Sig	Partial Correlation
					Con	-3.89		-1.18	.244	
Overall Performance	.901ᵃ	.813	.790	35.55 (5,41)	N	014	.017	.232	.818	.036
					E	.070.	.087	1.25	.219	.192
					O	.009	.014	.20	.84	.031
					A	.005	.008	.106	.916	.017
					C	.566	.890	10.94	.000	.863
**P < 0.01, *P < 0.05										

Key: Con= Constant, **N**= Neuroticism, **E**= Extraversion, **O**= Openness, **A**= Agreeableness and **C**= Conscientiousness

As can be seen, in table 4.8, in order to determine the strength of relationships between self-rated personality and sport performance, step-wise multiple regression analyses were conducted. The analysis used the coaches' ratings (sport performance) composite as the dependent variable and the personality dimensions as the predictors.

The above multiple regression analysis data revealed that *Conscientiousness* of the athletes personality trait and sport performance have a statistically significant relationship, (r=.901, F (5, 41) = 35.55, p < 0.01. 90.1 % of the variance in the overall performance score is explained for by the variance in *Conscientiousness* personality of the players. *Conscientiousness* was found to be as a statistically significant predictor of sport performance (b= .566, t= 10.94, p < 0.01).

CHAPTER FIVE

5. DISCUSSION

Table 4.1 shows that football coaching on Jimma town National league clubs is dominated by male coaches. Beside that the majority of the coaches are found in the adult age groups. And these table shows that most of the coaches had good experience in the area and half of them were had higher level of coaching license. But Table 4.2 shows that almost all of them were under degree levels. Besides, this finding shows that most of the coaches have no chance to update their professions. This may affect the quality of the Team.

And both clubs does not have sport psychologist in their coaching staff. According to Gould & Weinberg (2008) Sport psychology evolves in order to keep pace with the demands of athletes, coaches and institutions. One of the major quests of current competitive sport is the expertise regarding personality in sport and in exercise. The questioning on why some people continue practicing sports while others withdraw is continuous; whether personality tests should be used in order to select athletes for a team; whether athletes' standard personality profiles exist; whether the success as a professional athlete can be predicted by a certain type of personality.

The fact is that the study of personality helps professionals to work with people regardless the performance area. And it helps whether the coach, athlete and team effectiveness. But the present study showed that there is no psychologist in the both clubs. So, it makes an influence directly or in another way on the team successes.

Table 4.5 shows that, the highest results are reported on *Conscientiousness, Extraversion* and *Agreeableness* personality traits. But only *Conscientiousness* is significantly correlated with sport performance. According to, Carron *et al*., (2005), compatibility of personality between each team member's and coach's attitudes, personalities, or abilities, increases athlete and coach satisfaction and team effectiveness. So, the team management staffs should give emphases on players' compatibility of personality and also the coaches.

High scores in *conscientiousness* indicate perseverance and a strong sense of duty, and responsibility and tend to be somewhat it have a strong need to achieve and work hard to achieve

their goals. Athletes set themselves challenges; they play to win and need to feel they are accomplishing something.

High scores in *Extraversion* indicate expressiveness, more open and talkative. The athletes are more confident expressing their feelings. In competition, they have the ability to be more at ease playing in the presence of a crowd, but they were risk taking, distractibility could not control their emotions. In this regard, these athletes to motivating oneself and feelings of pleasure and satisfy their curiosity, show emotional behaviors and it will be reduce their athletic performance.

High scores in *Agreeableness* indicate athletes have not been good relationship with teammates and they more focuses on their needs than teammates. So, this might reduce teams' cohesion.

Lower score in *Neuroticism* indicates high self-confidence and low anxiety of athletes.

As the result showed in Table 4.6 from performance-relevant dimension on work ethics players were scored the higher mean result. This finding show that Jimma Aba-Buna & Jimma Kenema national league football players have an excellent amount of effort and commitment that the player dedicates to the team, her and the coaches. But the table 4.7 showed that the players were the minimum scored is player performs overall in the games (game performance) and ability of player to get along and mesh with teammates, on and off the field.

But as Singh and Singh (2013) they tried to show *neuroticism* had significant correlation with three levels participation (district, state and national level volleyball players) (r = .34, P< 0.01; r = .46, P< 0.01 & r =.53, P< 0.01) respectively. And also *extraversion* dimensions of personality have significant correlation with those three different levels of competition. Whereas, *agreeableness* has a positive significant relationship with state and national level volleyball players sport performer. But *conscientiousness* correlates significantly higher with the national level of participants. But in the current study, *conscientiousness and agreeableness* were had positively significant relationship with sport performance. Beside, *Neuroticism had* negatively significantly correlated with sport performance. So, according to table 4.7 it is not contradicting on the finding of Singh and Singh (2013).

Personality factor *neuroticism* was significantly positively correlated with Sport performance, but the current study contradicting on it (Singh & Manoj 2012; Kovac 2008; Piedmont *et al*, 1999). Aidman and Schofield, (2004) reported that *openness* are not correlated with sport performance, but this is not contradicting on the present study.

