

JIMMA UNIVERSITY
COLLEGE OF NATURAL SCIENCE
DEPARTMENT OF SPORT SCIENCE



PRACTICE AND CHALLENGES OF SPORT ADMINISTRATION
IN THE DEVELOPMENT OF FOOTBALL IN BALE ZONE SPORT
OFFICE

BY:- NEBI ABDO

A RESEARCH THESIS SUBMITTED TO THE COLLEGE OF NATURAL
SCIENCE OF JIMMA UNIVERSITY DEPARTMENT OF SPORT SCIENCE
IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE
DEGREE OF MASTER OF SCIENCE IN SPORT SCIENCE
(SPECIALIZATION IN SPORT MANAGEMENT).

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JIMMA, ETHIOPIA

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DECLARATION

I undersigned, declare that this paper is my original work; prepared under the guidance of **Advisor Dr.Md Babul Akhtar and Co-advisor Amanu Eba**. Also races of materials used for the manuscripts have been deeply knowledge.

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Abstract

The purpose of this study was assessing the practices and challenges of administration in football development in Bale zone. To achieve the intended objective of this study cross sectional survey design were employed to study the problem. The data were collected totally from 84 by purposive method selection in Bale zone within seven werada sport office 56 experts and 28 management officials. To collect pertinent data, the researcher employed/used liker scaled questionnaires and interview guides. The data collected was analyzed into descriptive statistics of frequencies, percentage, mean, standard deviation and qualitative descriptions. The result indicated there are a lot of factors that challenge the development of football administration in Bale Zone. These are lack of support, encouragement and guidance to football from officials, shortage of necessary equipment for football in terms of quality and quantity, low commitment and work for football from sport officials and management, unsatisfactory relationship between sport officials and football clubs, the absence of medical experts and facilities, shortage of budget allocated for football, lack of well experienced experts in the area. The current status of football in the mentioned area was not good. It was decreasing from time to time according to report of bale zone football federation (2011). As indicated in the result part the practice was less interesting and the development of the profession was very weak. This was the result of the above-mentioned challenges and factors. Especially shortage of budget allocation was raised as the major constraint. The result recommends organizing a football club can be successful and effective if it was supported by appropriate facilities and equipment because they were the essential parts for the development of football sport.

Key words: practice, challenges, football, administration

Acronyms and Abbreviation

FIFA Federation of International Football Association

CAF Confederation of African Foot ball

EFA England Football Association

IFA Irish Football Association

SFA Scottish Football Association

EFA Ethiopian Football Association

GDP Growth Domestic Product

SPSSS statistical Package for Social Science

PE physical Education

EPL Ethiopia premier league

ESL Ethiopia super league

ENL Ethiopia National league

GC Gorgerin calendar

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CHAPTER ONE

1. INTRODUCTION

1.1. Background of the Study

Football is one of the most popular sport in the world. It is a global game which transcend the cultural, economic and political boundaries of countries. According to FIFA (2017) there are 265 million football players all around world and 1.7 million teams in which 300,000 of them official football clubs. Football is considered as a hobby, leisure activity and a celebration On the other hand it is considered as a complex industry that needs to be managed like any other business activities.

Football became the most popular game in the world especially after international diffusion of football by British inlaste 19thc. Football as the global game measure various societies in all countries; almost 250 million person who participate directly, an estimated 1.4 billion people who have interest, and football's tournament, the finals of football world cup, have almost cumulative 33.4 billion television audience all over the globe. Football games' unparalleled cross cultural rapture have been recently considered financially. Based on statistics of FIFA, the worth of all the contrast under the control of FIFA was almost £ 4 billion, while the football's turn over in 2011 was around £ 250 billion which was equivalent to the GDP of Netherland (Farid.M, 2013).The 2002 World final football between Germany and Brazil was the most viewed much, with 1.1 billion people watching the game and broadcasted in 213 countries worldwide and 25 million worth.(Starald,2005).

African countries have limited success in football, especially in world cup it is only Cameroon, Nigeria, Senegal and Ghana that have reached the quarter final of the world football cups, the performance of many African country was very low, almost none of the East African countries reached the world cup finals. The low performance of African teams in the world cups shows that the standard of football in Africa is verylow, the standard of football of east Africa is even lower compared to North and South African countries.Forinstance the sport administration in Indeed Kgathi (2003) as sighted inElijah

(2012) Kenya suffers from multiple problems such as weak financial management and leadership, poor governance and failure to invest in the youth program.

In the 1916 there were several foreign communities living in Ethiopia , like Armenians, the Greeks, Hindus, Italians which were computing each other at Jan-Hoy-Meda. The youths living around piazza formed St. George Football Club.

Ethiopian Football Federation was inaugurated officially on September 6, 1941 by clubs such as St. George, Military ,Kibur Sabenga and Red Seaas founding members. Ethiopia was also the founding member of CAF together with Egypt and Sudan. Ethiopia hosted and get the 3rd African Cup where as Sudan, Egypt take the 1st and 2nd trophy respectively. In 1960 and 1968, Ethiopia hosted 6th and 10th African cup respectively. Since then there is nothing experience to be written as history of achievement as well participation of African cup of nation.(Asmara Gizaw,2014).

The Ethiopian was the founding members of confederation of African Football Federation along with Egypt and Sudan in 1957 G.C. And, this shows that Ethiopia started the movement for the development of football very early when compared with other African countries. Ethiopia won the African cup only once and it was the 3rd African cup held in Ethiopia. The game also gets its popularity in Ethiopia; the people are crazy about football. The dream is to see the national team in African cup and in the world cup. The participation of the national team in African Cup became true after 31 solid years, even though they eliminated in the first round with a single goal and a single point. Ethiopian clubs participation and their result is also the indicator for the passive progress of Ethiopian Football.

Nowadays, football league in Ethiopia is structured in to two formats: the top flight football comprises from 14 to 16 clubs which is known as the Ethiopian Premier league (EPL) and the other league, which is one step down from the premier league, is the super league and Ethiopian national league (ENL) commonly known as “Biherawi league”. This league do not have a fixed number of clubs which compete in every season and serves a feeder system enabling those ranking first and second in the super league to join the premier league. As indicated from the above structures, regional states of the country are formulate their

objective to promote in higher (top) flight to achieve their objectives, all they make a club and involves in champion competition schedule program from year to year in all zones in the states(Yasin A., 2013).

