

JIMMA UNIVERSITY
COLLEGE OF NATURAL SCIENCES
DEPARTMENT OF SPORT SCIENCE



**CHALLENGE AND PROGRESS OF SOME SELECTED FOOTBALL TEAMS IN
BALE ZONE, OROMIA REGIONAL STATE**

BY: ALEMAYEHU DIBABA

**A THESIS SUBMITTED TO THE COLLEGE OF NATURAL SCIENCES OF JIMMA
UNIVERSITY DEPARTMENT OF SPORT SCIENCE IN PARTIAL FULFILLMENT
OF THE REQUIREMENTS FOR THE DEGREE OF MASTER OF SCIENCE
(COACHING FOOTBALL)**

FEBRUARY, 2019
JIMMA, ETHIOPIA

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SCIENCE (FOOTBALL COACHING)**

ADVISOR: - TEFAYE DAMENE (Ass. Prof)

CO-ADVISOR: - MEKOYAMENGESHA (MSc)

FEBRUARY, 2019

JIMMA, ETHIOPIA

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Name of the author: Alemayhu Dibaba Feyisa

Signature: _____

Place: Jimma University

Submission Date: _____

School/Department: Sport Sciences

JIMMA UNIVERSITY

SCHOOL OF POST GRADUATIE PROGRAM DIRECTORATE

I hereby certify that I have read evaluated this thesis entitled progress and challenges of some selected football teams in Robe kineme and Gobakineme football teams and coaches in Bale zone Oromia regional state Ethiopia prepared under my guidance by Alemayhu Dibaba. I recommend that it be submitted as fulfilling thesis requirement.

Mr. Tesfaye Damean (Asst.prof) _____
Name of Major Advisor Signature Date

Mr. Mekoya Mengesha _____
Name of Co Advisor Signature Date

Final approval and acceptance of the thesis is contingent up on the submission of it is final copy to the council of post graduated directorate (CPGD) through the candidate's department or school of post Graduate Program Directorate Committee (DGC or SGC)

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Mr. _____
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Alemayhu Dibaba

Name of the Graduate student

Signature

Date

Mr. _____

Name of research Supervisors

Signature

Date

Mr. _____

Name of Chairperson

Signature

Date

Dr. _____

Name of Internal Examiner

Signature

Date

Dr. _____

Name of External Examiner

Signature

Date

Title of the thesis: progress and challenges of some selected football teams Gobakineme and Robe kineme in Bale Zone, Oromia regional state.

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ACRONYMS

FIFA – Federation International De Football Association

CAF -Confederation of African football

EFF- Ethiopia football federation

FA – Football Association

SAID- specific adaptation to imposed demands

ABSTRACT

The main purpose of this study was investigating the challenge and Progress of football in Bale zone focusing on two teams (i.e Robe and Gobakenema football teams). The researcher employed a descriptive survey with mixed approach (qualitative and quantitative) as a method of data analysis, because, this method provides the researcher with detail description of the existing condition about a problem under investigation. To achieve the intended objectives the researcher employed questionnaires, interview and observation check list as a tool to collect the data.

Thus, the subjects in the study were 44 football players, 4coaches, 2 team's leaders and 1 Zone sport commission head, 5 football federation members and 4 higher institution instructors, 4 former players.

The major finding of this study were, lack of sufficient budget, insufficient sport materials, absence of balanced incentives/ salary/, and non-existence of attention from higher bodies of a teams and zonal sport commission office were identified as a problem for the development of football to Robe and Gobakineme football teams. Hence, it's concluded that, budget, sport facilities, lack of incentives and related factors are the barriers that contribute to the declination of football to Robe and Gobakineme football teams. Thus, it is recommended that the teams administrators and Zonal sport commission office need to look in to these problems in detail. The regional and federal football federation ought to pay attention to minimize these and other related problems in order to improve football at Zonal as well as in the word level.

Key words; -challenges, declination, facilities, progress

DEDICATION

I dedicate this research of work to my beloved wife, W/or; Mestawot Belacho, for her moral, financial and support to finalize this MSc thesis.

BIOGRAPHICAL SKETCH OF THE AUTHOR

The author was born in Goba town of in Bale Zone of Oromia National Regional State on April, 1966E.C. He enrolled at Goba Elementary School and also attended primary School and junior at 1976-1984E.C. He also attained his secondary school education in Goba secondary and schools from 1983-1986E.C. Just after completing the secondary School at Goba and He joined the MadeWallaby University in 2005 E.C to attend The Degree program in Health and Physical education (Bed) and He also played football for GobaKenama, Bale Zone and Oromia region in all Oromia game games and He graduated in 2010 with a Bachelor's of Education Degree in Health and Physical Education (Bed). After, he had been teaching health and physical education in different secondary schools. In July 2008E.C, he joined the school of graduate at Jemma University in program designed for the Master of sport sciences in coaching football.

CHAPTER ONE

1. INTRODUCTION

1.1. Background of the Study

Football is a famous and popularized sport loved by more and more people. It has attracted a large amount of faithful fans that will do their best to support it. It is also a game which stands or falls on the facts that it is a game which requires skill and intelligence, the factor of speed, power and endurance become important as one grows older (Frank F. Decollement, 1968).

Football has become a vital instrument for hundreds of social development programs run by nongovernmental and community based organizations all around the world. These programs are providing children and young people with football tools to actively make a difference in their own lives. In 2005, FIFA and street football world jointly began to bring such organizations together, strengthen their programs through direct support and increase their visibility. Today, the Football for Hope movement provides access the project which serves hundreds of thousands of young people all over the world. (MirakaBelhaven, Bella Bello and others, 2011 Football for Development Manual.

According to www.fifa.world.football.history.com, Football has a long history. The first known version of football was called kick ball with feet invented by Chinese Emperor Huang-Ti in 1697b.c. A thousand years later, the Japanese started playing kemaria, a game that was probably copied from tsu-chu (kicking ball with feet). The two games evolved enough hat a Chinese writer Li-Ju in 50 b c recorded the first ever-international match between the two countries. The ancient Egyptians also claim to have originated football, citing balls placed in tombs that were used for playing and kicking as evidence. The seventh century B.C. Berbers played a football-related game called koura as a fertility rite. Kicking a ball over the field taught the crops how to abundantly grow. The founder of Olympics, the ancient Greek had their own version-episkiros. This form included kicking and thronging the ball and was the first game to have boundary lines. Football attracts to the novices since the fundamental movements such that the beginner finds himself equipped to play the game the first time he/she tries it, but the proem requests is the

physical fitness and the mastery of basic techniques. Football is one of the safest conditioning sports because of the restrictions on the use of hands and the limited body

Contact, Co-ordination and self-control are developed. What makes the game more acceptable to school, college, universities and organizations is the fact that little special equipment is required. (Dewitt J. 2001)

Historical background football in Africa

The growth of football in Africa has been one of the more remarkable features of the year since World War II, but its development continued to be hampered by economic and political upheavals. The colonial power, especially Britain and France took the sport to Africa, but before independence only well-to-do African was likely to get the chance to play. Until the coming of free education association football was only for the African elite.

Association football developed earliest in north Africa, being closer geographically to Europe and containing countries with stronger social institution and longer communities of Europeans than in most place south of the Sahara, Egypt, Algeria, Morocco, and Tunisia all had league association football from the 1920s and in France occupied Algeria, Morocco and Tunisia there was a north Africa team championship from 1919 and knock out cup from 1930. (*Encyclopaedia of world sport, 1996*)

South of Sahara, association football spread in haphazard way. It was played by colonial rules, army soldiers, and students in what few schools and colleges there were. It began legally as an urban sport. As mining and industry developed in the south; migrating young males from the rural hinterland learned the game with their work and took it with them upon returning to the rural communities.

The year 1957 was an important year in the history of association football in Africa. There were still only for independent football association –Egypt, South Africa, Ethiopia and the Sudan- but in that year they setup the confederation of Africanise de football and organized the first African national cup in Khartoum (*Encyclopaedia of world sport, 1996*).

The history of football in Ethiopia before & after the First World War

According to J.S Blatter (1996) Federation International De Football Association (Amendment of law of the game,) Football was introduced by foreigners who resided in Addis Ababaduring about 1924 or 1916 etc. These communities Armenian, Indian, Greeks, and Italians formed community teams and held. Tournaments at Jan hay mead the sport found its way shortly in to the compounds of the Men lick II and TafariMekkonen school were teams were formed and matches. This school computation initiated the youth to choose football predominantly. Other the computations were used to a matches of game courts in their week end. The referees were the tournaments were hot trained in the rules and way of gravitating. The referees were activating match by raining on a house back were the ball is kicked it at it rolls towards them. As football continues in such away neo good football were come to being from Manlike II and TeferaMekkonen School. Goalkeepers were not allowed to hold the ball with their hands instead they kick it as it rolls towards them.

The initiation in such a way of football computations among school well developed and hand invited for the organization of teams to compete with foreign communities. Moreover, the school toys around. Arad believe to organized a team's other than the school teams and organized saint George teams in January 1935. Although the teams were organized by the school students, there were no any football material help for them, for there reason most of the players were playing with base foot with the contribution of each football player within a few period of time they full filled the necessary material and matched repeatedly with Armen and Greek communities. This school phase of early soccer player comes to close in May 1936 late to the fascist invention. During the acceptance, the Italian formed their own team in Addis Ababa and other towns and eager Ethiopian falls had to satisfy their desires and love for the game by watching the Italian play from side out ground fields. (Addis Ababa: United Publishers in 1998)

In 1953 the Ethiopian national team towards varies European countries were if in countered different teams, out of the 20 games held in Greece, Yugoslavia Sweday. Hall end and Australia it won and 4 lost 13 and drew three. The federation was limited to walk only in Addis Ababa. since 1948_51 in move 10, 1951 the federation meeting head passed decision to extend its work on other regions of Ethiopia and the federation to be known as the Ethiopian football federation

and then the shoe football team become a member of the Ethiopian football in 1951 Eritrea and Harargh in 1952, Gonderein 1963, Gojjam, Aris and GamoGofa in 1969 Bale in 1970 and Illubobur in 1972 become member of the Ethiopian football federation. Ethiopian become a member of the African football federation in 1952 the third African country next to Egypt and Sudan to register with the federation. The sent her first representative to FIFA at the 1968 meeting in Sweden. In the 1965 FIFA congress with in condone the secretary of the Ethiopian football federation Ato. Yidnekachew was elected member of FIFA executive committee five holdings one of the two stets reserved for African Countries When the African football confederation was founded: -Khortom in 1965 there only foundation of countries, Egypt, Sudan and Ethiopia. Though the Egyptian football federation was only 13 years old at the time and on the process of being organized it. [Amendment of law of the game1996 p35]

1.2. Statement of the problem

Ethiopia is one of the country by which different sport activities are practiced in different corner of the country. Among these athletics, volleyball, basketball, and football are some of them and every individuals participates these sports for different purposes. According to John Dewitt (2001) Football can be played by just about anyone unlike such sports as basketball and football, soccer doesn't require being successful. Now a day's football is the most popular game practiced almost in all nation of the world. It is popular in its nature has made it to be favorable sport for both players and spectators, then others game that has made a tremendous development in nation level /wide/. The rise and development of football teams in our country has passed a series of stages to hold its present status. In undergoing such a serious of development stages, there are a number of factors that come into play. It's apparent that a lot of football lovers and supporters have so far witness a number of difficulties that hider its progress. For facilitating this game football federation is established at national and regional level. The federation has a responsibility to design different strategies to foster football in the country and the development also manifested /described/ in different forms such as expansion of football teams throughout the country, improvement of player's performance, playing attractive football supported by good result, participating worldwide competitions.

As we know in our country there are various Teams at a federal and regional level. These teams have their own gradual change in terms of performance, budget allotment to the teams, facilities and so on. But some of the teams in regional level lack to fulfill these basic facilities to meet the intended outcome because of different known reasons.

At the recent time from Bale zone there are two teams which are participating in national league of Ethiopia.

Among the teams Robe Kenema and Gobakineme football teams were founded before fifteen years ago in Bale zone. These teams have a long experience and better performance as compared to others in that area but as compared to federal football teams the development of football in Bale zone remains unchanged from time to time and they are unable to participate in super league and premier league level for many years in the past but currently Robe kineme football teams and Gobakineme football teams are participating in national leagues. (Source bale zone sport office)

Due to several reasons Football in Bale zone does not show the expected progress for the last 15 years and this paper attempts to find out problems which hinder its development based on the data collected from players, coaches, team leaders, sport commission workers, and the society in the area.