As table 4.8 indicates that athlete with high *Conscientiousness* characteristics such as discipline; responsibility; achievement motivation and goal orientation have high performance in the game. These findings argued on research done in Iran, at Ardebil city, which is revealed that only *consciousness* have significant positive correlation with football and futsal players' Sport performance ($r = 0.18$, $P < 0.05$). And *Conscientiousness* was the sole predictor of performance (Adel M. *et al.,* 2013; Salgado 1997; Singh & Singh 2013).

But, athletes with *neuroticism* characteristics such as anxiety, depression, aggression, angry and selfishness have low emotional and behavioral stability. It causes players easily show their temper, aggression and failure and poor performance in the game as well as team cohesions and work ethics.

The findings with *neuroticism* are not consistent with previous research that found self-esteem; self-confidence and self-control were related to performance. In order to maintain a good sense of self under pressure, being able to tolerate stress and control impulsivity are all parts of low *neuroticism* (Costa & McCrae, 1992).

Due to characteristics such as sensation seeking, risk taking and distractibility, *Extraversion* athletes could not control their emotions. In this regard, these athletes to motivating oneself and feelings of pleasure and satisfy their curiosity, show emotional behaviors which might reduce their athletic performance (Piedmont *et al*. 1999).

The other role of *Extraversion* in predicting performance has not been well outlined in previous research. Kane (1964) suggested that *Extraversion* enabled athletes to perform well in front of an audience. Besides, Peterson *et al*. (1967) found team players to be higher on this dimension than individual competitors. The tendency towards Introversion was believed to help them cope better with the pressures of competition. The results of this study showed that higher levels of

Extraversion were negatively significantly correlated with sport performance. So, the present study argued on *Extraversion* was not played a prediction of Sport performance.

Openness to experience is characterized by flexibility, creativity, acceptance of other people's ideas, attitudes and rules. The findings of this study indicate that there was not significant relationship between openness with athlete's performance.

The other personality dimension that had no relationship with athlete's performance was *agreeableness*. It means that athletes have not been good relationship with teammates and they more focuses on their needs than teammates. The present findings are consistent with the findings of Piedmont *et al*. (1999), Salgado (1997), Aidman and Schofield (2004), Singh & Singh (2013).

On the other hand, the result of this study is no go in line with the findings of Singh and Manoj (2012), which stated that the personality factor *neuroticism* was significantly positively correlated and also a significant positive predictor of wrestling performance. For Taylor & Doria (1981), *extraversion* has been found to predict sport performance, particularly in team athletes. But in the present study a multiple regression analysis revealed that both *neuroticism* and *extraversion* personality traits was not significant positive predictor of Sport performance.

CHAPTER SIX

6. SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

This chapter deals about the overall study purpose and procedures of the study, major findings, conclusions and recommendations forwarded.

6.1 SUMMARY

The purpose of this study was to investigate the relationship between personality trait and sport performance in the case of Aba-Buna & Jimma Kenema national league football players.

Therefore, in order to achieve this objective all possible efforts were made to get the most probable answers to the basic questions by making strong review of related literature, collecting relevant information through questionnaire. To this end, this study is tried to assess the following basic questions:

1. What is the personality trait of Aba-Buna & Jimma Kenema national league football players as measured by the NEO-FFI personality questionnaire?
2. Is there a positive or negative relationship between sport Performance and personality trait on Aba-Buna & Jimma Kenema national league football players?
3. Is there personality factors (E.A.C.N & O) are significant predictor of Aba-Buna & Jimma Kenema national league football players of sport performance?

The population of the study consisted of all Jimma town National league male football players (N=47) and all coaches (N=4) in the 2007 E. C (2014/2015G.C) competition season. The study employed Cross-sectional study design in order to collect data from the study subjects. Beside, to the data analysis descriptive co-relational method was employed. Questionnaire was the major instrument of data collection. To increase the reliability of questionnaires, check the clarity of language and pilot testing has been carried out. After collecting the responses from respondents, necessary correction and modifications were made before distribution of the actual data gathering. Personality was assessed by using the NEO- Five Factor Inventory, and athlete's Sport performance was assessed by coach's rating and two different questionnaires, on personality trait

and Sport performance were used to collect relevant data. The results obtained through quantitative data analyses directed to the following major findings:

➢ This study shows that Jimma town national league football coaching was dominated by male coaches, even if they are found between different age levels.

➢ With regard to year of experience in coaching, out of four coaches 1(25%) of the coaches less than one years, 1(25%) of the coaches had an experience with ranges between 5-10 years, and the other 2(50%) had an experience more than 10 years. While the current level of the coaches license indicated that, 2 (50 %) of the coaches had first level ("C") Coaching license. The rest 2 (50 %) of the coaches were had higher level ("A") Coaching license.

➢ The present study also showed that With regard to educational level and qualification of coaches, 1(25%) of the coaches were grade 10th complete, 2(50%) of the coaches were grade 12th complete, and 1(25%) of the coaches had diploma in other fields. In addition to this, the study indicated that, their chance or opportunity of getting performance enhancing courses from the Football Federation is almost none.

➢ With regard to the availability of psychological staffs, all coaches responding that, all clubs does not have psychological staffs in their coaching staff.

➢ The results of background questionnaire shows that 16 (34.0 %) of the players were between the age of 18-20, and 14 (29.8%), 14 (29.8%) of which were between 21-25, and 26-29 respectively, the rest 3 (6.4%) were above age of 29. In addition to this, the study indicated that, Out of 47 study population 46 (97.9 %) of which have Ethiopian nationality and the rest 1 (2.1 %) were other than Ethiopian.