Sport is widely regarded as having significant social, health and economic benefits. In contemporary political discourse, sport is being analyzed not only in terms of its economic impact but also in terms of its potential to combat poverty, unemployment, crime and segregation. Sport is believed to serve as a vehicle for the empowerment and social connection of ‘vulnerable’ young people living in underprivileged urban neighborhoods. In particular, it has been argued that the social benefits of sport extend to spheres that are hard to reach through more traditional, political and social activities (Seefeldt, Ewing and Walk 1992). Even if it has countless values and benefits this game is not well developed in our country because of different problems and challenges and also the problems is very serious at zonal and Woreda level. As Wosen P. (2013)stated that most of the clubs established in Ethiopia specially found at the regional, zonal and wereda level suffers from problems related to budget, trained personnel, comfortable training field and sport materials so that they have been performing poorly.

According to the analysis of most leagues of different countries, especially Africa inculdiemergence of football sport in the Bale zone was traced back to the 1950s. During this time, a few clubs were locally established and conducted competitive games among each other. These clubs were the following local names. *Mare enaWotet, AzemachDagleham, FetenoDerash* and others. These clubs were became the source of some proficient players who made the zone to be known in football sport at the national level at that time. These players were MuhammedSeko (he was planned to be played to the national team at this time), Mohammed Endeta, WorkuZula, Wondemu, AlemayehuTadesse and YalewAbegaz.(Solomon Tekele, 2017). In 1962 football sport was getting stronger and more viable in the Bale zone. Different ordinary clubs were emerged at *Awraja* level and engaged in competitive games. The names of these clubs were *WabeAwraja, MendoyuAwraja, Bale Police, ShaweMasetegna* and others. (Solomon Tekele, 2017).

Between 1972-1984, football sport was more improved in the Bale zone by engaging various clubs in the games. Among these Goba and Robe *Kenema* were to some extent well-organized and had many fans and the game between the two always awaiting in the side of the community in general and their fellow fans in particular. Hence these clubs had played a pivotal role by producing capable players who would be played for the national team. For instance, a player whose name was Tsegaw Yemaneh (nicknamed Yebalew Feres) had been played and became a Captain of the national team of Ethiopia during this period. (Solomon Tekele, 2017).

In Bale Zone 1985 even though, there was competitive manner of football sport in the zone, the participation of community was very slow. However, by tackling the existing challenges, two players were able to recruit and ply for the national team. These were Aschalew Girma and Abyi Moges. After a decade, due to the episode of low level of sport activities in the Bale zone, this is shown to as a number of problems. That challenges football development in the zone. (Solomon Tekele, 2017).

1.2. Statement of the Problem

According to Elijah (2012) the standards of football cannot be uplifted in an environment characterized by poor administration. Among the factors that hinder the growth of football in Africa, the determinants are lack of coaching programs, lack of investment in facilities and youth programs, and a lack of coherent sports policy in the East African countries. The poor football administration in East Africa had always led to on and off sanctioning of the three federations by FIFA due to political squabbles and government interference. Soccer in the East African countries requires decisive interventions and in order to facilitate appropriate intervention resources, an appraisal of the existing situation is necessary.

Even though there are several structures of sport governance as a whole and football in particular, but there are many challenges faced in ensuring the effective and efficient delivery of services. Most of the personnel serving in the various national sports federations and organizations as managers are not trained professionals in the areas of sports management and administration. Leadership in the sports federations is open to "every other" person who

has the interest to provide the required leadership so long as he/she is able to win elections (Andenje et.al, 2010).

Funding for sports development has been a persistent problem faced in the management of sports in the countries of East Africa (Shehu, 1998; Mwisukha et al., 2007) as sighted in Andenje (2010). For instance, in a study on the training of athletics coaches in Kenya, Funding is the main problem faced in the implementation of training programs for the coaches. A part from this, contingents of teams destined for international competitions are often reduced to very small numbers due to limited funds to cater for their allowances/and upkeep during training and competitions. The inadequacy of funding also adversely affects the amount and variety of incentives that are given to the athletes: and this in turn kills their motivation towards striving for enhanced performance

The development of sports depends, to a large extent, on the policy that are formulated to give direction to the efforts of the sports managers/administrators and other sports personnel involved in sports. But in East African countries like Kenya there has been no national sports policy to guide the development of sports in spite of the attempts that have been made to formulate it. In the absence of a national sport policy, it is not possible to effectively regulate the development of sports. Similarly, In Tanzania, although there is a sports policy, its implementation has not been realized. For example, the policy states, inter alia making Physical Education compulsory at all levels but PE is still taught as an extra curriculum activity (Andanje et.al,2010).

Contrary to Kenya and Tanzania, Ethiopia has clearly stated national policy that is indispensable for the development of sport. However, the problem is how to effectively administer the sector. Sources indicated that there are a number of hindrance factors for the development of football sport in our country Ethiopia. Problems related to administration, provisions of necessary equipment and facilities, etc. are some commonly observed (Atilabachew Abebe, 2014).

In Bale zone sport administration is become a serious problem and there is no similar research previously conducted in the area to alleviate problem of sport administration. This seriously affected the development of football sport in the Bale zone in general and many

woredas in particular. Even though the problems of Bale zone football sport may be related to several factors but the purpose of this is to identify the factors related to the sport managements of the Bale zone.

1.3. Basic Research Questions

The basic research questions of this study would be

- i. What is the current status of football development in Bale zone?
- ii. What are the factors that challenges the development of football administration in Bale Zone?
- iii. What are the possible solution should be carried out to solve the problem?

1.4. Objectives of the Study

1.4.1. General objective of the Study

The general objective of this study was to assess the practices and challenges of administrations in the development of football in Bale zone

1.4.2. Specific Objective of the study

The specific objectives of this study would be

1. To identify the current status of football development in Bale zone
2. To identify the factors that challenge the development of football in Bale Zone
3. To providing suggestion to improve the practice of football in Bale zone.

1.5. Significance of the Study

This study would be intended to provide information for Bale zone sport commissioners sport office expert and management about the existing problems and that can hinder the development of football of zone. Therefore, this enabled the zone football, managers and sport commissioners to take corrective measures and improve the status football of the zone more over this study would taste effective strategies and better performances of football that enable football of the zone to improve its status. This study would also be used as a base for further investigations for the issue under investigation. Moreover it would provide clues for the experts and policy makers while designing different policies and strategies, to consider

the factors and its impacts more over it could help them by providing clues on measures to be taken and strategies to be delivered to overcome the challenges

The Zone municipalities, who established and support the football clubs found in this study, will clearly identify the factors that hinders the development of the clubs.

The coach of the football clubs and amateurs will get sufficient information, for future improvements of the clubs from the result of the study.