The researcher has many years' experience in playing and leading football at Gobakineme football team. That is why; the researcher gets the chance to observe closely the challenges and progress of football in Bale Zone. Through the idea mentioned above the researcher intended to investigate the factors that limit the prospect of Bale zone football teams. The purpose of this study is to deal with those problems that affect the prospects of Bale zone football teams and to indicate possible solutions.

In order to achieve this purpose, the study intended to answer the following basic research questions.

- How do stakeholders & collaborators of teams have to work by supporting financially, technically and materially for Robe kineme and Gobakineme football teams?

- Does facilities, coaches and essential equipment's are fulfilled during training for the progress of football teams in Robe kineme and Gobakineme football times?
- Is there the contribution of the surrounding society to the progress of football in Robe kineme and Gobakineme football times?
- What are the challenges associated the progress of football teams in the Robe kineme and Gobakineme football times?

1.3. Objectives of the study

1.3.1. General objective

The general objective of the study is to investigate the progress and challenges of football in Bale zone with specific references to Robe Kenema and Gobakineme football teams.

1.3.2. Specific objectives

- To examine how the stakeholders & collaborators of teams have to work by supporting financially, technically and materially for progress of teams,
- To examine facilities, coaches and essential equipment's are fulfilled during training for the progress of football teams in the study area,
- To identify the contribution of the surrounding society to the progress of football in study area,
- To identify challenges associated with football teams progress in the study area,

1.4. Scope of the study

It is known that if the study were conducted in the extensive manner, even if there are other areas to be studied. However, due to various reasons such as time constraints the researcher was confined to only Bale Zone football teams. The study will have also some delimitations concerning with sample of population or teams.

1.5. Significance of the study

The finding of present study may have the following basic importance:

-mayhelp to provide a proper and fertile ground for coaches, sport professionals, Society (fans) and for others on the current status of football in Bale Zone.

- It also helps to identify factors that affect the development of football in Bale zone in general and Robe kineme football team and Gobakineme football team are in particular and to take appropriate measures.

-In addition, it helps to show the significance of qualified coaches, facilities, and the role of sport administrators, and budgets for the development and success of football team.

It also serves as a stepping stone for further investigation on the issues

1.6. Limitation of the study

In conducting the study researcher has faced the following limiting factors:

- ▶ Lack of enough reference materials and other studies on the area related to the development of football players.
- ▶ Shortage time and budget or finance.
- ▶ Researcher is beginner for this kind of research so all the assumptions and conclusions are given based on this limited knowledge of the researcher.

1.7. Definition of operational terms

Development: -the process of changing and becoming larger, stronger, or more impressive, successful, or advanced, or causing somebody in to elite players.

Football: -Ball game uses no hands, a game in which two teams of 11 players try to score by kicking or butting a ground ball into the net goals on either end of a rectangular field.

Soccer: - North American Australia New Zealand ball game uses no hands. Game in which two teams of 11 players try to score by kicking or butting around ball into the net goals on either end of a rectangular field.

Coach – the person who takes care of the coaching and training of a team and who prepares them for good performance to achieve result.

Competition- is an event or context in which a team/team/ compete each other with purpose.

Tactic - the art by which the players own technical and conditional skills are used as successfully as possible.

Technique- is a skill of being able to move with and without the ball economically and with purpose.

CHAPTER TWO

2. REVIEW OF RELATED LITRATURE

2.1. Characteristics of modern football

Football is one of the complex sports, with its main characteristics being the way in which it is continually changing. Situations always involve through circumstances and players find themselves that, they are obliged to adapt to new situations. According to *WindomTads and DamienHaile Mariam* (2004) they recommend five primary elements, which influence performance and success in football. The following, however, accepted by almost all professional practicing football as a matter since these discussed as follows:

2.1.2 Theoretical knowledge:

football ,like all other games ,is played according to principles ,and winners are determined by how much knowledge of the principles the players have and the extent to which they put this knowledge to use .knowledge of the principles does not stamp a player for ultimate success .He /She must present some natural ability ,and love for the game so that he/she is willing to work hard to become skillful in the use of this knowledge .For the coach to be able to do this , he should know his profession and the subject ,he should know how to train it ,and he must be vigorously enthusiastic about it (*WindomTads and DamienHaile Mariam, 2004*)

2.1.3 Technical skills:

Technique is evidently of fundamentals importance. It forms the basis for profession of the ball, for keeping it under control in difficult match situations and for using it to good advantage. Good technical skill adapted to any particular situation, which enables a player to avoid losing the ball too frequently and then having to expend more energy and then having to expend more energy in trying to regain it. Unless a player has perfect ball control, he/she will never be able to control a game (*Ibid*).

2.1.4. Tactical sense:

Tactics teach players how to be organized, how they should be positioned, how the skills can best be implemented in competition, how all players have different roles to play on the playground. The aim of good tactics is to put emphasis on the positive qualities of one's own players and exploit the weakness of the opposition. Moreover, a good choice of tactics helps to build up confidence within the team itself (*Ibid*).

2.1.5. Physical fitness:

The game of football develops many fine qualities in a player. It is a game, which demands high standards of physical and mental alertness. It demands and develops: stamina, co-ordination, agility, speed courage, determination, initiative, resourcefulness, and many other qualities. Every situation offers a player a chance to develop originality and keen judgment. Every move in football, once it gets in a player's blood, will be sheer pleasure and delight.

2.1.6. Psychological make-up:

A player's psychological make-up is an aspect of considerable importance in the game at a competitive level. A player cannot perform thoroughly unless he is properly motivated. No matter how successful a coach has been, he should never feel that his method wise coach will be a tolerant and a very attentive listener. He must realize that the more ways he knows of doing things the more interesting and enthusiastic the response he will get from the players.

2.1.7. Components of Football Training

It is important for the coach to understand the components of coaching football and how to apply them through a consistent methodology that allows the teaching of technique and tactics while incorporating physical and psychological aspects. This is best accomplished through the application of economical training. Economical way means to find a way of causing a player to become a better player in the widest possible sense. The components of football training are:

- Technical preparation;
- Tactical preparation;
- Physical preparation (conditional preparation);

- Psychological preparation (*WindomTads unpublished material, 2010*).

2.1.8. Technical Preparation

Technique in football is the skill of being able to move with and without the ball economically and with purpose. This is the basis of a good performance. Football puts very complex technical demands on the player. The player has to control the ball, run with it, pass the ball to another player with precision, and score goals by means of well- placed shots. He has to be able to carry out all these duties from a standing position, on the run and often under hard pressure from his opponents. The player's ball technique, the feeling a player has for the ball decides whether he/she is able to carry whether or not he/she is able to carry out all these demands of the game of the game. The basic requirement for all position technique is an exceptional control of the body or body technique, being able to control the ball and a good feeling for the ball is, however, certainly not all there is to football (*WindomTads unpublished material, 2010*)

A statistical observation has shown that eleven top players do not have possessions of the ball for more than 3 minutes during a game. During the other 87 minutes they have to move without the ball, trying to position them so that they can ask for the ball from another player, or trying to get it away from their opponents.

The better the technique and wider the range of techniques, the better the player will be. An outstanding player is one who has mastered all the necessary techniques required in football play and who has the skill to know which technique to use in any situation. To perform well at any level in football, a player has to learn and use a wide range of skills (*Ibid*).

2.1.9. Tactical Preparation

Yeagley(1999), Cited in *WindomTads* describes that, the tactical aspect of play activities comprises the choice and adaptation of technique in the given play situation. For this reason, it is impossible to treat tactical aspect separate from technique. Players learn to make a rapid and creative choice from the techniques they have been taught, selecting those that are most effective in the given situation. Practice and perfection of play combinations and cooperation between players is in effect the same as practice and perfection of individual play activities. The climax of tactical preparation is the practice and perfection of the play system. The pay system represents

action at high level by the player, adapted to the needs and abilities of the entire team. Tactics is the organization and execution of the sporting contest. Tactics means the art, by which the players own technical and conditional skills are used as successfully as possible. Tactics are used to score goals, prevent goals, to win games and achieve the best possible result at the end of the season. Tactics in addition to technique and fitness, play a fundamental role in achieving success. Tactics described as systematic success-orientated maneuverings and methods used to achieve a desired goal. The tactics used depend on whether or not the team has possession. It is simpler to define tactics by distinguishing between individual, group and team tactics.

- I. **Individual tactics** are based on how the individual player reacts in certain match situations are often used when in contact with an opposing player, e.g. making space, player marking, tackling.
- II. **Group tactics** are based on co-operation between several members of the same team who work together to achieve their goal, e.g. offside trap, space coverage, wall passes.
- III. **Team tactics** are methods adopted by the team as a whole to counter the opposition's game plan, e.g. playing for time, counterattacks. The aim of tactical training is to improve the choice and use of actions within different playing situations.

Different factors influencing the choice of tactics include the long-term strategy of the team and its current form /position, match type/objective (cup, force replay...), where the game is played, weather conditions, players available and the quality of the opponents.

Tactical actions are based on tactical knowledge, tactical skills and tactical abilities. Mental skills such as motivation, attitude, anticipation, composure, intellectual ability and courage play a part as well as physical factors such as speed, agility and co-ordination. Skills and techniques allow a player to perform a certain play, but tactics define the action and its effect on all players.

The tactical learning processes involved in game situations are perception, anticipation, choice of action and feedback. Varied, realistic systematic practice along with the player's own ability to learn must be combined with good instructional methods to enhance the learning process. The tactics practiced and learned in training should be applied in competitive games. In general, Technical and tactical preparation is the nucleus for sports training for football.

The aim of football tactics is clear to stop goals and to score goals at the end of the match to have at least one goal more than the opponent, in a word, to beat the opponent with all means at your disposal. The aim of good tactics is to accentuate the positive qualities of one's own players and exploit the weakness of the opposition. Moreover, a good choice of tactics helps to build up confidence within the team itself. In order to develop technical-tactical preparation we employ the following methods

- Teaching of special knowledge and skills;
- Practice and perfection of individual play activities and play combinations, and play system;
- Development of the player's creativity.

2.1.10. Tactical development

Tactics have, of course, also had their part to play in the global upsurge in football. New playing systems have come into being: 4-4-2, 3-5-2, 4-5-1, 3-4-3. These systems and the way they are applied are even frequently changed while a match is in progress (3-5-2 in an attacking phase changes to 4-4-2 in a defensive phase), depending on the score and situations in a given match. But the most noteworthy change has been the advent of "total football", involving an increased playing tempo.

The notion of total football, which was born a quarter of a century ago and successfully promoted by, among others, the Romanian Stefan Kovacs, former coach of the French national team and of AFC Ajax, involves constant pressing. Greater importance is also now given to changing the tempo of play. Winning teams are able to control the tempo of the game by speeding up play or playing more slowly or more securely, thereby allowing them to take their opponents by surprise. This alternation in tempo often provides the opening that makes the difference and can create a priceless breach of a defense that has been extremely tight thus far (*FIFA manual*).

The tactical elements of the modern game have increased the importance and the technical quality of attacking players. As a result, they have enriched their technical and athletic skills and their contribution to the game considerably. To be efficient, these players have to be explosive

and skillful in front of goal, as well as being fast and able to head the ball extremely well. The great attackers in today's game that fall into this category are the Portuguese Christian Ronaldo, the Englishman Rooney, the Argentina Messi and the Spaniard Raoul (*FIFA manual*).

2.1.11. Conditional (Physical preparation)

The idea of conditioning refers to the physical and mental preparation for a sport competitive event. It increases performance, which is any mental and physical effort subjected to psychological or physiological measurement or assessment is usually considered a goal of conditioning. Some the components of conditioning are muscular strength and endurance, flexibility, cardio respiratory fitness, and body compositing. Another important of aspect of physical conditioning for sport is injury prevention (*Encyclopedia of sport, 1996 V.I*)

Physical conditioning for sports participation prepares athletes for high level of performance and protects against injury. Improper conditioning is a major contributor to athletic injuries. Muscular imbalance, improper timing, inadequate muscular or tend nous strength, in adequate muscular or cardiovascular strength, problems related to flexibility, and problems related to body composition are some of the causes of sport injuries and poor performance (*Encyclopedia of sport, 1996 V.I*).

As *S.E Bilk the primary medicine pioneer (1917)* stated,

“The primary objective of sport conditioning and training is to put the body with extreme and exceptional care under the influence of all agents which Promote its health and strength in order to enable it to meet the extreme and exceptional demands upon it.”

Logan and Wallis (1960) identified a foundation of conditioning of SAID /specific adaptation to imposed demands/ principles, which indicates that *“conditioning and training should be directed to the specific demand of a given sport.”*

2.1.12. Psychological preparation

The last component of training is the psychological dimension. Football requires psychological skill and mental toughness, motivation to complete, self-confidence, imagery, energy management, performance routines, team cohesion, and goal setting.