➢ With regard to the educational level of players, above half 30 (63.8 %) of the players are Grade 10th complete, and the rest were accounts 6 (12.8 %), 10 (21.3 %), and 1 (2.1 %), were Grade 12th complete, Diploma and Degree holders, accordingly.

➢ Regarding the personality characteristics profile of Jimma town male national league football players the higher score were, *Conscientiousness, Extraversion* and *Agreeableness* with a mean score of (M= 35.06, SD=4.75; M=33.11, SD=3.75: M=32.15, SD= 4.79) respectively and the lowest for the *Neuroticism* and *Openness* with a mean score of (M= 20.06, SD= 3.70; M= 25.43, SD= 4.78).

➤ This study shows the responses by the players on the performance-relevant dimension. Accordingly the higher score were work ethics with a mean score (M= 4.17, SD= .732) and the lowest score were game performance and team plainness with a mean score (M= 3.64, SD= .870 & M= 3.64, SD= 845) respectively. And the rest athletic ability and coach Ability were scored (M= 3.79, 3.70 & SD= .858, .623) respectively.

➤ Pearson product-moment correlation analysis results showed that *Conscientiousness and Agreeableness* was significantly positively correlated with sport performance (r= .897, P < 0.01; r= .380, P < 0.01) respectively. Besides *Neuroticism* were negatively significantly correlated with sport performance (r= -.338, P< .05).

➤ Multiple regression analysis data revealed that *Conscientiousness* of the athletes personality trait and sport performance have a statistically significant relationship, (r=.901, F (5, 41) = 35.55, p < 0.01. And *Conscientiousness* was found to be as a statistically significant predictor of sport performance (b= .566, t= 10.94, p < 0.01).

➤ So, finally the researcher tries to recommend that interested researchers in the area to expand findings and to come up with new ideas and suggestions that can be contributed to the betterment of the study.

6.2 CONCLUSIONS

The main purpose of this study is to identify personality trait, describe the correlation of personality trait and sport Performance; and investigate whether the personality factors (E.A.C.N & O) are significant predictor of sport performance.

In the modern world, every nation is trying hard to produce sportsperson, who could bring glories in various competitions at international level. Such honors in sports have already acquired a high prestige-value for participating nations. It is natural; therefore, that improving the standards in the field of football sport has become a focal point of attention, study and effort on the part of physical educators, coaches and research workers almost in all countries of the world. In this effort, various disciplines like psychology, education, medicine, physical sciences etc. are getting more and more involved. So, this researcher is also trying to analyze the relationship between personality trait and sport performance in male national league football players in Jimma town.

The study has indicated that all national league football clubs does not have psychological staffs in their coaching staff. Therefore, in one or the other way it creates negative impact on the success of the effectiveness of the athletes, coaches and clubs. And the study revealed that there is a lake of training for the coaches updating the current knowledge. On the other hand more than half of the players do have less than two year playing experience on their teams.

According to coaches rating, table 4.6 showed that the maximum mean result were reported by work ethics (M= 4.17, SD= .732) and the minimum mean result were game performance and team plainness (M= 3.64, SD= .870 & M= 3.64, SD= 845) respectively.

Overall, the results of this study showed that the personality dimensions of *Conscientiousness* were significantly associated with athletic performance among male national league football players. These associations were found for coaches' ratings on several ability dimensions. Only *Conscientiousness* had a significant predictor of sport performance. The magnitude of this association is consistent with previous research done in Ardebil city (Iran) Adel M. *et al.,* (2013).

The other personality trait such as *openness, agreeableness, extraversion* and *neuroticism* were not significantly positively correlated with sport performance. And there was not significant positive predictor of sport performance (Kane, 1964; Piedmont et al. 1999; Salgado 1997; Aidman and Schofield, 2004; Singh & Singh 2013).

But the result of this study is contradicting with the previous study which was done by Singh and Manoj, 2012; Taylor & Doria, 1981) *neuroticism* and *Extraversion* were significantly positively correlated with sport performance and there was significant positive predictor of sport performance.

6.3 RECOMMENDATIONS

Based on the conclusions derived from the findings of the data analyzed, the following recommendations were made as possible ways of curbing the problems observed.

➢ Any training can be effective and successful if it is supported with appropriate facilities and equipments. For example, if any clubs do have a psychological staff it helps to develop team cohesion, facilitate an excellent team spirit and the psychologists may facilitate imagery training for the teams. Therefore, top administrative officials or management staffs should give emphases to employ sport psychologist.

➢ As finding reveled that there was a problem on updating the coach's awareness (per year performance enhancing courses is very low). Therefore, it is recommended that, first; coaches should be updated through training with the current football world. Second, management staffs should have facilitating performance enhancing courses from the football Federation to the main and assistant coaches.

➢ As the result showed that there was only 2.1% of the study populations have greater than two years playing experience on their club. Therefore, it is recommended that the top administrative officials or management staffs, coaching staff, all concerned bodies should exert unreserved effort to create suitable environment to increase the playing experience of the player on their club.