The study result will contributes for enriching the existing literature in related issues and expected to fill the existing gap of football development.

1.6. Delimitation of the study

This study titled to the practices and challenges of administrations in the development of football in Bale zone. In Bale zone there are 19waradas. Among these the researcher delimited to 7woreda of the Bale Zone, due to the financial and time constraints, if not the research would not more manageable and concise. Investigating the practices and challenges of administrations in the development of football were very wide area. In addition, there are many areas that need attention to assess the practices and challenges of administrations in the development of football but, it is difficult to conduct study on all these areas at once. Hence, to make the study manageable the researcher delimited the scope of the study. Accordingly, the researcher delimited to the practices and challenges of administrations in the development of football in Bale zone in the year of 2019.

1.7 operational terms

Leadership: - is the behavioral process of influencing individual and group towards set goals (Barrow, 1977:232).

Development is growth direct change (oxford dictionary)

Football is most popular form of sport in the world, which is being played in every nation without exception of gender, race and age (Daniel Yiferu, 2013)

Sport is a physical activity that is governed by a set of rules or customs involving specific administration, governing body (barrel 1978)

Challenges is same thing new and difficult which requires great effort and determinations (English dictionary)

Administration is a body that administers the executive part of government (oxford dictionary)

CHAPTER TWO

2. REVIEW OF RELATED LITERATURE

2.1 The Historical Development of Football in the World

The historical background of football goes back to the time of ancient Chinese, Japanese, Italian Greek, Persian, and Viking. The Chinese were playing "football" games 3000 years ago. The Ancient Greeks and the Roman used football games to sharpen warriors for battle. In south and Central America a game called "Tlatchi" once flourished. But it was in England that football was really begun to take shape. It all started in 1863 in England, when two football association (association football and rugby football) split off on their different course. Therefore, the first Football Association was founded in England. On October 1863, eleven London Clubs and schools sent their representatives to the Freemason's Tavern.

These representatives were intent on clarifying the muddle by establishing a set of fundamental rules, acceptable to all parties, to govern the matches played amongst them. This meeting marked the birth of The Football Association. The eternal dispute concerning shin-kicking, tripping and carrying the ball was discussed thoroughly at this and consecutive meetings until eventually on 8 December the die-hard exponents of the Rugby style took their final leave. They were in the minority anyway. They wanted no part in a game that forbade tripping, shin-kicking and carrying the ball.

A stage had been reached where the ideals were no longer compatible. On 8 December 1863, football and rugby finally split. Their separation became totally irreconcilable six years hence when a provision was included in the football rules forbidding any handling of the ball (not only carrying it). Only eight years after its foundation, The Football Association already had 50 member Clubs. The first football competition in the world was started in the same year - the FA Cup, which preceded the League Championship by 17 years. International matches were being staged in Great Britain before football had hardly been heard of in Europe. The first was played in 1872 and was contested by England

and Scotland. This sudden boom of organized football accompanied by staggering crowds of spectators brought with it certain problems with which other countries were not confronted until much later on. Professionalism was one of them. The first moves in this direction came in 1879, when Darwin, a small Lancashire Club, twice managed to draw against the supposedly invincible Old Estonians in the FA Cup, before the famous team of London amateurs finally scraped through to win at the third attempt. Two Darwin players, the Scots John Love and Fergus Suter, are reported as being the first players ever to receive remuneration for their football talent. This practice grew rapidly and the Football Association found itself obliged to legalize professionalism as early as 1885.

This development predated the formation of any national association outside of Great Britain (namely, in the Netherlands and Denmark) by exactly four years. After the English Football Association, the next oldest are the Scottish FA (1873), the FA of Wales (1875) and the Irish FA (1880). Strictly speaking, at the time of the first international match, England had no other partner association against which to play. When Scotland played England in Glasgow on 30 November 1872, the Scottish FA did not even exist - it was not founded for another three months. The team England played that day was actually the oldest Scottish Club team, Queen's Park.

The spread of football outside of England, mainly due to the British influence abroad, started slow, but it soon gathered momentum and spread rapidly to all parts of the world. The next countries to form football associations after the Netherlands and Denmark in 1889 were New Zealand (1891), Argentina (1893), Chile (1895), Switzerland, Belgium (1895), Italy (1898), Germany, Uruguay (both in 1900), Hungary (1901) and Finland (1907). When FIFA was founded in Paris in May 1904 it had seven founder members: France, Belgium, Denmark, the Netherlands, Spain (represented by the Madrid FC), Sweden and Switzerland (AsmeraGizaw, 2014).

2.2. Football and Globalization

According to Farid.M (2013) Football became the most popular in the world especially after international diffusion of football by British in late 19thc. Football as the global game measure various societies in all countries; almost 250 million person who participate directly, an estimated 1.4 billion people who have interest, and football's tournament, the finals of

football world cup, have almost cumulative 33.4 billion television audience all over the globe. Football games' unparalleled cross cultural rapture have been recently considered financially. Based on statistics of FIFA, the worth of all the contrast under the control of FIFA was almost £ 4 billion, while the football's turn over in 2011 was around £ 250 billion which was equivalent to the GDP of Netherland.

In the 20th century, as people had more free time and communications were increased, then international football was begun and this game was developed and it caused to make it more popular. By entering 21st century, by the progresses in technology and fast changes in media, the impacts of internationalization and globalization, and the spread of business oriented thinking all sports and liberal economic began to transpire in all sports especially in football .

According to Elijah (2012) Football is played by millions of people and has billions of fans and supporters all over the world including 205 playing nations and members of Federation of International Football Association (FIFA). Indeed, the game is rated Africa's Best sport with 53 countries affiliated to Confederation of AfricanFootball (CAF) and the Federation International Football Association (FIFA).Efforts directed towards development of soccer in Africa have seen several management and administrative structures of the sport being setup at continental, regional levels. Furthermore, due to the popularity of the sport, most of the African countries have invested heavily in it, so as to bring about success.

Indeed Kgathi (2003) as sighted inElijah (2012) noted that achievements of national teams at International competitions often bring glory and stirs nationalistic sentiments to both the leadership and citizenly. However, there has been limited success by most African countries in international tournaments especially at World Cup. Aptly, it is only soccer teams from Cameroon, Nigeria, Senegal and Ghana which have reached the quarter finals of the World Cup. The performance at the continental level of the three East African countries is dismal. This is more so as none of East African countries has ever reached the World Cup finals, Olympics or even won the African Cup of Nations that is held every two years since 1957. For example, football in Kenya has suffered through the years from corruption,

mismanagement and political intrigue resulting in the countries failure to make any significant impact in regional, continental or global competitions.