As Colleen Hatcher (1994) stated: “More physically skilled athletes not always more successful than to be strong Physically skilled athlete’s. Why? Because of difference in their mental games sometimes it is more important to be strong mentally than to be physically. In fact, the mental game is often the primary explanation for outcomes and fluctuation in individual performance.”

In connection to this research and anecdotal evidences show that when more than 600 U.S Olympic athlete were interviewed after the Olympic game and asked to list the top 10 factors essential for success at the higher level of competition, mental skill constitutes the five top sports. Not surprising, the single most important quality cited was mental toughness (*Soccer coaching Bible*). So from these we can understand that the contribution of psychological preparation before starting the competition season is an essential and it has a great role in performance improvement in football.

In football, nothing can affect performance as dramatically as a sudden loss of motivation. Without the motivation to succeed a player cannot survive the challenges football can throw up. If the team or player is going through a bad patch, then motivating your players becomes especially important. However, an overly motivated player may be nervous and take risks preparation (*Heather Barber, 2006*).

2.1.13. Football performance

There is sometimes a tendency on our part to believe that success and achievement depend solely on the performance of players. This is much too simplistic. In a way, the game is the finished product of the relationship between the players and those who train and look after them (*FIFA manual*). The former coach of the French national team, *Michel Hidalgo*, pertinently underlined this by stated as:

“Nowadays, the demands that result from the excessive media coverage of football mean that the coach’s public appearances are not confined solely to the pitch. He has to be able to count on competent assistants to take on other functions, e.g. dealings with the directors and other elements in the team, as well as dealings with the media and sponsors.”

The coach has an unquestionable role to play within this group of decision-making staff. He is often the one to determine the style of play. He has to be able to decide when faced with the

perennial dilemma of whether to play entertaining football or whether just to settle for the result (*FIFA manual*). At present, the trend is towards attacking play, especially since the introduction of new rules concerning the back pass to goalkeepers, offside and also the awarding of three points for a victory. The professionalism now demanded of the coach and the qualifications that he requires to exercise his profession have served to reinforce his status and his influence on the game. Although the coach never will be a “miracle-worker”, he will nevertheless be able to exert an influence on performance-related factors which include the following factors:

- I. **Leadership:** A team needs leaders – the coach and one of the players. The latter is a moral leader with a strong personality who knows how to assert himself firmly. He is, as it were, the coach’s intermediary among his team-mates. Such players are not often found, unfortunately. Consequently, they need to be molded from their youth onwards (*FIFA manual*)
- II. **The team:** We can identify seven different types of player in a team: the leader, the goal scorer, the energetic livewire (the “lungs” of the team), the creator, the versatile midfielder, the support player and the protector. The team’s performance will be enhanced if the interplay between all these functions can be optimized(*Ibid*).
- III. **Tactical strength:** It sometimes happens that teams change their playing system in the course of a match. For this reason, players in the future will have to be equipped with an acute sense of tactical awareness. Educating and training players accordingly is obviously a key part of this development (*Ibid*).
- IV. **Mentality:** A lot of work still needs to be done in this area. From now on, education will have to be based around three axes with equal weight: Technique, Tactics and Personality (*Ibid*).
- V. **Coaching:** There are basically three types of coaching currently being applied: free coaching (where no precise instructions are given), directional coaching (where orders are given), and creative coaching (where suggestions are made, but not enforced). The football of tomorrow will demand an increase in creative coaching. The idea behind this creative coaching is to introduce coaching situations and drills that allow for several different solutions; this will then provoke the players into managing the situation on their own. This method is therefore much less “hands-on” as far as the coach is concerned, and the creativity

practiced in the training session will inevitably have a knock-on effect on the match situation (*Ibid*).

VI. **The artist:** Now, more than ever, football has to ensure that great emphasis is placed on creative players, those players who are capable of swinging a match in their team's favor with a simple piece of individual brilliance. Such players therefore have to be encouraged and their talent has to be allowed to blossom to the full. In this case, a number is more eloquent than words to illustrate the supreme value of such players: 30% of goals are either scored or made as a result of an individual action. But beware! The artist also has to fit in with the game played by the rest of the team(*Ibid*).

2.1.14. Modern methods of football training

Modern football training can be separated into three methods of instruction (*WindomTads unpublished materials, 2010*). These are

1. The practice method
2. The game method
3. The complex method

2.1.15 .The practice method

This method means that the players train in more or less rigid, artificial formations. The players repeat one particular element (e.g. heading the ball) following a set methodological format repeatedly until they have mastered the correct sequence of movements. The exercises get progressively more difficult. At first, the technique is practiced a standing position (basic form), then on the run (moving form), and finally against an opponent. This method has an especially good effect on the sensory nerves; the players quickly assimilate the basic form of the technique and by repeated practice, the movement as a whole becomes exact and automatic.

The practice method is suitable for beginners, advanced players and experts. And its main aim is to make training fun by choosing the right technical possibility and adapting the single elements to match situation.

2.1.16. The game method:

This method involves technical and tactical exercises in the form of games. These movements are trained to near- match pitch by gradually increasing the difficulty of the exercises. The games are either framed with in a set of rules where the payer's duties are changed continuously in order to make the game increasingly more difficult- or the games follow general idea, for example:

- Shooting goals and stopping goals
- Building up attacks and stopping attacks

In such cases, the player's duties are made more difficult by altering rules, for example,

- Increasing (decreasing) the number of players
- Alternating the size of the pitch
- Alternating the width of the goal
- Four, six, eight goals instead of the usual two. During these games the player will improve his techniques until is near match pitch and in so doing he will build up his knowledge of the game, his expertise and his experience. His ability to read the game and to remain calm under pressure will also improve.

This method is suitable for beginners and players that are more advanced. The main aim of this method is to learn the exact technique, work on it until it becomes automatic. The players should enjoy these games which should always take into account the difficult situations they will have to face during a game. The road leads straight from the little game to the big game.

2.1.17. The complex method:

As the name indicates, in this method the players will be trained more than one skill simultaneously.

- Technique + conditioning
- Technique + tactic
- Technique +tactic + condition

There are two groups of complex exercises. These are:

1. technical conditional complex exercises
2. technical tactical complex exercises

1. Technical conditional complex exercises

In this complex exercise, the players follow a set of route and resolve prescribed technical problems. With regard to condition, the type and duration of each player's exercise depend on what particular point needs to improve:

- Speed (running at maximum speed, length of exercise up to 30 seconds and rest period between 60-120 seconds)
- Staying power (running at high speed, length of exercise 30-60 seconds)
- Pure endurance (running at medium speed, length of exercise 1-3 minutes with rest periods relatively short)

2. Technical tactical complex exercises

Here tactical and problems are set that should be resolved by the players using different techniques. The aim of this complex exercise is:

- To improve ability to read the game and make quick decisions regarding the best technical answers for any given problem.
- To improve condition
- To make techniques and tactics becomes automatic

2.5. Organizational forms of football training

Now days there are three forms of football training organization (*WindomTadsunpublished materials, 2010*). These are:

2.18. Individual organization –

Each individual's ability to make appropriate decisions during play based on what is happening on the field and the basic principles of the game. This includes all aspects of attacking and defending (with or without the ball, around the ball or away from the ball, etc). Ultimately, the tactical competence of each individual will determine the effectiveness of group and team tactics (*Won dimTads unpublished materials, 2010*).

2.2.1. Group organization—

Begins whenever two or more players join together to become effective tactical groups around the ball; group tactics can be any combination of small groups such as of 2v1, 2v2, 3v2, 3v3, 4v3, etc. a general rule for group tactics is to have one more player than your opponent in the area of the ball - this is referred to as being “numbers up” and applies to both attack and defense; group tactics demand both visual and verbal communication and the reading of tactical cues from the game. General method for teaching group tactics through 7v7 includes both generic training (non-functional) and simplified positional training and finally, the game to two large goals. (Tactics cannot be taught without also addressing the impact that technique has on group decisions).

2.2.2. Team (collective) organization

Team tactics begin at 9v9 full field activity where players are taught their responsibilities in each of the field for both attack and defense; team tactics can also include half-field activities such as 6v4 or 6v5; the objective within team tactics is to provide a basis of play for both attack and defense; use of specific restrictions to assist in the development of a tactical plan may be included, e.g., 1 or 2 touch, forward pass followed by back pass, etc. restarts for both attack and defense are addressed during team tactics.

2.2.3 .Nutrition for football players

Nutrition refers to the study of how food nourishes the body. People tend to be fascinated by the topic of food, whether they are concerned about eating well or interested in cooking. There is rarely any escape from thoughts of food since everybody feels hunger several times each day and then plans for the next snack or meal are made. Food selection depends on personal tastes and so the choice of meal may be individually determined. When presented with the restaurant menu on an evening out, the choice of meal is rarely made immediately and individuals may be quickly swayed by the choices of their companions (*Thomas Reilly, 2004*).

The range of meals offered to the restaurant customer may contrast to the restricted choice available to young people in many domestic circumstances. Low family income dictates that food items are purchased with an eye to their cost. In such circumstances meals may become

repetitive, lack variety and may not be wholesome. Young family members may then depend on parental education about diet and its impact on health and development. Since attitudes towards eating properly are embedded in childhood, educating youngsters about eating well can instill good eating habits which will benefit them later in their adult life (*Thomas Reilly, 2004*).

For the young football player, a thoughtful attention to diet is important. Youngsters need to eat a range of foods that will promote health and they must drink sufficiently to maintain their hydration status. Food supplies energy and nutrients: extra energy is needed to provide the fuel utilized in training and playing football.

The main nutrients that provide energy are carbohydrates and lipids, whilst protein can also contribute in a minor way to yielding energy for exercise. Extra protein is required by growing tissues; protein deficiency in malnourished children leads to the condition known as kwashiorkor. Alcohol yields energy too but it is not a nutrient. The other classes of nutrients essential for life are water (which is constantly being lost from the body and must be replaced on a regular basis), vitamins and minerals. Vitamins and minerals do not furnish energy for the body but serve as regulators for a legion of physiological processes necessary to maintain life.

Faced with the harsh commercialization of the food industry, eating nutritiously may well become a difficult task for the young soccer player. Barriers to education about nutrition include the low cost of widely available junk food, convenience 'fast food' and the promotion of packaged snacks. There is also a lack of 'role models' for many young players to follow. Besides, they can easily be misled by the array of food supplements advertised in sports and other periodicals (*Thomas Reilly, 2004*).

In connection to this *Milan Svoboda* (1987) stated as:

"...The amount of carbohydrate stored in the exercise muscle in the form of muscle glycogen is one of the primary limiting factors to maximal performance lasting between 40-180 minutes /example long distance running or soccer /for a person engaging in such activities the diet during the week preceding the event can have a noticeable influence on muscle glycogen level and hence on performance."

On the other hand, ingesting of small amount of carbohydrate during prolonged exercise, particularly in liquid form as in sight sweet drinks, will help reduce the rate at which stored carbohydrate is depleted. However, whenever trying to replace fluid in the heat, one must be cautious to include sugar in the drinks as it retards the rate at which the fluid is delivered to the intestine for absorption (*Milan Svoboda, 1987*)

2.2.4. Pre-competitions meals:

Football players should leave at least a 3-hour interval between a full meal and competition in order to minimize gastrointestinal problems such as nausea and a feeling of fullness. It is recommended that the stomach should be reasonably empty at the time of the match since the digestion and absorption of food will compete with the muscles for a good blood supply. Fatty foods are known to slow down the rate of gastric emptying and therefore should be avoided. The meal should be high in carbohydrates, preferably complex carbohydrates such as bread, cereals, pasta, rice, potatoes, fruits and vegetables. The actual amount of calories consumed will vary between individuals and how much they had eaten previously. Proteins are acceptable to eat as long as they are not fatty proteins, i.e. meat high in fats or containing fatty sauces, or fatty cheeses. This meal (and accompanying drinks) should contain about 5 g/kg body weight of carbohydrate; for a 70 kg soccer player this represents an intake of 350 g of carbohydrate. The accompanying drink could be high in carbohydrates, but not in the form of fructose (*Thomas Reilly, 1996*).

The only time that carbohydrates should possibly be avoided is in the 30-60 min immediately before competition or training. For some individuals this timing of feeding may produce a rapid fall in blood glucose levels in the first 20 min or so of exercise and so impair performance (*Costilla et al., 1977; Hargreaves et al., 1984*). Carbohydrate ingestion 5 min or so before exercise does not precipitate this problem.