➤ The present study show that players were found in Jimma town has an excellent amount of effort and commitment to the team, her and the coaches (work ethics). But the table 4.6 shows that the minimum mean result (M=3.64, SD= .870, & M=3.64, SD=.845 respectively) were on player performs overall in the games (Game performance) and ability of player to get along and mesh with teammates, on and off the field (team plainness). Therefore, it is recommended that, the Coaching staff should give more emphases on game performance and team plainness.

➤ According to the present study shows that, studying the relationship between personality traits and sport performance has much importance, because some personality trait had significant positive relationship with Sport performance. From personality traits, *Conscientiousness* was the sole predictor of sport performance. Therefore, to increase compatibility of personality between each team members. Both management and coaching staffs should give more emphases on this personality types.

➤ As indicating in table 4.6 the player profiles shows that *Agreeableness* personality trait is the 3rd highest scores, this indicates that athletes have not been good relationship with teammates and they more focuses on their needs than teammates. Therefore, the Coaching staff must be done to manage this personality characteristic.

➤ Finally, I initiate concerned and interested researchers in the area to expand findings and to come up with new ideas and suggestions that can be contributed to the betterment of the study.

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Appendix I

Player's questionnaire part 'A' and 'B'

JIMMA UNIVERSITY COLLEGE OF NATURAL SCIENCE SCHOOL OF POST
GRADUATE STUDIESDEPARTMENT OF SPORT SCIENCE

This questioners is to be completed by Jimma town National league Male Football players

Dear Players,

Currently, I am conducting a postgraduate (M. Sc) research in Sport science under the title: 'the relationship between personality trait and sport performance.

This questionnaire is designed for a study purpose. It does not have any sort of evaluation intention and you are not evaluated based on the response you give to the questions. The success of the study depends on the will and genuine response you give to the questions. Thus, you are asked to respond to the questions frankly and honestly. Your information will be used only for the research purpose and will be kept confidential. You are not required to write your names.

 Thank you in advance for your kind cooperation.

Beniyam Teshome

Directions: The following statements concern your perception about yourself in a variety of situations. Your task is to indicate the strength of your agreement with each statement, utilizing a scale in which 1 denotes strong disagreement, 5 denotes strong agreement, and 2, 3, and 4 represent intermediate judgments. In the boxes after each statement, put this mark (X) to a box from 1 to 5 from the following scale:

> **Key**: 1= strongly disagree
> 2= Disagree
> 3= Neutral
> 4= Agree
> 5= strongly agree

There are no "right" or "wrong" answers, so select the number that most closely reflects you on each statement. Take your time and consider each statement carefully. Once you have completed all questions please "Submit" to the researcher.

Part A. players Background information

1. Name of the club ☐ Aba Buna ☐ Jimma Kenema
2. Age 1/ Between 18-20 2/ Between 21-25 3/ Between 26-29 4/ Above 29
3. Sex 1/ Male 2/ Female
4. Nationality 1/ Ethiopian 2/ Other that Ethiopia
5. Education status 1/ Grade 10th Complete 2/ Grade 12th Complete

   3/ Certificate level 4/ Diploma level 5/ Degree 6/ Masters
6. Experian's year to participate in National league (in this club)?

   1/ Less than one year 2/ 1-2 Year 3/ Greater than two years
7. Position of the player

   1/ Goalkeeper 2/ Defense 3/ midfielder 4/ striker

Part B. Personality questionnaires

N<u>O</u>	Questions	1= strongly disagree 2= Disagree 3= Neutral 4= Agree 5= strongly agree				
	Extraversion questions	**1**	**2**	**3**	**4**	**5**
1	Am the life of the party. (E+)					
2	Am skilled in handling social situations. (E+)					
3	Make friends easily. (E+)					
4	Know how to captivate people. (E+)					
5	Feel comfortable around people. (E+)					
6	Don't talk a lot. (E–)					
7	Keep in the background.(E–)					
8	Have little to say. (E–)					
9	Don't like to draw attention to myself. (E–)					
10	Would describe my experiences as somewhat dull. (E–)					

	Neuroticism questions	1	2	3	4	5
11	Often feel blue. (N+)					
12	Am often down in the dumps. (N+)					
13	Dislike myself. (N+)					
14	Have frequent mood swings. (N+)					
15	Panic easily. (N+)					
16	Seldom feel blue. (N–)					
17	Feel comfortable with myself. (N–)					
18	Am very pleased with myself. (N–)					
19	Rarely get irritated. (N–)					
20	Am not easily bothered by things. (N–)					
	Conscientiousness questions	1	2	3	4	5
21	Am always prepared. (C+)					
22	Make plans and stick to them. (C+)					
23	Carry out my plans. (C+)					
24	Get chores done right away. (C+)					
25	Pay attention to details. (C+)					
26	Find it difficult to get down to work. (C–)					
27	Do just enough work to get by. (C–)					
28	Shirk my duties. (C–)					
29	Don't see things through. (C–)					
30	Waste my time. (C–)					
	Agreeableness questions	1	2	3	4	5
31	Have a good word for everyone. (A+)					
32	Respect others. (A+)					
33	Believe that others have good intentions. (A+)					
34	Accept people as they are. (A+)					
35	Make people feel at ease. (A+)					
36	Cut others to pieces. (A–)					
37	Insult people. (A–)					