The unimpressive performance of African teams at the World Cup and the FIFA Coca-Cola world rankings have consistently shown that the standard of football in Africa is very low. Specifically, the standards of soccer in East Africa are even lower compared to North West and South African Countries. It is against this background that it was necessary to establish factors that affect the standard of the sport in East African region. Sport administration in Kenya suffers from multiple problems including weak financial management and leadership, poor governance and failure to invest in youth programs.

Schnabel in Singh (1982) defined sports performance as the unity of process and results of a sports motor action or of a complex sequence of action measured or evaluated according to agreed socially determined norms. Such evaluations lead to the eventual ranking of teams. On the basis of ranking, African teams are way behind other continents such as South America and Europe Football was among the newly acquired "pastimes" in twentieth century Ethiopia. Unlike the rest of Africa where football was imposed with colonial rule, the history of football in Ethiopia is different. It was the victory of Emperor Menelik II (r. 1889-1913) against the Italian invaders at Adwa in 1896 that brought football into Ethiopia. The defeat of the Italians convinced the rest of Europe to acknowledge Ethiopia's independence and send emissaries to seek favors from the Emperor. It was these European diplomats and their dependents who introduced football into Ethiopia. (Solomon Addis, 2009).

Wegene and R.C.Reddy (2012) adds that football in Ethiopia has long journey in a half a century. It has come a long way from the days when the country's leading referee who sat on horseback galloped all over the field following the players. As things became more sophisticated stone-markers were utilized to delineate the field and hefty sticks to serve as goal-posts. Litigation on the field between players and referees was, of course all parts of the show. Today the situation has become completely changed. It is not only that our players have mastered all the latest rules, techniques and tactics of the sport , but also the fans who are or who claims to be letter- perfect in the rules and techniques of the game. Within a matter of six decades, it has leap-forged from stone-makers and mobile goal posts to join the

international sorority of sports and to field its national players in Olympics preliminary. (Wegene and R.C. Reddy,2012).

Even though there are no records as to how soccer came to Ethiopia, it was believed that football was introduced by foreigners who resided in Addis Ababa about 1924. These communities such as: Armenians, Indians, Greeks, Italians formed community teams and held tournaments at JanHoyMeda. The first football team in Ethiopia was St.George founded in 1935 the game was introduced when Ethiopia was making its initial efforts to shed-off its medieval trappings and during the Italian occupation when we were testing the bitter dust of alien despotism. According to Solomon Addis, 2009 during the Italian occupation of Ethiopia (1936-1941), in accordance with the Fascist racial policy, Ethiopians were barred from playing football with Europeans.

A separate sport office for the natives, "Sport Office for the Indigenous," was set up and the already established Ethiopian football clubs were renamed: St. George became *LittorioWube*, Qebana team became *Villa Italia*, SidistKillo renamed *Piazza Roma* and Gulele named *Consolata*. The irony was that on the immediate aftermath of the Italian defeat, a football match was held between an all-Ethiopian team, expatriate teams and an Italian football team, *Fortitudo*, One year after liberation friendly matches were being held between St.George and Sidist kilo teams at DejazmachNesibusefer. In Asmara the Hamassien team which was founded in 1936, Key Bahir team and other new ones also resumed their activities. In Addis Ababa the Italian team Fortitudo continued to play against British, Greeks, Armenian and Indian community teams. Solomon Addis,(2009)

As YasinAbafita (2013) explains the only organized Ethiopian team at that time was St. George but did not have opportunities to play against any foreigner's teams. The first Ethiopian foreigner team game held in Addis Ababa after liberation took place in 1942, with a 4-1 victory for the Ethiopian teams St.George. Soon after, Ethiopia established the Ethiopian Football Federation in 1943. The budget for the Federation was a mere \$127.00. Since then, the Federation hosted the "Ethiopian Cup," which was contested between football clubs of the Ethiopian armed forces, known as Army, the British Military Mission (BMME), football clubs of Italian stragglers who stayed in Ethiopia after the war, *Polisportiva*, St. George and the Imperial Body Guard football club, Body Guard. The BMME and *Polisportiva*won the

1945 and 1947 Ethiopian Cup finals respectively, while Army dominated the remainder of the 1940s and 1950s.⁹ Given British racist attitude towards Ethiopians and the not so long colonial aspirations of the Italians, these matches must have been arenas where Ethiopian patriotism and nationalism was expressed vis-à-vis colonialism and racism. (Solomon Addis, 2009).

Solomon Addis (2009) notes that with the establishment of the African Nations Cup in 1957, which included Ethiopia, Egypt and the newly independent Sudan, Ethiopian football attained additional momentum. In the 1962 African Nations Cup that was held in Addis Ababa, Ethiopia won beating Egypt 4-2. Since then, though Ethiopia had never won an African Nations Cup, football evolved into one of the most popular pastimes in Ethiopia. Wherever there is an educational establishment such as a university, college or even a high school, there were football clubs were formed; even at Ethiopian military bases, there were football clubs that represented the military. In this regard, the Imperial Ethiopian Armed Forces and Ministry of Education and Fine Arts played a dominant and pioneering role in the development of football in Ethiopia.

Parallel with this, one has to note that these were also "modern" institutions through which Western ideas seeped through into much of Africa. Even today, the African armed forces and educational establishments remain relatively modern and well-organized institutions; and in this regard, Ethiopia is not an exception. In a country where freedom of speech and association is curtailed or does not even exist, football matches provided venues for expressions of discontent. This was particularly true during the era of the *Derg*. The latter, despite its claim of popular support and Marxist rhetoric, the populace, besides other things, regarded the *Derg* as a soldiers' party or government. Hence, the public associated many of the football clubs that were drawn from and represented the army and police such as Omedla, Mechal and Ermejachen as affiliates of the *Derg*. Thus, almost all football matches between one of the civilian clubs and the army/police in the Addis Ababa stadium became symbols of struggle between the civilians and the military, opponents and supporters of the *Derg*. (Solomon Addis, 2009).

There were times when the defeat of one of the aforementioned football clubs by the civilians such as Buna or St. George would result in army-police violence against the civilian

spectators. If one of the army-police teams won the game, then taxi drivers would exhibit their dissatisfaction and protest by refusing their service to the soldiers/police officers while serving only civilians. Civilian-military confrontation at the football stadium was not uncommon in Addis Ababa in particular and in Ethiopia in general during the imperial era. For instance, in 1965 there were several disturbances and fistfights that involved civilians and the military-police teams (Mekuria, Mechal, Omedla). They were readmitted to the football match in 1975, a year after the seizure of power by the *Derg*. What makes the civil-military confrontations of the 1970s and 1980s unique was its politicization. (Solomon Addis, 2009).