The most important aspects of pre-competition meals are to elevate the body's carbohydrate stores, ensure hydration and yet provide satisfaction for the player. Trying out new foods or significantly altering eating patterns should be discouraged. Experimenting with new pre-competition meals should take place before training or before unimportant games.

2.2.5. Post-competition meals:

The major considerations after competition are to replenish carbohydrate and fluid losses. As already mentioned, it is important to consume carbohydrates as soon as possible after exercise in order to achieve a quick and complete glycogen restoration. The first 2 hours post-exercise is the most crucial period for the ingestion of carbohydrates (Ivy *et al.*, 1988), since the glycogen synthesizing enzymes are very active during this time. A recommendation would be to consume 1.5 g/kg body weight of carbohydrate within the first 30 min after competition or exercise; for a 70 kg player this represents 105 g of carbohydrate. Whether the carbohydrate is in solid or liquid form is immaterial and may be left to the preference of the player. Some athletes do not like to eat after strenuous exercise but are quite willing to drink. A concentrated carbohydrate beverage would prove invaluable to these players.

Post-exercise rehydration is best served by a predetermined schedule of fluid intake rather than for the player to rely on sensations of thirst; the thirst mechanism is unreliable in terms of adequate rehydration. Plain water will certainly promote significant rehydration, although increased urine production and a decreased thirst response may lead to failure to replace fully the intracellular water. It has been suggested that the addition of small amounts of sodium (in the form of salt) will increase the rate of recovery of fluid balance by helping to retain water and thereby promote a normalizing of plasma volume (Nadel, 1988). The use of commercial sports drinks can help to increase the voluntary consumption of fluid compared with water, and therefore may be beneficial in achieving rehydration post-exercise (Johnson *et al.*, 1988). The use of carbohydrate-electrolyte drinks may be of special advantage in recovery post-exercise, where the twin aims of rehydration and restoration of glycogen stores are needed.

2.2.6. Means of football Training

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

2.2.8. Long Slow Distance (continuous) Training

Steady-pace training is relatively slow, continuous long-distance running, where the aerobic system remains in a steady state with energy demands. Long steady runs should be done at a pace that can be maintained comfortably for 40–60 minutes.

Exercise scientists estimate that the ideal intensity of a steady-pace run is 5–10 percent below the anaerobic threshold. A very good approximation of this intensity is the talk test. Athletes should run at a pace that lets them hold a conversation. Unstable breathing (ventilation) indicates that the pace is too fast, approaching the anaerobic threshold.

Steady-pace training develops aerobic and cardiovascular capacity (VO₂ max), improves muscle capillarity, and enhances the efficiency of energy production. Coaches often refer to long steady runs as the base or foundation training that precedes more intense threshold training (Wikipedia free encyclopedia).

Adaptations to this form of aerobic endurance training include improved cardiovascular and thermoregulatory function, improved mitochondrial energy production, increased oxidative capacity of skeletal muscle and increased utilization as fat for fuel (which spares muscle glycogen). Anaerobic or lactate threshold is also likely to improve with a body better able to remove lactate.

2.2.9. Pace/Tempo Training

The unique nature of the game of football is that it demands both aerobic and anaerobic energy production. Within a relatively steady state of activity, an athlete must be able to sprint hard, recover quickly, and then sprint again. As a consequence, you must train your athletes to meet both aerobic and anaerobic requirements.

Also referred to as lactate threshold training, pace/tempo training is designed to improve energy production from both aerobic and anaerobic energy pathways. Intensity is slightly higher than race pace and corresponds to the lactate threshold. Duration is usually 20-30 minutes at a steady pace.

The varied-pace running that characterizes Soccer demands anaerobic fitness. Short bursts of speed within a general steady state create energy demands that cannot be met solely by ATP supply and aerobic metabolism. Football players need to develop a special kind of stamina that lets them engage in repeat bouts of anaerobic sprinting followed by periods of slow running or walking. This stamina is a unique form of what is called speed endurance. Normally speed endurance refers to the ability to perform anaerobically over time. In football, however, the length of anaerobic activity is relatively short. What becomes important is the ability of the athlete to recover quickly from multiple speed bursts. This type of endurance can be referred to as anaerobic recovery capacity.

Anaerobic recovery capacity is developed by increasing aerobic fitness, by raising the lactate threshold, and by developing lactate tolerance. Since we have already discussed the basic principles of aerobic fitness training, we will address what is called threshold and high lactate training (Wikipedia free encyclopedia).

2.2.10. Interval Training

Interval training is a frequently misunderstood concept. Most coaches use the terms interval and repetition interchangeably, but, in fact, they are very different types of training. A repetition is a single unit of running. An interval is the recovery period that follows individual bouts of running. In repetition training, the objective is to run specific distances with a relatively complete recovery. With interval training, the goal is to run specific distances with incomplete recovery so that the athlete trains with elevated blood lactate.

Interval training enhances a player's ability to tolerate and produce lactic acid. While interval training does help raise the lactate threshold somewhat, it is primarily anaerobic. Football games require a lot of anaerobic energy, so interval training develops specific fitness.

The duration of each run in an interval session is typically 10–90 seconds or 150-400 meters. The run-to-recovery ratio should be between 1:1 and 2:1, run to recovery. Interval training should be done at a pace fast enough to create oxygen deficit. The intention of these workouts is to produce lactic acid by forcing your athletes to run the last portion of each repetition anaerobically. Interval training is intense, demanding and painful. Do not schedule more than one

such session during any single week of training. Some athletes might require 2–3 days of easy workouts to recover fully from a hard interval session (Wikipedia free encyclopedia).

2.3. Repetition Training

Repetition training helps athletes use oxygen more efficiently. In repetition training, athletes train above the threshold level for longer periods than can be sustained during a game.

Repetitions should be from 30 seconds to 3 minutes long or distances of 220–880 yards. Pace will vary according to distance. The rest period should provide slightly less than complete recovery. A 1:2 run-to-recovery ratio is a common rest parameter. The workout should total 20–25 minutes of running, sans recovery.

2.3.1. Fartlek Training

Speed play is the literal translation of the Swedish word fartlek. It is varied pace running that combines fast and slow running within a continuous run. Bouts of fast running are followed by easy recovery running. Ideally, speed play is done over varied terrain, including hills. The length of speed bursts and recovery is unstructured so that the athlete gains a genuine feeling of playing with speed.

Since the aim of fartlek training is to develop speed in the context of continuous running, the overall pace should be relatively easy. Only the speed bursts should be done with any intensity. However, speed play is not easy training. Speed bouts should be 40–220 yards long (or 5–40 seconds). The number of speed bouts depends on their length and the total length of the run. Remember, athletes should always recover between sprints; it's not intended to be high-lactate training. Speed play is especially effective training for Football because it closely resembles the type of segmented and varied-pace running that occurs in a game. Speed play also is easy to do on or around the field. Bloom (1985)

Players jog one side of the field, sprint one side, jog two sides, sprint two sides, jog three sides, sprint three sides, jog the field, then sprint the field, then jog three sides, sprint three sides, jog two sides, sprint two sides, jog one side, sprint one side and then jog slowly. The total distance covered is approximately two miles.

2.3.2. Shuttle Runs

Shuttle runs have been a staple of Soccer training for a long time. Essentially, shuttle runs are repetition or interval runs that involve numerous changes of direction. Player runs 5 yards and back, 10 yards and back, 15 yards and back, 20 yards and back, 25 yards and back. The player is allowed to rest a specified time. Repeat the exercise three or four times (Wikipedia free encyclopedia).

2.3.4. Factors influencing the development elite soccer player

There are different factors influences the development of elite soccer players based on this (Baker et al., 2003) discussed six main different factors these are training factors, maturational factors: the relative age effect, the role of coaching and instruction, parental influences and cultural factors.

2.3.5. Training factors

There should be training infrastructure; the one who know training method and has an experienced coach requires producing elite soccer players according to (Baker et al., 2003) It is perhaps not surprising that high levels of training or practice are required to expertise to attain or develop elite soccer players.

Following training principle is important to produce elite soccer players (ThomRely, 2007) a basic principle of training is that the biological system to be affected is overloaded. The training stimulus or stress presented is greater than that which the individual is normally accustomed to.

2.3.6 .Maturational factors

According to (Baker et al., 2003:3) the availability of essential resources, such as coaching and parental support, can significantly influence the ability to engage in the required amounts of high quality training and developing elite soccer players. Another factor that appears to influence the acquisition of expertise is the relative age phenomenon. First demonstrated in the academic domain, the relative age effect refers to differences in age among children born in the same calendar year. (Malian et al., 2007) Youth soccer players classified as elite and non-elite, or as possessing high and low levels of soccer ability differ in body size and maturity, and in strength,

flexibility and soccer-specific skills. Unfortunately, size and maturity status are generally not controlled in comparisons of functional tests and sport-specific skills. Further, classifications as elite and non-elite or as having high and low ability are generally based upon coach or staff evaluations or level of competition, and as such have a degree of subjectivity. Skill in soccer is more complex than indicated by field tests, level of competition and so on, and includes a combination of physical, functional, behavioral and perceptual features.

2.3.7. Parental Influences

Retrospective research with elite performers over the last 30 years has revealed the importance of parental support for the development of expertise. Bloom and colleagues (1985) interviewed talented performers and their families in the fields of music, art, science, mathematics, and athletics and created a model of talent development with three stages: the early years, the middle years, and the later years. Each stage is characterized by shifting demands on the child and parents. In the early years' parents were found to take a leadership role where they provided their child with the initial opportunity to participate in the domain and sought out their child's first formal teacher leadership role during the sampling years by initiating sport involvement. The specializing years saw parents in a facilitative role where they made financial and time commitments to their child's sport, supporting access to better coaches, equipment, and training facilities. Finally, in the investment years' parents played strictly an advisory and supportive role as the athlete committed to a higher level of training and competition. Parents maintained a high interest in their child's sport and were essential in providing emotional support to help their child overcome setbacks, such as injuries, pressure and fatigue as well as financial support for training. This high level of emotional support during stressful times is a central characteristic of the investment years.

The research of Bloom (1985) and Cota (1999) demonstrates how parental support helps expert performers and elite athletes deal with the demands of the sustained deliberate practice necessary to reach an expert level of performance.

The two models demonstrate the evolving role of parents from that of a leadership role, to that of a general supportive role. Athletes unable to access certain emotional and financial resources

face a qualitatively different road in order to accumulate the high levels of practice necessary for expert performance.

2.3.8. The relative age“ effect

According to Glaser and Vincent (2004: 32), “youth sport programmers use cut-off dates to ensure that children will receive age-appropriate instruction and to allow for fair competition”. However, there is a great variance in the perceived abilities of children who may compete in the same age bracket. An Under-13 soccer player born in January may have a distinct advantage over an Under-13 soccer player born in December. A 12-months difference in age has been shown to significantly explain performance differences in youth competitions due to important anthropometric variances (Reilly, Bangs Bo& Franks, 2000: Helen, van Winkle& Williams, 2005:). This is known as the „relative age effect“ and it may be explained by both physical and psychological factors.

In terms of physical development, it has also been noted that within the same age group, older children may possess greater size, speed and co-ordinations imply because they are more mature (Glimpser& Vincent, 2004). Reilly et al. (2000: 677) concluded that if junior players have a birth-date late in the competition year, these players are placed at a disadvantage within the organization of soccer participation. The researchers maintain that matching junior soccer players according to biological age is unrealistic. They propose that players should compete according to their body size.

A junior player’s perceived potential and predicted success in soccer is affected by the „relative age effect“. Current talent identification and selection both appear to be significantly influenced by a junior player’s physical attributes rather than by his soccer skill (Helsen et al., 2000: 730).

Baker et al. (2003: 2) state that the relative age effect may be explained by the fact that older players are better in all physical aspects and they thus experience more success and rewards in the sport. This early success motivates the older players to remain in the sport, while the younger players drop out. It is also possible that older players get incorporated into higher competitive representational teams, where they receive better facilities and training than their younger peers.

Early-maturing young players may also be given specialist coaching, which late-maturing players are denied this opportunity at the same chronological age. Similar findings with the psychological impact of the „relative age effect“ have been observed in diverse sports such as soccer, basketball, ice hockey, swimming and tennis (Esteva&Drobnic, 2006).

The collective result of the relative age effect is achieved through the notions of physical developmental advantage, socialization and the self-fulfilling prophecy (Glasmer& Vincent, 2004:). Slightly older players tend to be superior physically and psychologically. This makes their selection more likely. These players are taught the correct skills and techniques, while being socialized into appropriate attitudes for later success by capable coaches. Those players who are not selected are not exposed to this socialization and specialized training. Thus, they have a higher risk of non-selection at subsequent player evaluations. Moreover, if the slightly older players are told by coaches that they are talented and therefore destined for elite participation, these players are more likely to train harder and longer to attain the elite level.