38	Have a sharp tongue. (A–)					
39	Get back at others. (A–)					
40	Suspect hidden motives in others. (A–)					
	Openness questions	1	2	3	4	5
41	Believe in the importance of art. (O+)					
42	Have a vivid imagination. (O+)					
43	Enjoy hearing new ideas. (O+)					
44	Carry the conversation to a higher level. (O+)					
45	Do not like art. (O–)					
46	Do not enjoy going to art museums. (O–)					
47	Am not interested in abstract ideas. (O–)					
48	Avoid philosophical discussions. (O–)					

Appendix II

በጅማ ዩኒቨርሲቲ
የተፈጥሮ ሳይንስ ኮሌጅ በድህረ ምረቃ ፕሮግራም
የስፖርት ሳይንስ ትምህርት ክፍል

ስነ-ባህሪ (Personality trait) ና አጠቃላይ የስፖርት አቅም (Performance-relevant dimension) ያላቸውን ተዛምዶ የሚመለከቱ መጠይቆች ዙሪያ የቀረበ በተማሪዎች የሚሞላ መጠይቅ ነው፡፡

ውድ ተጫዋች:

ጤና ይስጥልኝ **ቢኒያም ተሾመ** እባላለሁ የመጣሁት ከጅማ ዩኒቨርሲቲ የድህረ ምረቃ ትምህርት፣ የስፖርት ሳይንስ ትምህርት ክፍል ሲሆን። የመጣሁትም በጅማ ከተማ በሚገኙ የብራዊ ሊግ ተጫዋቾች ዙሪያ በስነ-ባህሪ (Personality trait) ና አጠቃላይ የስፖርት አቅም (Performance-relevant dimension) ዙሪያ ያላቸውን ተዛምዶ ለማጥናት ሲሆን።

በቅድሚያ በቃለ መጠይቁ ለመሳተፍ ፍቃደኛ በመሆንህ ላመሰግን እወዳለሁ ።

 እያንዳንዱ ጥያቄ የራስን ሃሳብና ስምምነት የሚገልጥ   እንጂ አንድ ትክክለኛ መልስ ስለሌለው የሌላውን መልስ በማየት ወይም ተወያይቶ መስራት የመጠይቁን ዓላማ ስለሚያዛባ የራሳችሁን መልስ ብቻ በመስጠት እንድትተባበሩኝ በቅድሚያ በአክብሮት ጠይቃለሁ፡፡ ስለመጠይቁ የምትሰጡት ምላሽ በሚስጥር ተጠብቆ ለጥናቱ ውጤት ብቻ የሚውል መሆኑን እገልጠኩ፡፡

<div align="right">ለምታደርግልኝ ቃና ትብብር ከወዲሁ አመሰግናለሁ፡</div>

ክፍል 1 *ግላዊ መረጃ*

መመሪያ አንድ: ከ1-6 ላሉት ጥያቄዎች የምርጫዎቹን ፊደላት በማክበብ መልስ

1. እድሜ
   - ሀ. ከ 18-20 አመት መካከል
   - ለ. ከ 21-25 አመት መካከል
   - ሐ. ከ 26-29 አመት መካከል
   - መ. ከ 29 አመት በላይ

2. ፆታ   ሀ. ወንድ   ለ. ሴት

3. የትምህርት ደረጃ
   - ሀ. 10ኛ ክፍል ያጠናቀቀ   ለ. 12ኛ ክፍል ያጠናቀቀ   ሐ. ዲፕሎማ   መ. ዲግሪ ሠ. ማስተርስ

4. ዜግነት   ሀ. ኢትዮጲያዊ   ለ. የሌላ ሀገር ዜጋ

5. በዚህ ክለብ ውስጥ ለምን ያህል አመት ተጫውተሃል
   - ሀ. ከ አንድ አመት በታች   ለ. ከ 1-2 አመት   ሐ. ከ ሁለት አመት በላይ

6. የምትጫወትበት ቦታ   ሀ. ጎል ጠባቂ   ለ. ተከላካይ   ሐ. የመሀል ክፍል   መ/ አጥቂ

ክፍል ሁለት: ስለ ስነ-ባህሪ (Personality trait) *መረጃ ለመሰብሰብ የተዘጋጁ መጠይቆች*

መመሪያ ሁለት: የሚከተሉት ዓረፍተ ነገሮች በተለያዩ ሁኔታዎች ስለእርስዎ ያሉትን መረዳት የሚመለከት ነዉ፡፡ የእርስዎ ተግባር ለእያንዳንዱ ዓረፍተ ነገር እርስዎ ምንያህል እንደሚስማሙ ማመላከት፡፡ የቀረቡትን ጥያቄዎች ለመመለስ በቂ ጊዜ ሰጥተዉ አስቡ፡፡ ጥያቄዎቹ ትክክለኛ መልሶች የላቸዉም ስለሆነም ቸላሳትሉ በሚገባ አስበዉ መልሱ፡፡ የተገለፁትን ዓረፍተ ነገሮች ምንያህል እንደምትስማሙ በመለኪያዎቹ ስር ያሉትን አንዱን ቁጥር በማክበብ አሳዩ፡፡

መግለጫ :