Though in most cases, the annual football matches between teams of the provinces and from within the provinces became venues for loyalties that transcended ethnic and religious differences, it also began mirroring ethno-nationalist aspirations. This was so, especially after the rise of secessionist movements in Eritrea in the 1960s. A football match between one of the Eritrean clubs such as the Red Sea or Eritrea Shoe and one of the non-Eritrean clubs, most often Ethiopian Navy or one of the clubs of the Second Division Army stationed in Eritrea, became highly political. In such occasions, the audience in the Asmara stadium was roughly divided between supporters of Eritrean secessionism and Ethiopian nationalism, while the football field became the battlefield for competing nationalisms. If the Eritrean clubs scored a goal, the stadium was electrified with Tigregna beats which is always accompanied with a drum and a claps. Supporters of the army or navy, who were mainly drawn from civilian government employees, members of the armed forces and some Eritreans, would chant, *Amaressaa* well-known battle cry of the Ethiopian army.

Despite this, any football match between the Ethiopian national team and another country, whether the national team wins or not, the public supports the team. The Addis Ababa stadium (sometimes the federation also uses the Diredawa stadium) was usually transformed into an arena where one celebrates and observes the depth and bounds of Ethiopian nationalism. Singing patriotic songs, waving the Ethiopian tri-colors, or wearing a bonnet with the tri-colors and coming to the stadium adorned with Ethiopian. (Solomon Addis, 2009).

2.3. Challenges of sport management in football

Management in sport is an activity which demands multidisciplinary knowledge and professional education and specialization. What should characterize every sports manager, apart from their formal education acquired at a relevant academic institution or faculty, are reasoning skills, decision-making ability and clear insight into the issues of administration and management of sports organization and infrastructure. Also, a modern sports manager must be capable of applying the acquired knowledge from the field of management and other sciences in given situations; to improve sport through scientific-research work: to analyze problems; be critical towards a situation; to make adequate conclusions when making decisions; to treat organization structures and managers on certain levels of the structures in a polite manner; to possess communication skills crucial for their role as managers; to know organization and its culture, and in line with that, to perform his/her work; to be familiar with different management styles; to work on good and productive interpersonal relations in the organization; to be capable to work on administrative, technical and other similar positions in sports organizations, associations, societies, clubs, etc(Sretenka D and Ana K: 2013).

Since the achievement of successful football competition management depends on different factors. According to Piyanut (2017) there were only two factors influencing the competition organization: internal and external(Brenes, Mena,&Molina, 2008) An external factor refers to the successful factors affecting tournament management which are uncontrollable; however, it can facilitate a manageable one according to the political context and government policy. On the other hand, an internal factor describes a successful factor which stockholders can manage by following follow the plan stipulated in order to succeed. Internal factors include: Management, Marketing mix, Player finding and selecting systems (Talent Selection), System of players' performance analysis, Sports science and Politics and State policy which are detailed as follows:

One of the factors that challenge the growth of football clubs growth is media attention. More tends to be given to the intense fixtures or matches, which in turn drives their demand. The second is the game day, when the match is played. Surprisingly, Sunday is the most popular and Saturday the least popular game day, as a significant number of potential fans work on Saturday. Wednesday floodlit games have also become popular. The third factor is

the match venue. For instance in Kenya; there are three venues in Nairobi, each with its unique characteristics. Hope Center, situated away from town and in a residential area, is a small capacity stadium that seats 1,500 people. City Stadium has a capacity of 25,000 people but has minimal seating and other basic amenities (Stephen, 2014).

2.3.1 Management

The achievement of successful soccer competition depends on main five responsibilities of the manager consisting of planning, managing, assigning, coordinating, and controlling (Asasongtham, 2003; Fayol, 1923; Santibutr, 2007; Suwantada, 2005) as sighted in Piyanut 2017. Accordingly directors, managers, or organizational leaders as being obligated to do their jobs in order to reach the organization's targets in planning, organizing, implementing, and controlling. It was also noted that chief executives also need to do an annual report and budget. Accordingly, this study focuses on four factors relating to the management, namely planning, organizing, leading, and controlling

2.3.2 Marketing Mix

Since this study involves interests and profits derived from sport products, research journals and articles relating to marketing mix and principles, and sport competition were investigated to determine factors. This factor is called "Sport Marketing Mix" which includes price, products, distribution medium, and sales promotion. This factor supports Kotler's marketing theory (Kotler, 2000). Another study related to sport marketing mix comprised four aspects: products, price, distribution medium, and sales promotion (Budget, 2009; Kosinkha, 2005; Somchit, 2002) as sighted in Piyanut (2017) .

Football clubs should expand their finance to reach to foreign markets by developing strong brands. This leads to consumers having a high regard for these clubs a term known as high perceived brand equity. Followers of the clubs will give priority to their matches as they are perceived to be of higher quality than the rest. Even if this does not turn out to be the case, these fans will not suffer from cognitive dissonance. In the Chinese context, strong brand equity of a football club is strongly determined by the level of brand awareness and perceived quality. In an increasingly competitive global market, professional football clubs will need to clearly define their strategic marketing to consolidate their brand

image and customer loyalty. This will enable them to maintain a consistent inflow of revenue while managing their costs (Stephen, 2014)

2.3.3. Talent Selection

This is a very important factor for success in sport management and organization since seeking sports talent needs to consider many factors such as size, body structure, and individual talent (Pitakwong, 2007). What is more, Pawilas and Keawiyod (2006) as sighted in Piyanut (2017) stated that searching for sports talent in individuals needs to rely on some principles of sports science initiated from the selection phase to the best practice phase until becoming champions. Therefore, the principles of sports science come into play in every phase of selection. In the talent selection, this involves size, body structure with respect to muscle fiber types in the training phase; it includes physical and mental development and support in the sport skills and competition phase; and it focuses on employing sports psychology in the selection phase. As elaborated, this study was conducted to appraise the three factors affecting talent selection physical, developmental and players' performance in the past.

2.3.4. Politics and State's Policy

Politics has something to do with sport success, since it is considered as a method to drive and develop a sport system by means of sponsorship, which leads to fame and reputation. Therefore, the role that Politics plays is seen as an important and influential factor affecting sport affairs in many different ways; for example, sport management relating to law, policy corresponding to management and administration, and budget allocation. These policies are justified as motivation and a driving force which helps lead to the targets of sport competition or sport reinforcement and sponsorship. Moreover, other scholars claim that sport management has to be in line with a particular political system and the policy launched by the government involving a combination of laws, politics, policy, and sponsorship. Accordingly, this research approaches political factors and government policy as constituting four main attributes which are politics, sponsorship and reinforcement, policy, and laws (Piyanut et al. 2017).