CHAPTER THREE

3. METHODOLOGY

3.1. Description of the Study Area

Bale is one of the 20 zones in the Oromia region of Ethiopia. Bale is named for the former kingdom of Bale, which was in approximately the same area. Bale is bordered on the south by the Genial River which separates it from Guji, on the North-West by west Arsi, on the North-East by the Shebele River which separates it from Mirab Hararge and Misraq Hararge, and on the East by the Somali region.

The highest point in the Bale Zone, and also the highest point in Oromia, is Mount Tulu Dimtu (4,377 m) above sea level, Rivers include the Wabe, yadot and Weyib; Points of interest in the Zone include Sheikh Hussein-named for the tomb of a Moslemsaint, the Bale Mountains National Park, and the Sof-Omar Caves. Some of towns and cities in Bale include, Agarfa, Ginir, Goro. Goba, Robe and etc. Robe is a town in south central Ethiopia. Located in the Bale Zone of the Oromia Region, this town has a latitude and longitude of $7^{\circ}7'N40^{\circ}0'E$ $7.117^{\circ}N 40^{\circ}E$ with an elevation of 2492 meters above sea level. It is the administrative center of Robe town and Goba is a town in south center Ethiopia located in the Bale Zone of Oromia region approximately 445km South East of Addis Ababa. This city has a latitude and longitude of $7^{\circ}0'N 39^{\circ}59'E$ $7^{\circ}N 39 983^{\circ}E$ and elevation of 2743m above sea level. It is the administrative center of Goba town.



3.2. Research design

The nature of the data was generated to undertake this study lends itself to both qualitative and quantitative approaches.

The researcher was employ mixed approach as research design because it provides the researcher with detail description of the existing condition about the problem under investigation

3.3. Source of the Data

For this study both primary and secondary data sources was used.

3.3.1. Primary source of data collection

Primary data for the study was collected from selected players, coaches, team mangers and zone sport commission staffs.

3.3.3. Secondary source of data collection

Secondary data from formal sources such as football spectator, former players and selected individual from the study area was used as a source of information for issues under investigation.

3.4. Population of the study

The researcher assumes that these subjects are fit to give enough information on the topic under the study and they have knowledge on sport and sport background. The research population includes a range of respondents; from total two (2) national league Bale zone football teams 44 (forty-four) football players, 4 coaches', 1 head of zone sport commission, 2 team leaders, 8 former players of each teams, 10 football federation members and four 14 sport instructor from two higher institutions totally 83 was targeted on populations. In order to select sample from target population the researcher was used purposive and systematic random sampling techniques.

3.5. Sample and sampling techniques

To obtain the necessary data, the sampling techniques that the researcher was used are random sampling and purposive sampling. The researcher was employ random sampling techniques for former players and member of football federation without any bias. And the researcher was employed purposive sampling techniques for coaches, team players, instructors, zone sport

commission heads, and team leaders. The teams are choosing for the research was two in number these are, Robe kineme football teams and Gobakineme football teams. The researcher selects these teams by using purposive sampling.

The players in Bale zone is numerous in number so the population from which the sample was drawn includes all (44) players from, Robe kenema football team and Gobakenema football teams, 4 coaches and 2 team leaders of each team 4 higher institution instructor's, 1 zonal sport commission head, are selected purposively and 4 former players and 5 football federation members are selected by using simple random sampling techniques. The researcher assumes that these subjects are fit to give enough information on the topic under the study and they have knowledge on sport and sport background

Totally 64 respondents or subjects were participated from total population of the teams as well as from, Robe kenema football teams and Gobakenema football teams to collect the necessary data,

3.6 .Data gathering instruments

There is a deep conviction that there is a merit in using more than one instrument as they supplement each other to generate credible data. Accordingly, the researcher was employ questionnaire, interview (formal and informal) and focus group of discussion as a tool of requisite information procurements.

3.5.1. Questionnaire

Questionnaires were used for coaches and players. The questionnaires have an open and close-ended type which deals with the progress and challenges of Goba and Robe kenema football teams in Bale Zone. The questionnaire has developing in English language so as to obtain information from all respondents they can easily understand it.

3.5.2. Interview

To supplement information that was obtained through questionnaire, the researcher adapts formal interview. The formal interview was held with Zonal sport commission head, staffs, and sport science teachers in higher institution, former football players, and team leaders. The selection of these people is based on the following criteria; first these people have deep

knowledge on sport in general and football in particular, secondly, currently these people have long experience on playing, officiating and leading a team and so on. Finally, the formal interview was recorded as a document.

3.5.3. Observation Checklist

In order to collect supplementary information regarding to the study the researcher used selective and useful observation check list that can identify progress and challenges of selected football team and the coaches' interaction with the trainers. The researcher was participating on the training field and the office of the managers to observe what kinds of progress and challenges is there in the teams.

3.6. Data collection procedure

First, the questionnaire, interview and Observation Checklist were prepared in English and then translated in to Amharic. In order to ensure the appropriateness of the questionnaire the researcher was make first contact with Robe kenema football team, and Gobakenema football team coaches to get permission and to distribute the questionnaire to players. Following this the researcher was make a contact with head of Bale Zone sport commission to discuss the issues to conduct an interview for the issue under the study

3.7. Method of data analysis

The data were analyzed based on the responses of the respondent which were collected through the above mentioned methods. The questionnaire survey was analyzed through table and percentage and interpreted. On the other hand, the interview and observation part also was analyzed in the form of narration by compiling the data that was collect from the respondents. Based on the data, the researcher was give the necessary conclusion, summary and recommendation.

3.8. Pilot Study

The pilot studies were carried out using total of 5 individuals from the study area that plays at Bale zone sport. The respondents for pilot study were comparable with the final target population

but were not be included in the sample of the study. The purpose of pilot study was to assess the reliability and validity of the questionnaire.

3.9. Ethical Consideration

In the process of the study, the following ethical issues were seriously considered. First of all, the respondents were provided information regarding the objectives of the study, and ethical issues related ahead of data collection activities. Secondly, the provision of information was totally depending on the willingness of the respondents and they were not force to give information they do not want to. Moreover, all the information obtained from the respondents will confidential. Thus any information which may affect personality and security of the respondents was not including in relation to their names. Besides, no attempt was made to obtain data in a canning way. More importantly, all respondents were told not to write their names on questionnaire papers.

CHAPTER FOUR

4 .RESULTS AND DISCUSTIONS

The primary focus of this chapter is to organize and classify row data gathered through instruments as questionnaire, interview and focus group discussion into specific patters or categories, and then an attempt were made to turn the data into useful and meaningful facts or information, by providing answer to the basic research question of the research.

Table 1 : Background information of Players

No	Characteristics	Respondents	
		Players	
		%	%
	Sex		
	Male	44	100
	Female	-	-
	Age		
	<input type="checkbox"/> 20-25	26	59.09
	<input type="checkbox"/> 26-30	18	40.91
	<input type="checkbox"/> 31-36	-	
	Above 36	-	-
	Work		
	<input type="checkbox"/> Private worker	44	100
	<input type="checkbox"/> Civil servant(Gov't employee)	-	-
	<input type="checkbox"/> unemployment	-	-
	Year of experience		
	<input type="checkbox"/> Less than 1 year	5	11.36
	<input type="checkbox"/> 1-2 year	30	68.18
	<input type="checkbox"/> 2-3 year	5	11.36

	<input type="checkbox"/> Above 3 year	4	9.09
	<input type="checkbox"/> No experience		--
	Educational level		
	<input type="checkbox"/> 10 or 12 complete	35	79.54
	<input type="checkbox"/> Certificate	5	11.36
	<input type="checkbox"/> Diploma	4	9.09
	<input type="checkbox"/> Degree and above	-	-

Table 2: Background information of Coaches

No	Characteristics	Respondents	
		Coaches	
		%	%
	Sex		
	Male	4	100
	Female	-	-
	Age		
	<input type="checkbox"/> 20-25	-	-
	<input type="checkbox"/> 26-30	-	-
	<input type="checkbox"/> 31-36	-	-
	Above 36	4	100
	Work		
	<input type="checkbox"/> Private worker	4	100
	<input type="checkbox"/> Civil servant(Gov't employee)	-	-
	<input type="checkbox"/> unemployment	-	-
	Year of experience		
	<input type="checkbox"/> Less than 1 year	-	-
	<input type="checkbox"/> 1-2 year	-	-
	<input type="checkbox"/> 2-3 year	-	-

<input type="checkbox"/> Above 3 year	4	100
<input type="checkbox"/> No experience	-	-
Educational level		
<input type="checkbox"/> 10 or 12 complete	3	75
<input type="checkbox"/> Certificate		
<input type="checkbox"/> Diploma		
<input type="checkbox"/> Degree and above	1	25

Table 1 and 2 .Represents basic demographic information about the respondents of the study in terms of sex, age, work, work experience and educational background.

As regards sex, out of 44(100%) players, all of them, 44 (100%) the players are male. Similarly, all coaches also, 4 (100%) are male's respondents. This shows the participation of females in sport activity in general and football in particular is less as compares to males.

Regarding the respondents age as shown in the table1, 26(59.09%) and 18(40.91%) of the players were between 20-25 and 26-30 year of age respectively. In connection to this, all 4 (100%) of football coaches' respondents were 36 and above years of age.

Concerning respondent's occupation, out of 44 (100%) players, all of the players were unemployment.

When it comes to year of experience of the respondents, 5(11.36%) of the players have an experience below 1 year. Respondent whose year of experience range from 1-2 years were 30 (68.18%) of players. And 5(11.36%) of player have an experience of 2-3 years and the rest 4 (9.09%) of players hold an experience of more than 3 years. similarly, all coaches 4(100%) have an experience of above 3 years.

With regards to educational background of the respondents, out of 44 (100%) players 35(79.54%) of them were 10 or 12 grade complete, 5(11.36%) of players were certificate 4(4.09) players were diploma holder and 3(75%) of coach's respondents were grade 10 or 12 complete and 1(75%) of coaches possess degree qualification.

Table3: Respondents response on Players recruitment process

No.	Items	Alternatives	Respondents	
			Coaches (N=44)	
			No	%
1	In what circumstance can you be recruited to the team?	A/According to the school competition and recruitment	9	20.45
		B/ According to the kebele competition and recruitment	2	4.54
		C/ According to project competition and recruitment	15	34.09
		D/ According to any ones affinity or linkage		
		E/ if any (transferring from others....)	18	40.90
	Total		44	100

As indicated in the table 3, players join their respected teams in different ways. As the tables shows out of 44(100%) players, 9(20.45%) players were selected according to school competition, 2(4.54%) of respondents also recruited according to the kebele competition but the majority, 15 (34.09%) were selected prom project and training sites. Finally, 22 (50%) were join the current teams in form of transferring from other teams.

From this information we can understand that the recruiter gives more attention to different projects and training sites to recruit or get well qualified players. Lastly none of players is a member of their team's accordance to ones' affinity or linkage.

Table 4: Respondents responses on the availability of football field

No.	Items		Respondents			
			Players (N=44)		Coaches (N=4)	
			No	%	No	%
1	Do your teams have its own well-constructed football field?	A/ partially it has	17	38.63	3	75
		B/ partially it has not	17	38.63	1	25
		C/completely it has not	10	22.72	-	
2	In comparison with other surrounding football teams, what equipment or facilities should be your teams should fulfill?	A/ football field	3	6.81	-	-
		B/ ball and cones	11	25	1	25
		C/sport wears	24	54.54	2	50
		D/all	6	13.63	1	25
		E/ if any	-			
Total			44	100	4	100

It noticeably observed from table 4, 17 (38.63%) of players and 3(75%) and coaches were said, the football field is partially available, whereas 17(38.63%) player responded and 1(25%) of coaches replied well-constructed football is partially absence but the remaining 10 (22.72%) of players, answer that their teams completely miss its own well-constructed football field for training and competitions.

Item 2 in the same table shows the facilities that should be fulfilled for the teams as the data clearly indicates, most players 24 (54.54%) and majority coaches ,2(50%) replayed that, the teams should not fulfill sport wears such as sport shoes and T-shirts and etc. and budget whereas 11(25%,) of players and 1(25%)of coaches responded that the team should fulfill training balls & cones and 6 (13.63%) of players and 1(25%)of coaches suggested to fulfill all the necessary

materials. As we can see from the data obtained, sport facilities and budget is critical problems for the players of the teams under study / i.e. Robe and Gobakenema football teams /.