1. ፈፅሞ አልስማማም
2. አልስማማም
3. መወሰን አልቸልም
4. እስማማለሁ
5. በጣም እስማማለሁ

ተ.ቁ	ጥያቄ	1=ፈፅሞ አልስማማም 2= አልስማማም 3=መወሰን አልቸልም 4=እስማማለሁ 5=በጣም እስማማለሁ				
		የ Extraversion መጠይቅ	1	2	3	4	5
1	እኔ የፖለቲካዉ ቡድን የጀርባ አጥንት ነኝ					
2	ማህበራዊ ሁኔታዎችን የመቆጣጠር ከህሎት አለኝ					
3	ጓደኛ በቀላሉ ማፍራት እችላለሁ					
4	ሰዎችን እንዴት እንደምማርክ አዉቃለሁ					
5	በሰዎች ፊት ምቹ የሆነ ስሜት ይሰማኛል					
6	ብዙ አልናገርም					
7	የሁዋላ ታሪኬን እጠብቃለሁ					
8	የምናገራቸዉ ነገሮች አነስተኛ ናቸዉ (ቁጥብ ነኝ)					
9	ለራሴ ትኩረት ማድረግ አልወድም					
10	የራሴን ልምዶች በምገልጽበት ጊዜ ራሴን እንደማይገባዉ ሰዉ አድርጌ እቆጥራለሁ					
		የ Neuroticism መጠይቅ	1	2	3	4	5
11	አልፎ አልፎ የትካዜ ስሜት ይሰማኛል					
12	አልፎ አልፎ እሰለቻለሁ					
13	ራሴን እጠላለሁ					
14	አብዛኛዉን ጊዜ ስሜቴ ይለዋወጣል					
15	በቀላሉ እፈራለሁ					
16	በቀላሉ ድብርት ውስጥ እገባለሁ					

17	ለራሴ ምቹ ሁኔታን እፈጥራለሁ					
18	ራሴን በጣም ለማስደሰት እጥራለሁ					
19	ብዙ ጊዜ አልበሳጭም					
20	ለነገሮች በቀላሉ አልጨነቅም					
	የ Conscientiousness መጣይቅ	1	2	3	4	5
21	ሁልጊዜ ዝግጁ ነኝ					
22	እቅድበማዉጣት በእቅዱ መሰረት አመራለሁ					
23	እቅዴን አከናዉናለሁ					
24	ስራዎችን በጊዜ ና በሰዓቱ አከናዉናለሁ					
25	ለዝርዝር ጉዳዎች ትኩረት እሰጣለሁ					
26	ስራ ለመጀመር እችገራለሁ					
27	ለመኖር በቂ ስራ እሰራለሁ					
28	ግዴታዎቼን ለመወጣት አለማማለሁ					
29	ነገሮችን በጥልቀት አላያቸዉም					
30	ጊዜየን አባክናለሁ					
	የ Agreeableness መጣይቅ	1	2	3	4	5
31	ለሁሉም ሰዉ ጥሩ ምላሽ እሰጣለሁ					
32	ሌሎች ሰዎችን አከብራለሁ					
33	ሌሎች ሰዎች ጥሩ አስተሳሰብ እንዳላቸዉ አምናለሁ					
34	ሰዎችን ሰዉ በመሆናቸዉ ብቻ አቀበላለሁ					
35	ሰዎች ምቾት እንዲሰማቸዉ አደርጋለሁ					
36	ሌሎች ሰዎች ላይ አደጋ አደርሳለሁ					
37	ሰዎችን እሳደባለሁ					
38	ነገረኛ ነኝ					
39	ሰዎችለይ እነሳለሁ					
40	በሌሎች ዉስጥ ያለዉን ድብቅ ሴራ እጠረጥራለሁ					
	የ Openness መጣይቅ	1	2	3	4	5
41	በጥበብ አስፈላጊነት አምናለሁ					
42	ግልፅ የሆነ ምናብ አለኝ					
43	አዳዲስ ሀሳቦትን መስማት ያስደስተኛል					

44	ንግግሬን በከፍተኛ ደረጃ አደርጋለሁ					
45	ጥበብ አልወድም					
46	ወደጥበብ ቤተመዘከር መሄድ አያስደስተኝም					
47	ረቂቅ ለሆኑ ሀሳቦች ፍላጎት የለኝም					
48	የፍልስፍና ዉይይቶች ላይ አልሳተፍም					

Appendix III

Coaches and assistant coach questionnaire

JIMMA UNIVERSITY COLLEGE OF NATURAL SCIENCE SCHOOL OF POST
GRADUATE STUDIES DEPARTMENT OF SPORT SCIENCE

This questioners is to be completed by both coaches and assistant coach

Dear Football Coaches and Assistant coaches!

My name is **Beniyam Teshome**. Currently, I am conducting a postgraduate (M. Sc) research in Sport science under the title: 'the relationship between personality trait and sport performance.' The objective of this questionnaire is to asses' relationship between personality trait and performance-relevant dimensions of Jimma town National league Male football players.

This study relates to you one way to the other, so your opinions are worthwhile to the study. Therefore, you are kindly requested to truly respond for the questions below. I assure you that any information will be kept confidential.

I would like to thank you very much for sparing your valuable time and efforts!

Part One: Demographic question of the coaches

1. Name of the club _____
2. Sex   1/ Male   2/ Female
3. Age   1/ 20-30   2/ 31-40   3/ 41-50   4/ Above 50
4. How many years of experience do you have in coaching?