2.4 Budgeting and Fund Raising For Sport

Investment in football is not only limited to just individual investors and sponsorship, but ticket sales can serve as a model of investment. Porter and Pinnuck (2006) describe ticket sale as a model for financial performance to a club. In relation to this research, ticket sales can serve as a model of investment since it serves as a source of generating income to boost the performance of the club. Increase in ticket sales are realized mostly with “Big Matches”. In the case of Ghana, A match between Hearts and Kotoko is considered a “Big Match” since it causes an increase in ticket sales. This is because a match between these two rivals can see the stadium filled up to capacity (Friday and Brobbey,2009).

Investors and Football clubs Individuals and groups that invest in football clubs are normally interested in maximizing profit. The main objective of clubs owned by shareholders is to increase their dividend and amount invested (Samagaio, Couto&Caiado, 2007). Despite investors’ interest in profit, Samagaio et al (2007) also believe that investors and shareholders are interested in the performance of the team, even if it means a fall in financial performance. Thus investors are not only interested in maximizing their profit, but expecting the team to perform as well. Performance by the team can be seen as one of the benefits Walter (2010) describes as brand building.

Sponsors as football investors Walliser (2003) describes sponsorship as “a business relationship between a corporation and an individual, event or organization that is based on an exchange relationship between the sponsor and the sponsored, and where marketing communication objectives are pursued through associations” (Cited in Tsotsou, 2011, p. 557). From this definition, sponsors can be considered as investors. According to Tsotsou (2011), sports sponsorship is the most widely used sponsorship and it involves the sponsorship of sporting events.Thwaites and Chadwick (2006) identify three determinants of sponsorship in football. They are: shared value, perceived benefit and opportunistic behavior. Other researchers suggest that not all sponsors who invest in football clubs do it to satisfy a mutual agreement. This is what Thwarts and Chadwick term as “opportunistic behavior”. Thwaite and Chadwick further stated that, the sponsor is opportunistic; this will undermine their commitment to their relationship with a club. Intentions of investors in football,

therefore, are not always a mutual one. Some business investors seek just their own gain without looking at their investment as a mutual one. This research can be considered as a reference in addressing the issue of investment in kaffa football clubs. Relating Thwaites and Chadwick's work to the kaffa case, it could be that the inability of investors or sponsors to get the full benefit they seek in football, limits their investment (Thwaites and Chadwick, 2006).

The theoretical frame work of the literature is backed by the fact that investment in football clubs leads to the success of that football club. Financial literature shows there is a relationship between team success and financial performance. This includes the works of Carmichael, McHale and Thomas (2010). They state: "Revenue shares are, in turn, positively related to higher output, investments in human capital (players) are related positively to increases in revenue, and wages are systematically linked to playing skills and performances" (Carmichael et al, 2010, p. 467) Ethiopia was the founding members of confederation of African Football Federation along with Egypt and Sudan in 1957 G.C. And, this shows that Ethiopia started the movement for the development of football very early when compared with other African countries. Ethiopia won the African cup only once and it was the 3rd African cup held in Ethiopia. The game also gets its popularity in Ethiopia; the people are crazy about football. The dream is to see the national team in African cup and in the world cup. The participation of the national team in African Cup became true after 31 solid years, even though they eliminated in the first round with a single goal and a single point. Ethiopian clubs participation and their result is also the indicator for the passive progress of Ethiopian Football.

Nowadays, football league in Ethiopia is structured in to two formats: the top flight football comprises from 14 to 16 clubs which is known as the Ethiopian Premier league (EPL) and the other league, which is one step down from the premier league, is the super league and Ethiopian national league (ENL) commonly known as "Biherawi league". This league do not have a fixed number of clubs which compete in every season and serves a feeder system enabling those ranking first and second in the super league to join the premier league. As indicated from the above structures, regional states of the country are formulate their objective to promote in higher (top) flight to achieve their objectives, all they make a club

and involves in champion competition schedule program from year to year in all zones in the states(Yasin A., 2013).

Sport is widely regarded as having significant social, health and economic benefits. In contemporary political discourse, sport is being analyzed not only in terms of its economic impact but also in terms of its potential to combat poverty, unemployment, crime and segregation. Sport is believed to serve as a vehicle for the empowerment and social connection of 'vulnerable' young people living in underprivileged urban neighborhoods. In particular, it has been argued that the social benefits of sport extend to spheres that are hard to reach through more traditional, political and social activities (Seefeldt, Ewing and Walk 1992). Even if it has countless values and benefits this game is not well developed in our country because of different problems and challenges and also the problems is very serious at zonal and Woreda level. As Wosen P. (2013) stated that most of the clubs established in Ethiopia specially found at the regional, zonal and wereda level suffers from problems related to budget, trained personnel, comfortable training field and sport materials so that they have been performing poorly. This study targeted on male football clubs, which are currently found one step down from the premier league, the super league in West Arsi Zone

2.5 Public Relation

In contemporary era, one of the important communication tools is public relation that sport managers and professionals do not appreciate and realize it as it deserves. Not investing seriously and not paying appropriate attention to the strategic communications management within sports especially football is the main reason for this fact. Media has pervasive, intrusive and sometimes controversial roles in football. Perceiving the urgency of providing and developing mutually effective media relationships with all range of republics of whom media is one, anyway, is an essential requirement for administrating today's football. Surprisingly, this issue can only be achieved completely through appreciating public relations. Based on Pederson *et al.* (2007), public relations is so important in sport entities especially when attempting to impress public opinion and should not be ignored through sport managers and professionals. The most important function of public relations is in affecting public opinions in the field of professional football because public opinion provides the whole significant licenses to administrate the football organizations. According to

Pederson *et al.* (2007), sports public relations affair is so important in sport organizations and clubs to create and establish strategies which ensure they communicate internally and externally in a most desirable procedure with vital components. Because of above-mentioned reasons, an appreciating of public relations is inevitable success point in the modern football in contemporary era and it is being used to fulfill the objectives of sport entity through crafting and amplifying the organizations brand image.