Similarly, an interview result gained from team leaders of the sample teams confirmed that, their teams mostly has a problem of budget, sport facilities and incentives.

Table 5: Respondents personal view on the nature training and Area of concentration during training

No	Items	Alternatives	Respondents			
			Players (N= 44)		Coach's(4)	
			NO	%	NO	%
1	Do you think that your teams follow the four concentrating coaching/ training approach?	A/ yes	30	68.19	4	100
		B/ No	14	31.81	-	-
2	What is your focus of your team during training among the following alternatives?	A/team coordination	7	15.9	-	
		B/psychological preparation	1	2.27	-	-
		C/technical tactical preparation	3	6.81	-	-
		D/ physical preparation	4	9.09	-	-
		E/all	29	65.9	4	100
	Total		44	100	4	100

According to the finding of table 5, the coaches follow two types of training approach: these are scientific and non-scientific. Regarding this, 30(68.19%) of players and 4 (100%) of coach's respondents confirmed that the scientific nature of the training however remaining 14 (31.81%) of players replayed that their coaches never follow scientific training approach. This finding shows that the coaches have poor coaching knowledge on how to instruct players.

Regarding to area of concentration during training, the tables shows that, 7 (15.9%) of the team's training focus on team coordination whereas 1(2.27%) , 3(6.81%) and 4 (9.09%) of the teams

give emphasis on psychological, technical-technical and physical preparation respectively, however out of the total respondents, the majority, 29 (65.9%) of players and 4(100%) coaches responded that, the focus area is the four pillars of training / technical, physical and psychological / in addition to team coordination. This implies that the coach clearly understood the benefits of each components of football training.

Table 6: Coaches and Players responses on daily and weekly training

No.	Items	Alternatives	Respondents			
			Players (N=44)		Coaches (N=4)	
			No	%	No	%
1	How much time do your team carry training per day?	A/ for 1 hour	1	2.27	1	25
		B/ 1 - 2 hour	22	50	3	75
		C/ above 2 hour	10	22.72	-	-
		D/ not known	11	25		
2	How much day do your teams make training per week?	A/ One day				
		B/ two days			1	25
		C/ three days	33	75	3	75
		D/ four and above	11	25		
	Total		44	100	4	100

Table 6. Displays players view on daily training volume and frequency of training days per week. The respondents were players and coaches. They are 44 in number, out of these only 1(2.27%) players and 1(75%) of coaches replied that, the training volume is for 1 hour and the majority, 22(50%) of players and 3 (75%) coach's said that, 1-2 hours. 10(22.72%) and 11(25%) of the same group says, 2 hours and not known respectively. From this data it can be concluded that, the coach has some scientific background on daily training volume because as FIFA manual suggests, the recommended training volume for youngsters lasts 70-90 minutes but this can be affected by several factors / i.e. weather condition. Age, sex, fitness level of the player and so on

In addition to daily training volume, the same table shows, weekly training program. As vividly illustrated in the table, 33(75%) of players and 3 (75%) of coach respondents revealed that, their team has 3 days of training per week and 11(25%) also states 4 and above however, none of the players replied for 1 days training session but 1 (25%) of coaches revealed to have one day's train program per a week. As many sport professionals recommends, the suitable training days per week ranges 3-5 days but this can be determined by the level physical fitness, age, and other interconnected factors.

Table 7: Coaches and Players view on the contribution of the surrounding society to the teams.

No.	Items	Alternatives	Respondents			
			Players (N=44)		Coaches (N=4)	
			No	%		%
1	Is there any support from the society to your teams?	A/ yes	8	18.18	1	25
		B/ No	28	63.63	3	75
		C/ unknown	8	18.18	-	-
2	In comparison with other surrounding football teams, what equipment or facilities should be your teams should fulfill?	A/ Financial	1	2.27	-	-
		B/ Material	-	-	-	-
		C/ Moral	11	25	2	50
		D) professional	-	-	1	25
		E/ nothing	32	72.72	1	25
Total			44	100	4	100

As it can observe from table 7, to some extent Robe and Gobakenema football teams get support from the society. From the total respondents, 8(18.18%) of players and 1 (25%) of coaches revealed that, the neighboring society helps the team however, 28 (63.63%) of players and 3(75%) of coaches' respondents were answered, the society as the whole never support their respected teams. As obtained from the data, there is problems of interest and tendency from the

society to sport and none-understanding of the people the benefits of football. Finally, 8 (18.18%) players said, the donation of the people is not known.

Item 2 of the same table shows; kinds of support the society offers to the teams. Among these 1(2.27%) of players confirms financial support and 11 (25%) of players and 2(50%) of coaches agree with moral support, but the majority, 32(72.72%) of players and 1(25) of teacher respondents were replied, the society doesn't help the nearby football teams. The data from the table 7 revealed, will be able to concluded that, two basic facts, on one hand teams in Bale zone established only by governmental institution. On the other hand, mostly private sectors don't participate in sport to establish football teams and they give less attention to the development of their surrounding football.

As the data gained from Bale zone head of sport Commission and team leaders via interview, the sample teams carry out their daily tasks by their own budget. According to the data gathered, some people give moral and professional support, however, no one gives material and financial support to the teams.

Table 8: Respondents responses on their motivation while going to training field and opinion towards team's progress

No.	Items	Alternatives	Respondents			
			Players (N=44)		Coaches (N=4)	
			No	%	No	%
1	How happy you are while going to training field?	A/ extremely high	8	18.18	1	25
		B/ high	21	47.72	2	50
		C/ low	11	25	1	25
		D/ extremely low	4	9.09	-	-
2	How do you see the development of your current teams?	A/ very high	4	9.09		
		B/ high	6	13.63		
		C/ low	18	40.9	4	100
		D/ very low	16	36.36		
	Total		44	100	4	100

The above table 8.Gives detail information on the degree/level of happiness of a player and coaches while going to training field and opinion on their team's development. To collect the necessary data, 44 football teams' players and 4 football coaches were involved and every player forwarded/expressed their internal feeling as follows. Among the total respondents, 8 (18.18%) of the players and 1 (25%) of coaches were extremely high. 21 (47.72%) players and 2(50%) Of coaches also feel happy while going to training field but on the other side there are respondents whose inspiration is low. These respondents include 11(25%) of player and 1(25%) of coaches and finally 4(11.1%) of the players feel very low motivation.

The collected data shows that, the concerned body including the coach and the team leader expected to do more in order to enhance players' motivation. Besides this the team's owner has a responsibility in developing and maintaining players' morals in order to develop their level of performance. This can be done by providing and fulfilling incentives and the necessary sport facilities.

To assess the progress of football in Bale zone in general Robe and Gobakenema in particular item 2 of table 8 gives the detail explanation. As clearly listed in the table, there are four categories of responses that the subjects choose. The total respondents were 48 in quantity. The data shows that, the progress of these teams is very high. This can be supported by only 4 (9.09%) of player respondents and 6(13.63%) of players also agreed that, the development is high but the majority, 18 (40.9%) and 16 (36.63%) of the study group speaks the development is low and very low respectively. From the ultimate data collected teams in the study area need transformation in terms of team organization, to well-equipped sport materials and other incentives and etc.

The information gained from open ended question and interview from head of Bale zone sport commission it supports the presence of progress. Similarly, Coaches of Robe kineme also assures the existence football development in Bale zone teams and he put as a justification the participation of Robe kinemeand, Gobakineme in national league

Table 9: Respondents responses on their coaching experience and their license

No.	Items	Alternatives	Respondents	
			Coaches (N=4)	
			No	%
1	How long have you been coaching your teams?	A/ for one year	-	-
		B for two years	1	25
		C/ for three years	1	25
		D/ for four years and above	2	50
2	What coaching license do you hold at a moment?	A/ fist level	1	25
		B/ second level	2	50
		C/ beyond second	1	25
		D not having		
	Total		4	100

Football coaches were asked on coaching experience and their license level. Table 9. illustrates their reply. As clearly indicates in the table above, 4 contributors or coaches were participated to collect the required statistics. As the table shows, out of 4 coaches, 1(25%) and 1(25%) of coaches have an experience of 2 and 3 years respectively. The remaining 2(50%) coaches were four and above year of experience. From this we understand that the majority of Coaches were experienced Coaches.

Regarding to the level of coaching license, 1(25%), 2(50%) and 1(25%) of the coaches have first, second and above second level of coaching license respectively. As we can understand from this, their level of license is in a good position but some Coach's need additional coaching courses that enables them to have additional knowledge on coaching profession.

Table 10: Coaches response on Professional motive and their incentive satisfaction

No.	Items	Alternatives	Respondents	
			Coaches (N=4)	
			No	%
1	what extent do you love your profession coaching?	A/ extremely high	3	75
		B/ high	1	25
		C/Low	-	-
		D/extremely low	-	-
2	How do you see your incentives in reward to your profession?	A/ extremely high	-	-
		B/high	-	-
		C/Low	3	75
		D/extremely low	1	25
3	In what ground do you became a coach?	A/ based on recruitment	1	25
		B/ through allowance	2	50
		C/ free	1	25
		D/ if any	-	-
Total			4	100

Regarding to Coaches response on Professional motive and their incentive satisfaction, the respondent's responses indicates, that 3(75%) of the coaches love their profession extremely high and 1(25%) of coaches love their profession high. and for the question How do you see your incentives in reward to your profession? 3(75) of the participants agreed their low incentives to their profession.

It noticeably observed from the above table, none of the respondents acquires adequate incentives from their respected teams but out of the total subjects, 3(75%) and 1(25%) were get

low and extremely low incentives respectively. From this, we can conclude that teams in Bale zone give less attention to encourage and/or motivate coaching professionals.

The same table, Item (3) shows the coach and team professional agreement. Currently there are ways to find a coach, among these based on recruitment, allowance, freely (volunteers).

Regarding to what ground do you became a coach the above table shows that 1(25%) coaches do their current work based on recruitment whereas 2(50%) of the respondents carry out their work through allowance and the other coaches, 2(33.3%) work without fee. This indicates that coaches in Bale zone have an interest for their career if they get some moral and financial support from higher bodies. On the other side, the information shows, most of the coaches have their own permanent job than coaching.

Table 2: Coaches response on professional experience sharing

No.	Items	Alternatives	Respondents	
			Coaches (N=4)	
			No	%
1	Have you shared any experiences with the people having the same profession?	A/ yes, I do	4	100
		B/ No I don't	-	-
2	If your answer for number 1 is "A" what are the contribution of sharing experience	A/ extremely high	3	75
		B/ high	1	25
		C/ Low	-	-
		D/extremely low	-	-
Total			4	100

Table item 11 indicates, whether coaches share experience or not with their colleagues and its contribution for coaching profession. For this item 4 participants were asked and the following data were obtained. Surprisingly, all coaches of the study teams including the other share experience people with the same profession. From the data we summarized that, coaches in Bale zone particularly the study team (Robe and Gobakineme) understood the value of sharing

experience to their day to day activities and they are ready to learn from others to upgrade their knowledge

In addition to item (1), the contribution of sharing experience also explained in item (2) of table 10, Most respondents, 3(75%) agreed that, the contribution of experience sharing is extremely high, similarly 1(25%) also approved its high benefits, however none of the respondents answered its very low and low advantage.

Table 3: views of respondents on the problems of coaches in Bale zone.

No.	Items	Alternatives	Respondents	
			Coaches (N=4)	
			No	%
	What are the major problems facing football coaches in Bale zone?	A/ Lack of professional skills	-	-
		B/ Lack of willingness or interest to their profession	-	-
		C/ Lack of incentives	1	25
		D/All the above problems are available	3	75
	Total		4	100

In Table 12 Item 1 of the above table shows, the problems of coaches in Bale zone. It clear that, every coach has its own strong and weak side. In this regard, coaches of Bale zone have their own strong and drawback at the time of their duties. In table 11, there are expected problems the subjects faced. Among these lack of incentives, professional skills and lack of willingness are frequently occurring ones. In terms of frequency, lack of incentives covers 1(25%) and the other 3(75%) have a problem of professional skill and lack of willingness in addition to incentives. As a coach he has a responsibility to alleviate these problems in collaboration with sport professionals and the surrounding /local football federation.

In connections to this there are different attempt at zonal level to reduce these problems especially for the lack of professional’s skills. According to the information get from head of sport commission via interview, there are long and short term plan to diminish coaching skills problems by giving or arranging short term coaching courses with the collaboration of Oromia and Ethiopia football federation.

Similarly head of Bale zone sport commission and team leaders assures the problem of professional skill, inadequate financial incentive, and lack of professional willingness and interest.