   1/ Less than one year   2/ 1-4 years   3/ 5-10 years   4/ Above 10 years

5. What is your current level of coaching license?

1/ First level "C"   2/ Second level "B"   3/ Higher level "A"

6. What is your educational level and qualification?
    1/Grade 10 complete   2/ Grade 12 complete   3/ Certificate level
    4/ Diploma level   5/ Degree   6/ Masters

7. If your educational level is above diploma, what was your area of study?
    1/ Physical education and sport   2/ Football Coaching
    3/ Teaching other subjects

8. Did you have a chance of getting performance enhancing courses?
    1/ Yes   2/ No

9. If your answer for question number 8 is yes, how many times a year?
    1/ It is not known   2/ One times a year   3/ Two times a year

10. Your club did have a psychological staff?
    1/ Yes   2/ No

11. If your answer is yes for Q.N0 10, is their well communicated on the group members?
    1/Yes   2/ No

Part Two: Coach's ratings (Piedmont, *et al,* 1999). Each player will rate by both the Head and Assistant coaches on 5 performance-relevant dimensions: (coach ability, athletic ability, game performance, team plainness and work ethics)

1. The following questions will be answered for all of your players according to your analysis rate.

NO	performance-relevant dimensions	Coach's ratings 1= Poor 2= Bellow average 3= Average 4=Above average 6= Excellent				
		1	2	3	4	5
1	Coach ability	1	2	3	4	5
2	Athletic ability	1	2	3	4	5
3	Game performance	1	2	3	4	5
4	Team plainness	1	2	3	4	5
5	Work ethics	1	2	3	4	5

Total	

Appendix IV

በጅማ ዩኒቨርሲቲ

የተፈጥሮ ሳይንስ ኮሌጅ በድህረ ምረቃ ፕሮግራም

የስፖርት ሳይንስ ትምህርት ክፍል

ስነ-ባህሪ (Personality trait) ና አጤቃላይ የስፖርት አቅም (Performance-relevant dimension) ያላቸውን ተዛምዶ የሚመለከቱ መጠይቆች ዙሪያ የቀረብ በአሰልጣኙ የሚሞላ መጠይቅ ነው፡፡

ውድ አሰልጣኝ፤

ጤና ይስጥልኝ **ቢኒያም ተሾመ** እባላለሁ፤ የመጣሁት ከጅማ ዩኒቨርሲቲ የድህረ ምረቃ ትምህርት፣ የስፖርት ሳይንስ ትምህርት ክፍል ሲሆን፡፡ የመጣሁትም በጅማ ከተማ በሚገኙ የብሔራዊ ሊግ ተጫዋቾች ዙሪያ በስነ-ባህሪ (Personality trait) ና አጤቃላይ የስፖርት አቅም (Performance-relevant dimension) ዙሪያ ያላቸውን ተዛምዶ ለማጥናት ሲሆን፡፡

በቅድሚያ **በቃለ መጠይቁ ለመሳተፍ** ፍቃደኛ በመሆንዎ ላመሰግን እወዳለሁ ፡፡ ይህ ጥናት በአንድም ሆነ በሌላ መልኩ ከእርሶ ጋር ተያያዥነት ስላለው ስለመጠይቁ የሚሰጡኝ ትክክለኛ ምላሽ ወይም አስተያያት ለጥናቱ ከፍተኛ አስተዋጽኦ ስላለው ሚዛናዊ ምላሽ /አስተያያት/ እንዲሰጡኝ በትህትና አጠይቃለሁ፡፡ የሚሰጡኝ አስተያያት /ምላሽ በሚስጥር ተጠብቆ ለጥናቱ ውጤት ብቻ የሚውል መሆኑን እየገለጥኩ ውድ ጊዜዎትን ሰውተው ለቃለ መጠይቁ ስለተባበሩኝ በድጋሚ ከልብ አመሰግናለሁ፡፡

ክፍል አንድ፡ ግላዊ መረጃ

መመሪያ አንድ፡ ከ1-6 ላሉት ጥያቄዎች የምርጫዎቹን ፈደላት በማክበብ መልስ

1. የሚያሰለጥኑበት ክለቡ ስም ---

2. እድሜ

   ሀ. ከ 20-30 አመት መካከል   ለ. ከ 31-40 አመት መካከል

   ሐ. ከ 41-50 አመት መካከል   መ. ከ 50 አመት በላይ

3. ፆታ

   ሀ. ወንድ   ለ. ሴት

4. ምን ያህል የአሰልጣኝነት የስራ ልምድ አልዎት

    ሀ. ከ አንድ አመት በታች   ለ. ከ 1-4 አመት

    ሐ. ከ 5-10 አመት   መ. ከ 10 አመት በላይ

5. በወቅቱ ያልዎት የአሰልጣኝነት ፍቃድ

    ሀ. የመጀመሪያ ደረጃ "C"   ለ. ሁለተኛ ደረጃ "B"   ሐ. ከፍተኛ ደረጃ "A"