2.6. The Strategic Management in Football – The Vision and Major Goals

According to Faridat.el (2013) Vision of a club is the highest and broadest objective of the football club which is a statement that shows in what position the club aspires to achieve in the following seasons. Also, this kind of statement is associated with the strategic purpose that is not about victory in one or two next games, whereas, it is the expectation of the club managers and trainers to be in the future such as being at international level or winning the championship league Sports performance is the key success element to achieve the major goals of football clubs. Strategies can be planned for various tasks in the clubs, where the least amount of aggregation is only one particular activity, and the peak level of aggregation is related to all tasks in one club. League-level strategy can be one of the most logical extensions of above-mentioned distinction.

Governance means (institutions, processes, and such) that ascribe and distribute and shape authority can vary across countries and sectors for legitimate, contextual reasons, most notably reflecting the different roles including football and understandings of government in countries (Andrews 2010; Grindle 2004).⁵ It is spurious, therefore, to identify one set of means as generally ‘good’. Instead, we argue here that governance is ‘good’ when authority is exercised through means that produce the ends citizens require in specific contexts and at specific times. Some means might be more effective than others in facilitating specified outcomes in specific contexts, but these can only be identified after considering the ends that governments are authorized to pursue or to facilitate by and for citizens (directly or indirectly) and then thinking about what it takes to achieve such. The burden of governance functionality (ends) must lead thinking about governance forms (means). In other words, one ought to think about what governments should do before one thinks about what governments should look like.

CHAPTER THREE

3. RESEARCH METHODOLOGY AND DESIGN

3.1. Research area

Bale zone is one of the Zones found in the south east Oromia regional state. Location of GPS coordination of Bale zone is Ethiopia latitude 6.75 longitude 40.25 with an elevation of 2,492 meters (8.176 fit)above sea level it locates 430 km by road from Ethiopia capital city Addis Ababa.

Demographics based on 2007 census conducted by the CSA this Zone have a total population of 1,402,492 on increase of 15.16 over. The 1994 census of whom 713, 517 is men and 688,975 are women with an area of 43,690,560 km and Bale zone has 30.10 population densities. It has different forms of climatic condition dega, woinadea and kola and the zone is well known by its production of varieties of cereal crops such as wheat, maize, teff, sorghum and others. The Bale Mountain National Park and the SofUmer cave are places of tourist attraction in the zone.



Figure 1 map of Bale zone in Oromia

Source <https://www. Researchgate.net>

3.2. Research Design

In this study, cross sectional survey design was employed to the study the problem. A research design as to Bryman(2003)gives a frames work for data collection and analysis of data conducting research. This design was selected because it can provide sufficient information concerning the practices and challenges of sport administration in the development of football in Bale zone.

3.3. Data Source

The data for this study was collected from two major sources; these were primary and secondary source.

The primary sources were questioners, Interview which relation to the factors that challenges sport administration in the development of football from sport office experts, sport office managements member,

The Secondary Data sources of the study were written documents the reports of footballsport experts in relation to the sport office. internet, publish and un published documents were used, more over books, series of journals in relation to the factors that challenges sport administration in to the development of football were used as the secondary source data for the study.

3.4. Population of the study

As the data of the Bale zone sport office, showed, on 2018 statically report, there were about 19 woreda.which consists 176 sport office experts and 88 office managements member totally 264 population. Out of total woredas, 7 woreda were selected which account 30% by using lottery system sampling techniques to make the researcher manageable in respect to time, budget and access to information. These woredawere as it indicated in table below.

Table 1 study participants

| No | Woredes /towns | Population of sport office experts | Population of sport office management | Total |
|----|-----------------|------------------------------------|---------------------------------------|-------|
| 1 | AgarfaWorede | 10 | 4 | 14 |
| 2 | GobaWorede | 8 | 4 | 12 |
| 3 | DinshoWorede | 6 | 4 | 10 |
| 4 | GaseraWorede | 8 | 4 | 12 |
| 5 | SinenaWorede | 9 | 4 | 13 |
| 6 | GoroWoreda | 8 | 4 | 12 |
| 7 | Lega/hidaWoreda | 7 | 4 | 11 |
| | Total | 56 | 28 | 84 |

Then after selected the sample woreda,56sport experts and 28 sport management members 84 totally population were selected by available sampling method. On the other hand, 7 head of the office were selected by purposive method.

3.5. Sample size and sampling Technique

Multy stage sampling techniques was used in the study to ensure that each group of the target population well represent and to be more appropriate to reduce sampling error. For the case of zone – purposive sampling, method was employed based on criteria such as accessibility of the data, shortage of time and finance additionally familiarity of researcher. For the case of wareda from the zone, - lottery system sampling method was employed based on Criteria such to give equal chance for all waredas to participate. For the case of office experts and office management’s purposive sampling method was employed based on criteria such as source full of data and they are manageable.

Table 2 Sample techniques

| No | Subject | Population | Samples | Sampling techniques |
|----|-----------------------|------------|---------|---------------------|
| 1 | Zone | 1 | 1 | Purposive |
| 2 | Waredas from the zone | 20 | 7 | Lottery system |
| 3 | Office experts | 56 | 56 | Purposive |
| 4 | Office managements | 26 | 26 | Purposive |

3.6. Instrument of Data Collection Tools

In order to achieve the objectives of the study questionnaire, interview and document review were employed

3.6.1. Questionnaires

Questionnaires are taken as a preferable data-gathering tool for this research because of the fact that, the researcher is to collect information on facts and attitudes from a wide range of sources. For this study, Questionnaires were advantageous because they save time on the part of the researcher and heighten the independence and accuracy of responses from respondents (Jwan, 2010). The same questionnaires were distributed to 56 sport office experts and 28 sport office management. In order to get reliable and adequate information, the researcher is used a set of questionnaire containing mainly close-ended items some followed by open ended questions were used to collect data from respondents. Close ended question type was used because; they are suitable for large scale survey as they are quick for respondents to answer. The open ended questionnaire enabled the respondent further to give chance for some more relevant information that the researcher is not including in the questionnaires. The questionnaire was developed by the researcher based on review of the literatures.

The questionnaire was constructed in English and then translated to Afan Oromo, because the respondents not expected able to read and write in English language. Regarding, close ended questions; rating scale (five liker scales) was adapted.

3.6.2. Interview

The interview permits greater depth of response which is not possible through any other means. Thus, the purpose of the interview is to collect more supplementary opinion, so as to stabilize the questionnaire response. With this in mind, interview conducted with 7 heads of sport and youth office. Semi structure items prepared for the above respondents. The reason behind the semi-structured interview items are used, due to its advantages of flexibility in which new questions could be forwarded during the interview based on the responses of the interviewee.