Table 4: views of respondents on the problems of coaches in Bale zone.

No.	Items	Alternatives	Respondents	
			Coaches (N=4)	
			No	%
1	As compare to other profession the benefit of coaching is	A/ extremely high	1	25
		B/ high	1	25
		C/Low	-	-
		D/extremely low	2	50
	Total		4	100

In Table13. Item number 1 in the above table explains, the benefits of coaching as compared to other profession, in this regard the following information were gathered. 1(25%) of the total respondents said that it is benefits is very high and the same percent 1(25%) gives its high value, however most the respondents or coaches, 2(50%) were revealed its benefits in the opposite way, which means very low. As I observed from the data this kinds of responses are occurred due to the absence of proper incentives, monthly salary, lack of encouragement from higher bodies (i.e. zone sport commission head, Oromia football federation and so on) for coaches and to the team.

This vividly implies that, the professional interest of the coaches and the benefits they acquire never goes together.

Table 5: Respondent response on ways of to be coach and their coaching style

No.	Items	Alternatives	Respondents	
			coaches (N=4)	
			No	%
1	How do you get your current coaching profession?	A) Through participating football as a player	3	75
		B) Through education /courses	1	25
		C) Through life experience	-	-
		D) If any	-	-
2	In your opinion what kind of coach you are?	A) Autocrat	-	-
		B) Democrat	4	100
		C) Lazier fair	-	-
		D) all	-	-
Total			4	100

The above table shows that, the responses of the respondents regarding the way of to be coaching profession and their coaching style.

Accordingly, as the shows above in table item 1, among the available coaches 3(75%) Where get their coaching profession through participating football as a player whereas the remaining, 1(25%) where also acquiring their current profession by taking coaching courses / education. On the other hand, the table shows that no one gets coaching profession via life experience.

It can be seen from in general, the sample coaches in the study area have the access to take coaching courses and also these subjects were football players before coming to coaching

profession. This directly or indirectly helps them to acquire basic principles of coaching, to identify the role of a coach and to build experience,

Item 2 of the above table on the hand depicts the opinion of coaches on their coaching style. Regarding to this, all coach prefers democratic style while leading their team. This can be supported by 4 (100%) coaches. From justification of table 13 gained, all coaches participate their players while conducting their day today activities, give more attention or value to their players during and after training, they do jobs with the collaboration of players and other stakeholders (i.e. society, team leaders, sport officials and etc.)

Table 6: Views of respondents on team’s budget

No.	Items	Alternatives	Respondents			
			Coaches (N=4)		Players (N=44)	
1	Do your football teams have enough budgets for different competition?		No	%	No	%
		A) Yes it has	1	25	14	31.81
		B) No, it has not	3	75	30	68.19
	Total		4	100	44	100

This the above table focuses on the availability of budget of the teams for different competitions. Accordingly, as the above table show that the majority of 1(25%) of players and 14(31.81%) of a coach responded there is allocation of budget for annual competition and for implementation of other team activities. whereas 3(75%) and 30(68,19%) of the players and coaches Said there is no enough budget allocation to conduct different team’s activities. As the respondents explained in open- ended and interview question related to teams budget they replied that, the current budget doesn’t satisfy basic needs of a players, Coaches and other teams members as well as to fulfil different sport facilities. This indicates that the team owner allots annual budget for sport competitions but this is not enough to complete the annual competition. In this respect,

respondents also explained the presence of others problems in addition to budget, such as material, non-existence of team cohesion, absence players long vision, unable to have full squad of players to the teams.

☛ **Analysis of open ended questions and interviews of players, zone sport commission head, coach's, football federation members, PE Teachers, former players and team leaders**

From the Interview questionnaires' that obscure the football progress of some selected teams specifically with reference to Bale Zone Football Federation officers were interviewed:

- The goal of organizing football teams is to upgrade to supper league, primer league and lay a base /foundation that feed the national team. Having this concept in mind what is the role of your administration?

Based on the above interview question, most of the respondent replied that, it was clear that the existence development is to contribute quality player to the teams and furthermore to the national level, but to sustain the contribution of the development, Bale zone Football Federation and the concerned bodies should play the following roles; They are expected. Work with the stakeholders jointly. Have strong relationship with society, different organizations and other bodies/ should work with woreda sport commission cooperatively. give in-service coaching training workshops for coaches

- To what extent do the trainers and coaches are close to the modern training techniques?

Most of the respondents responded to the above question stating that the Bale Zone football federation has collaboration with regional football federations' mush as possible to get current and updated coaching courses, so the federation officers or administrators provide them with such kinds of professional services and they revealed that they are not satisfied in the activities of the organizations.

- As a federation, do you work cooperatively with stakeholders to improve the status of the football development?

Most of the respondents stated that the Bale Zone Football Federation and regional Football federation not worked jointly with the stakeholders

➤ What are the great challenges you faced to create effective soccer teams in regional level?

The majority of the respondents pointed out regarding the problems that they face during the activities as: -

- ✓ lack of economical reward to motivate the players
- ✓ stakeholders are not willing to support soccer teams
- ✓ coaching turn over
- ✓ The teams did not give enough time to new employed top coaches

➤ Do you believe that football teams in Bale are in its progressive level based on the past prospects?

The whole respondents stated that the past prospects laid a foundation for the present football teams in Bale were not as effective as expected when compared to the trends of some other regional teams According to your opinion how do you describe the effectiveness of Bale Zone Football teams?

All the respondents give their own opinion to this question. But the overall answer could be summed up as follows.

- ❖ Comparing with other regional teams, it should have to work hard;
- ❖ When compared to other senior teams in Oromia region, it can be said effective within a short period of time;
- ❖ Even if it is struggling for the best work, it is impossible to conclude as effective teams;

We can conclude from the respondent's opinion that the teams are not effective as compared to different perspectives and other regional teams even though there is best beginning of spreading sport in regions

➤ According to your opinion what criteria's should be fulfilled by Bale Zone Football teams to be said effective?

The responds ideas with the same issues concluded as follows:

- ❖ It should open and strengthen teams at regions with continuous assessment;
- ❖ Opening center of Excellency, teams and grass root training centers

- ❖ with continuous competition schedule;
- ❖ Fulfilling facilities and equipment's of Football sport throughout the country with minimal cost;
- ❖ Increasing the number of trained professionals and sports men/women
- ❖ Planning and implementing different means of generating resources
- ❖ Dealing with media and journals for promoting the sport to increase the number of participants;

As indicated above all the respondents listed the criteria to say the teams effective in their own way. We have seen approaches of effectiveness in literature review which can consider with this respondent's opinion and it can be concluded as Bale Zone Football teams should have to work on the perspectives of the approaches listed in addition to fulfilling strategic plan of governmental expectation.

- How do you describe the Amateur workers and Ethiopian Football team's organizational form within comparison of government policy and directives?
- ❖ There is no problem in organizational form with comparison of policy and directives but, there is on implementation of action plan accordingly;
- ❖ The amateur workers should have to lead sport by discipline, work hard, and devote their time, money and knowledge
- ❖ There is steel gap of knowledge of government policy and directives;
- ❖ Since there is clear policy and directives there is good organizational form of teams within clear job description for amateur & civil servants;

As it is indicated in literature review, the respondents also suggested that the amateur workers should have to work hard on the development of Football teams by devoting their time, money and knowledge. From this we can understand that the Ethiopian sport policy clearly stated that the sport should be led by public sectors which can work for development of the sport voluntarily and support it by their own money and knowledge in addition of giving full service of their time without undue payment.

- Are there sufficient field/gym facilities and teams of Football in bale football teams?

- ❖ No, not enough, even we can say there is not at all;
- ❖ No, Even the price of those which are available with a minimal number is very expensive and hard to establish the teams;

As we have seen in literature review, without any field of play and sufficient facilities, it is hard to establish teams and strengthen those which are established simultaneously there is no development of the sport without enough field and facilities as well many teams which can compete against each other regularly to select elite from mass participation.

- List down the actions that should have to take for the progress of Football sport in Bale and effectiveness of the teams?
- ❖ Regional teams should have to be established and strengthened with regular competition schedule;
- ❖ There should be good administration, sufficient budget, with qualified and enough human resource;
- ❖ Facilities of Football sport should be fulfilled in all training sectors within quantity and quality;
- ❖ Training stations should be opened and strengthened starting from grass roots in the woreda up to center of Excellency for elite national team within regular competition program;

The respondents list of works that should have to be implemented for the sake of making Bale Zone Football teams successful and develop the sport in our country is the same within that was seen in the literature review which entail that successful sport teams is the one which can generate sustainable income, have grass root and nationwide center of training, can able to fulfill facilities the sport requires, provide good administration system, and have many professionals to do so.

4.1. Finding from Observation

In order to obtain information about challenges and practicing leadership styles to satisfy players the observation was made to evaluate their attitude and practice.

Therefore, one of the observation questions is whether they have one best coaching leadership style which is well suited for all players or not. For this question the observation was indicating it is too difficult to select the best style which can suit for all players because using coaching leadership depends on player's personality, experience, educational background, attitude... etc. it is possible to use the styles accordingly. Which means at a given time you may be democratic, another time you may be autocratic for the same player depending on the situation. You may also be casual for one, autocrat for other player concerning on their behavior at the time.

The other question is whether their players are satisfying using such a way or not. The observation replied that they are facing different difficulties in relation to players' satisfaction while using coaching leadership behavior because the understanding level of the players is different that depends on their experience and personality. So they are using different types of coaching leadership styles with its problems accordingly. But most of the players prefer democratic and training and instruction coaching leadership style to develop their performance.

Moreover, the researcher observed Most of the coaches commented that to use whatever the style, it is must to have good communication between players and coaches to be successful. The other comment is that the coach should be trained well and he has to read always to apply newly investigated scientific approaches. The coach who has good insight may overcome the challenge.

In general, one can conclude that there is a challenge while practicing coaching leadership style in relation to players' satisfaction from the information given above. A challenge for the coaches is to find a leadership styles that is conducive to team success. Hence, the current study shall help coaches better understand how their leadership behaviors' relate to their team's performance.

So it is advisable to have good insight, and communication with players, fun and parents as well as following scientific methods to overcome the challenge for the coaches.

4.2. DISCUSSION

The result has shown that, 4, 17 (38.63%) of players and 3(75%) and coaches were said, the football field is partially available, whereas 17(38.63%) player responded and 1(25%) of coaches replied well-constructed football is partially absence but the remaining 10 (22.72%) of players, answer that their teams completely miss its own well-constructed football field for training and competitions.

It noticeably observed from table 4, 17 (38.63%) of players and 3(75%) and coaches were said, the football field is partially available, whereas 17(38.63%) player responded and 1(25%) of coaches replied well-constructed football is partially absence but the remaining 10 (22.72%) of players, answer that their teams completely miss its own well-constructed football field for training and competitions

The result has shown that, most players 24 (54.54%) and majority coaches, 2(50%) replayed that; the teams should not fulfill sport wears such as shoes, shirts, and all the necessary materials for football coaching. However, it is recommended that development of an elite player in a football from youth project needs enough infrastructures regarding training equipment's and facilities, nutritional facilities, medical facilities, psychological guidance and development are the major requesting the attention of any team (Dewitt J., 2005).

As far as the nature of training and Area of concentration during training was assessed and it was observed that, the majority, 30(68.19%) of players and 4 (100%) of coach's respondents confirmed that the scientific nature of the training however remaining 14 (31.81%) of players replayed that their coaches never follow scientific training approach. This finding shows that the coaches have poor coaching knowledge on how to instruct players.

A coach plays the main role in the process of developing an elite player by giving scientific training and the respondents the techniques of playing football (Maugham, 2007).

Regarding to area of concentration during training, the tables shows that, 7 (15.9%) of the team's training focus on team coordination whereas 1(2.27%) , 3(6.81%) and 4 (9.09%) of the teams give emphasis on psychological, technical-technical and physical preparation respectively, however out of the total respondents, the majority, 29 (65.9%) of players and 4(100%) coaches responded that, the focus area is the four pillars of training / technical, physical and psychological / in addition to team coordination. This implies that the coach clearly understood the benefits of each components of football training.

In current study the Coaches and Players responses on daily and weekly training ,the majority ,22(50%) of players and 3 (75%) coach's said that,1-2 hours .10(22.72%) and 11(25%) of the same group says, 2 hours and not known respectively. From this one can be understand that, the coach has some scientific background on daily training volume. This idea similar to the recommended amount of training of competition per week three days youth football project of players age 15 to 17 years (Richard Alagich (1996: 178 - 394).