6. የትምህርት ደረጃ

    ሀ. 10ኛ ክፍል ያጠናቀቀ   ለ. 12ኛ ክፍል ያጠናቀቀ

    ሐ. ዲፕሎማ   መ. ዲግሪ   ሠ. ማስተርስ

7. የትምህርት ደረጀዎት ከ ዲፕሎማ በላይ ከሆነ፤ የተማሩት የት/ ዐይነት

    ሀ. ጤናና የሰውነት ማነልመሻ   ለ. የእግር ኩዋስ አሰልጣኝነት   ሐ. ሌላ የት/ ዐይነት

8. የሙያ ማሳሳያ ኮርስ ወስደው ያቃሉ

    ሀ. አዎ   ለ. አልወሰድኩም

9. ለጥያቄ ተራ ኩጥር 8 አዎ ከሆነ መልስዎት፤ ለምን ያህል ጊዜ በ አመት

    ሀ. አይታወቅም   ለ. ለ አንድ ጊዜ   ሐ. ለ ሁለት ጊዜ

10. የእርሶ ቡድን በ ስነ-ልቦና ላይ የሚሰራ ቡድን አለው

    ሀ. አዎ   ለ. የለውም

11. ለጥያቄ ተራ ቁጥር 10 አዎ ከሆነ መልስዎት፤ ከተጫዋቾቹ ጋር ያላቸው ግንኙነት በታም አሪፍ ነው

    ሀ. አዎ   ለ. አደለም

ክፍል ሁለት፡ የተጫዋቾችን የስፖርት አቅም ለመለካት የተዘጋጁ መጠይቆች

መመሪያ ሁለት፡ ከዚህ በታች ያሉትን ጥያቄዎች በማንበብ ከተሰጡት የመለኪያ ኩጥሮች ውስጥ የመጥናል የሚሉትን በማክበብ ይመልሱ፡፡

ተ.ቁ	ጥያቄ	1= ደካማ 2= ከመካከለኛ በታች 3= መካከለኛ 4= ከመካከለኛ በላይ 5= በጣም ቆንጆ				
1	አሰልጣኙ የሚሰጠውን የመስማት ፤ የመማር ፤ እንዲሁም የመተግበር አቅም	1	2	3	4	5
2	የተጫዋቹ የአካል ብቃቱን አውጥቶ የማሳየት አቅም	1	2	3	4	5
3	ተጫዋቹ ባጠቃላይ ያለውን ቺሎታ በውድድር ላይ ምን ያህል ይጠቀማል	1	2	3	4	5
4	በመጫወቻ ሜዳ ውስጥም ሆነ ከሜዳ ውጪ ተጫዋቹ ከቡድን ባልደረቦቹ ጋር ያለው ትስስር	1	2	3	4	5
5	ተጫዋቹ ከቡድኑ ፤ ከአሰልጣኙ ጋር ያለው የስራ ተነሳሽነት	1	2	3	4	5
ድምር የተጫዋቹ የስፖርት አቅም						

Appendixes V

Correlations

		N	E	O	A	C	O.S.P
N	Pearson Correlation	1	.064	-.213	-.169	-.401**	-.338*
	Sig. (2-tailed)		.671	.151	.257	.005	.020
	N	47	47	47	47	47	47
E	Pearson Correlation	.064	1	-.168	-.040	.103	.177
	Sig. (2-tailed)	.671		.260	.791	.489	.233
	N	47	47	47	47	47	47
O	Pearson Correlation	-.213	-.168	1	.170	.121	.104
	Sig. (2-tailed)	.151	.260		.253	.420	.485
	N	47	47	47	47	47	47
A	Pearson Correlation	-.169	-.040	.170	1	.422**	.380**
	Sig. (2-tailed)	.257	.791	.253		.003	.008
	N	47	47	47	47	47	47
C	Pearson Correlation	-.401**	.103	.121	.422**	1	.897**
	Sig. (2-tailed)	.005	.489	.420	.003		.000
	N	47	47	47	47	47	47
O.S.P	Pearson Correlation	-.338*	.177	.104	.380**	.897**	1
	Sig. (2-tailed)	.020	.233	.485	.008	.000	
	N	47	47	47	47	47	47

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

*. Correlation is significant at the 0.05 level (2-tailed).

Appendixes VI

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.901[a]	.813	.790	1.38361

a. Predictors: (Constant), Conscientiousness, Extrovert, Openness, Neurotics, Agreeableness

Appendixes VII

ANOVA[a]

Model		Sum of Squares	Df	Mean Square	F	Sig.
	Regression	340.320	5	68.064	35.554	.000[b]
1	Residual	78.489	41	1.914		
	Total	418.809	46			

a. Dependent Variable: Overall Sport performance

b. Predictors: (Constant), Conscientiousness, Extrovert, Openness, Neurotics, Agreeableness

Appendixes VIII

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	95.0% Confidence Interval for B		Correlations		
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part
1	Con	-3.891	3.289		-1.183	.244	-10.535	2.752			
	N	.014	.061	.017	.232	.818	-.110	.138	-.338	.036	.016
	E	.070	.056	.087	1.250	.219	-.043	.183	.177	.192	.084
	O	.009	.045	.014	.200	.842	-.081	.099	.104	.031	.014
	A	.005	.048	.008	.106	.916	-.091	.101	.380	.017	.007
	C	.566	.052	.890	10.937	.000	.461	.670	.897	.863	.739

a. Dependent Variable: Overall Sport performance