Regarding to the level of coaching license, 1(25%), 2(50%) and 1(25%) of the coaches have first, second and above second level of coaching license respectively. As we can understand from this, their level of license is in a good position but some Coach's need additional coaching courses that enables them to have additional knowledge on coaching profession.

In relation to the above idea, the U.S. Football "C" license (2008) suggested the following: It is important to consider coaching methods and styles to be part of a broad continuum that ranges from directive to guide. In the course of a season, and certainly depending on the age of the players, a coach can use all methods and styles effectively. A balanced approach that employs each method and style appropriately and at the right moment is always best

CHAPTER FIVE

5. SUMMARY, CONCLUSION AND RECOMMENDATION

This chapter deals with the finding, conclusion and recommendation of the research

5.1. Summary

In line with basic questions, a set of questionnaires was developed, data collected through the questionnaire were analyzed and interpreted, and conclusions were made. Therefore, the following were the major findings of the study. The major finding of player's responses 60.94% indicated that, lack of sufficient budget, insufficient sport materials, absence of balanced incentives/ salary/, and the coaches' responses of 75% indicated that, non-existence of attention from higher bodies of a team and zonal sport commission office were identified as a problem for the development of football to Robe and Gobakineme football teams. Hence, it's concluded that, budget, sport facilities, lack of incentives and related factors are the barriers that contribute to the decline of football to Robe and Gobakineme football Teams. There were inadequate skill personnel / administrator in Bale zone sport commission. Not all, but some of the sport leaders in Bale zone fail to fulfill professional skills. When the affairs of football are in the hand of personnel that are novice / inadequate/, the development of football would be affected negatively.

- There was Absence of sufficient budget allotment used for annual competition and to fulfill sport facilities.
- There were Lack of emphases from the higher bodies /i.e. Head zonal sport commission, team administrator /owner/ Oromia football federation /OFF/ and the surrounding society.
- Unable to fulfill sport facilities and sport wears were a critical problem for Robe and Goba football Teams.
- Shortage of incentives /salary/ for players, coaches, and sport professionals in general from zonal and woreda sport commission as well as from the Teams itself.

5.2. Conclusion

Based on the data that the researcher obtained and analyzed the following basic points were forwarded as a conclusion:

- Robe kineme football time and Gobakineme football time exhibit some progress from time to time and their progress were also exhibits in terms of participation of competition out of Zonal/ or regional level. Robe kineme football time and Gobakineme football time kineme involved in national league and Oromia league respectively. They also display an improvement of budget allotment, coaches and players' incentive as compared to the previous one but in general both teams have several barriers which influence their development better than the present one.
- Budget is one of the major financial resources who play a significant role in Teams development. In this respect, Teams in Bale zone in general, Robe kineme football time and Gobakineme football time kineme in particular faced inadequate budget problems to carry out the day today activities in addition to the competition and training to fulfill various sport facilities as well.
- Regarding to sport facilities, the study Teams has a serious problem of sport equipment's that is required for competition and training session. Among the materials ball, training cones, sport shoes and wear and etc. are the major one which need a special attention from the team administrator /owner.
- For the development of football in general, sport professionals, coaches, players, physical education teacher, and sport officials /administrators/ play a great role in changing the wrong perception the society to sport by creating awareness, however, in the study area there are problems related motivating these people from higher bodies. As the finding shows, higher bodies of zonal and word sport commission gives less attention to the sport in general and football in particular. And, not all, but some leaders of sport commission at Zonal and word level lacks professional skills.
- All members of study team (i.e. players, coaches, team leaders and etc) don't satisfy with the incentives /salary/ they obtain but the finding confirmed that, as compared to the previous one, the current foundation gives a future bright to the team members.

- Among many football team, sample Teams (Robe and Goba) contains well qualified coaches in terms their coaching license and but they need a continuous upgrading coaching courses, however at zonal level, there are challenges in preparing short term / coaching/ courses due to its expensiveness allowance for the course provider /instructor/.
- Teams in Bale Zone doesn't get material, financial and professional support from the surrounding society in a proper manner and the Teams also mostly established by governmental institutions (i.e. City administrative offices, universities and colleges /.
- Coaches in Bale zone encounter different challenges while accomplishing their daily activities. Among these, absence of team administrator/owner concentration, professional skills deficiencies and lack of inadequate sport facilities limit them to do better than the existing one. So, these directly or indirectly affect the development of football in Bale Zone, particularly to Robe and Gobakineme football Teams
- There are players in Bale zone who have technical and tactical ability that enables them to play at premier and national league level but these players in general has problems of physical fitness.
- Coaches and players fail to conceive long term objective and vision for their career, has its contribution as factors that limits the development of football in Bale Zone, particularly to Robe and Gobakineme football teams

5.3. Recommendation

On the bases of the conclusion, the following points were recommended:

- Every teams in Bale zone including Robe, and Gobakineme should design income generation mechanisms to find sponsors from governmental or non-governmental organization in order to secure the scarcity of budget and to fulfill the required sport facilities as well as to pay balanced payment/incentives for players and coaches.
- For football development, team's administrators should work closely with coaches and players at normal bases to solve frequently repeated problems related to football and to encourage the players to improve their performance and to have team cohesion.
- Zonal and word sport commission office should prepare a free discussion stage with the collaboration of the surrounding football teams on the problems of Bale Zone football and invite sport professionals, lovers and interested individuals to contribute their effort.
- To minimize professional skills scarcity Zonal and word sport commission offices should prepare short term coaching courses with the collaboration of regional and national football federations that help coaches to upgrade their skill and knowledge. And also the office should establish a bridge to get different coaching manuals and films form national federations.
- The coach should use variety of films or video and training manuals that enable him to give well qualified training.
- Zonal and /or word sport commission office should encourage the surrounding people to work with the sport commission office and to invest to sport.
- Lastly the researchers recommend those interested individuals to conduct a detail and further investigation on the issue under the study.
- The federal and/or regional government, zonal sport commission office or Ethiopia football federation should expand or establish football projects / academy at zonal and /or word level that train children at the grass root age.
- Bale Zone sport commission office should initiate the surrounding People of Robe and Goba town for financial support to construct standard football fields at Keble level.

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APPENDEIX I

Part one

Personal back ground

1. Sex A) Male B) Female
2. Age A) From 20-25years B) 26-30 C) 31-36 D) above 36
3. Work A) private worker B) civil servant C) unemployment
4. Work experience A) below 1-year B) 1-2 C) 2-3 C) 2-3 D) 3 year and above
5. Educational level A) 10 or 12 complete C) Diploma
B) Certificate D) Degree and above

Part two

Player's Personal view

6. Name of the teams_____
7. for How long have you serve the team
8. In what circumstance can you be recruited to the team?
A/according to the school competition and recruitment
B/ according to the Keeble competition and recruitment
C/ according to project competition and recruitment
D/ according to any one's affinity or linkage
E/ if any
9. Is there any bias in your teams in player's recruitment?
A/Partially existed C/Completely existed
B/Not partially existed D/Not completely existed

10. Do your teams have its own football field?

A/ yes B/ no

11. In comparison with other surrounding teams what things should be fulfilled

A/ football field C/sport facilities
B/ incentives D/all E/if any

12. Explain your own reason for question number 11 you have answered

13. In what way your teams get training?

A/scientific approach
B/nonscientific approach
C/ both
D/never

14. What is the focus of the coach among the following alternatives?

A/team coordination
B/psychological preparation
C/technical tactical preparation
D/all

15. How happy you are while going to training field

A/extremely happy
B/happy
C/ extremely UN happy

D/ unhappy

16. Explain your own reason for question number 15 you have answered

17. How much time does the coach of your team carry a training volume per day?

A/Below 1 hour

B/Between 1 and 2 hour

C/Between 3 and 4 hour

D/ Above 4 hour

18. How much time do your teams make training per week?

A/One day

B/ two days

C/ three days

D/ four and above

19. Is there any support from the society to your team?

A/it does

B/it does not

C/not known

20. If your answer is yes for question number 19 is A what is the support

A/financial

B/material

C/moral professional

D/if any

21. How do you evaluate the development of your team?

A) Very high B) high C) low D) very low

22. If your answer is number is C or D, what are the reasons behind for less achievement?

23. Could you explain briefly what the problems are in your team?

24. What are the factors that hinders for the development of football teams in Bale zone in general? Elaborate briefly.

25. What do you suggest for the development of football in Bale zone?

APPENDEX II

Part One

Personal back ground

1. Sex A) Male B) Female
2. Age A) From 20-25 years B) 26-30 C) 31-36 D) above 36
3. Work A) private worker B) civil servant C) un employment
4. Work experience A) below 1-year B) 1-2 C) 2-3 C) 2-3 D) 3 year and above
5. Educational level A) 10 or 12 complete C) Diploma
B) Certificate D) Degree and above

Part two

Professional questionnaire

6. The name of the team_____
7. How long have you been coaching your team?
A/for one-years
B/for two years
C/for three years
D/for four years and above
8. What training license do you hold at present?
A/ fist level
B/ second level
C/ beyond second
D not having
9. If your answer is for roll number 8 is ‘D ‘can you explain briefly the reason for not holding

10. What extent do you have love for your profession/coaching?

A/ extremely high

B/ high

C/Low

D/extremely low

11. How do you see your incentives in reward to your profession?

A/ extremely high

B/high

C/Low

D/extremely low

12. In what ground do you became a coach?

A/ based on contracted agreement

B/through allowance

C/ free

D/ if any _____

13. Have you showed any experiences with the people having the same profession in the time as a coach?

A/ yes, I do

B/ No I don't

14. If your answer for number 13 is 'A' what are the contribution of sharing experience?

A/ extremely high B/high C/Low D/extremely low

15. What are the main problems facing football coaches in your area?

A/ Lack of professional skills

B/ Lack of willingness and interest to the profession

C/ Lack of incentives

D/All the above problems are available

16) As compare to other profession the benefit of coaching is

A/ extremely high

B/ high

C/Low

D/extremely low

17) Explain your own reason for question number 16 you have answered

18) How do you get your present coaching profession?

A) Through participating football as a player

B) Through education /courses

C) Through life experience

D) If other

19) In your opinion what kind of coach you are?

A) Dictator

C) Lazier fair

B) Democrat

D) all

Appendix III

Part three

Concerning teams budget

20) In your football team, have any budget for different competition?

A) Yes it has B) no, it has not

21) If your answer for number 20 is A do you think the budget is enough?

22) Describe briefly your teams should fulfill things for competition and training?

23) describe briefly the development of football in Bale zone in general and Robe and GobaKenema in particular?

24) Describe briefly the main factors that hinder Robe and Gobakenama football teams unable to participate in national league for many years in the past?

25) Describe briefly the criteria for recruitment and selection of players on one hand and the establishment of the teams on the other hand?

26 Could you explain briefly what the problems are in your teams ?

27. What are the factors that hinders for the development of football teams in Bale zone in general? Elaborate briefly.

28. What do you suggest for the development of football in Bale zone?

Appendix IV

Interview for Zonal sport commission head, staffs, sport science teachers in higher institution, former football players, and team leaders

1. Is there fulfilled facilities and training the teams?
2. Is there any budget to participate in different competition? If 'No' what are the factors?
3. Are there factors that affect the teams to participate in national league? Briefly describe.
4. What are the factors that hinders for the development of football teams in Bale zone in general? Elaborate briefly.
5. How do you get present coaching profession in the teams?
6. What do you suggest for the development of football in Bale zone?

APPENDEXIS V

Observation check list:-Items related to the leadership styles of the coaches

Direction: - the following are a list of statement about the different coaching leadership styles of your coaches. Read each one carefully, then, using the following scale, pleas mark with a tick “a” to indicate your level of agreement with each of the statements regarding your coach. For best results, answer as truthfully as possible.

No	Statement of opinions	YES	NO
1	Is the coaches Present on time?		
2	Is the coach Promote the players to participate on the team plan and strategy?		
3	Is the coach Promotes the team members to participate during decision making time?		
4	Is the coach Ask the player’s opinion on the most important coaching affairs?		
5	Is the coach Promote the players to comment on his training program and its load?		
6	Is the coach Gives priority for only his idea?		
7	Way of punishes his players is not actable?		
8	Works relatively independent of the players and other bodies?		
9	Is the coach Helping the athletes in their personal problems?		
10	Are the coaches Promotes close and informal relations with the players?		
11	Is the coach Help the team members to during conflict are happening?		
12	Does the coaches Knows strong and weak side of each players in detail?		
13	Does the coaches Explains to each player the techniques and tactics of the football?		
14	Does the coaches Works at individual base to indicate tactical technical improvement		