3.7. Procedure for data gathering

First of all, the procedure of data collection is concerned there researcher got through the following steps were addressed to collect the relevant data. The first thing was researcher got the recommendation letter from the Jimma University that addressed to the selected Bale zone sport office. There commendation letter was given for the leaders of selected woredas and due

permission was obtained from Administration. The objective of the study was presented for all participants of the study. Then questionnaire was distributed to 56 football experts as well as 28 management members and finally the data was collected from respondent through the proposed data collection instrument Pilot Study

3.8. Pilot test

Before the actual study carried out a pilot study conducted which was not a part of the sample group it applied on Gobaanda Robe town sport office experts and sport office Management. Testing the self-designed questions using the manageable size of sample respondents was very important checking the reliability of the questions. The study pilot had been conducted on 18 sample experts of sport office and 10 administrative staff of managements members Bale zone through collecting responses on surety (15) questions. The responses that had been collected were grouped in to two variables based on the basic research questions and reliability statistics were calculated using Cronbatch Alpha and the result were presented in the table 3 as follows. The Cronbatch Alpha coefficient were considered as sufficient between 0.7&0.9,(Kerlinger& Lee,2000)

Table 3. Reliability Statistics

| S.N | Variables | Number of items | Cronbatch Alpha |
|-----|--|-----------------|-----------------|
| 1 | Practice of football administration | 6 | 0.767 |
| 2 | Challenges football administration | 5 | 0.845 |
| 3 | Current status of football development | 4 | 0.766 |

3.9. Method of Data Analysis and interpretations

Data was collected through questionnaire and interview and analyzed through both quantitative and qualitative methods of data analysis. Based on the nature of basic developed and the data collected the respondents regarding the present practice and challenges of sport administration in the development of football data descriptive analyses using frequency and,

percentage for demographic characteristics of respondents, means core and standard deviation was used to describe the issue under the study statistical package for social science (Spss) version 22. Qualitative narration and paraphrasing was also employed.

3.10. Ethical consideration

The researcher reflected as much as possible of the on all ethical consideration of the study in due course of the research. It is necessary to be careful about what people would expect from the researcher he should not give unnecessary hope not to create anxiety among the subjects of the study. In addition to this the researcher definitely kept the confidentiality of the individual informants and the institution that studied. If it is found necessary to expose some information, the researcher has to get the permission of the individual or the institution on which the study is conducted. Besides to that the researcher didn't force and bother any informant individuals by any means at all, to be part of the study.

CHAPTER FOUR

1. Data analysis and inter partition

This chapter had presented the results of the findings. The data gathered from the sample populations which included sport office experts and sport office managements members of selected woredas of Bale zone. The data that were obtained through questionnaires and interviews were analyzed and interpreted in line with the basic research questions raised so far.

A set of questionnaires was prepared and distributed to 56 sport office experts and 28 sport office management's members. The data was collected from all 56 sport office experts and 28 sport office management's members. The questionnaires distributed were filled properly. Therefore, the return rate of the questionnaires was 100%. Moreover, 7 heads of woreda Sport and youth office were interviewed.

The Statistical Package for the Social Science (SPSS) version 22 was used to analyze the responses to the questionnaire. Frequency, percentage, Mean score and standard deviation was used to describe the issue under the study. The analyzed data were compiled and organized in a way that suits interpretation of the results in addressing the research questions.

4.1. Respondents General Profile

Understanding about the overview of the respondents demographic characteristics was important for further analysis of their responses. Hence, attempt was made to describe the background of the respondents which directly or indirectly related to the objectives of the study. In this section the respondents' general profile which include sex, level of education, age category and work experience in their respective woreda were discussed and their relationship with the study is examined in table below.

Table 4. Characteristics of the Respondents

| Variable | Category | Respondents | |
|----------------------------|--------------------|-------------|-------|
| | | f | % |
| Sex | Male | 69 | 82.1 |
| | Female | 15 | 17.9 |
| Age | <20 | - | - |
| | 20-31 | 8 | 9.5 |
| | 31-40 | 41 | 48.8 |
| | 40 and above | 35 | 41.7 |
| Education level | Master Degree | 84 | 100.0 |
| | Degree | 59 | 70.2 |
| | Diploma | 9 | 10.7 |
| | Grade 10 and above | 16 | 19.0 |
| Experience of related work | <10 | - | - |
| | Between 11-20 | 50 | 60 |
| | Between 21-30 | 24 | 29 |
| | Above 30 | 10 | 12 |
| Subject specialization | sport science | 50 | 59.5 |
| | natural science | 30 | 35.7 |
| | Social science | 4 | 4.8 |

Key= f_ frequency %= percent

As depicted in above table 1, from the total experts and management bodies 69(82.1 %) of the respondents were males and the rest 15(17.9%) were females. The table shows the numbers of females are smaller than males in both expert and managerial positions in the area.

As indicated above in table 1, most of the respondents 41(48.8 %) are found in the age range of 31-40. The rest 8(9.5 %) and 35(41.7%) are found in age interval of 21-30 and greater than 40 respectively. From the table most of the respondents are found in working age which is adulthood period. So, they can contribute a lot for the development of football sport.

The above table showed the educational status of the respondents included in the study. From 84 respondents, 59(70.2 %) of the respondents have the first degree. The rest 16(19 %) were grade 10 complete and 9(10.7 %) were diploma holders. The table depicted there are individuals who are currently leading the administration of football in the area which is very difficult for them to manage the office above the educational status.

As it indicated in table above, in relation to work experience, the study established that, 50(60 %) of the respondents had served in between 11-20 years. While 24(29 %) of respondents had served between 21-30 years. The rest 10(12%) of respondents had served in between above 30 years respectively. Hence, it can be inferred that majority of respondents had remarkable working experience which would enabled them not only to contribute to the research adequately but also were expected to be active participants in all spheres of sport.

From the total of experts and management bodies, 50(59.5 %) were graduated by the field of sports science where 30(35.7 %) and 4(4.8 %) were graduated by natural science and social science field of specialization respectively. So, one can conclude that there are a lot of managers and experts without their professions i.e out of sport science. In with this finding Pawilas and Keawyod (2006) as cited in Piyanut (2017) stated that searching for sports talent in individuals needs to rely on some principles of sports science initiated from the selection phase to the best practice phase until becoming champions.

4.2. Descriptive Results

Item scores for each category were arranged under five likartscales. The degree of agreement or disagreement of the respondent for each statement is also analyzed by summarizing the five point likert scale response. The resulted mean scores were classified in ranges to fit the five-scaled Likert's level of agreement (Poor, satisfactory, Good, very good and excellent. Therefore, based on the above criteria each item for all variables under study was determined as follows.

4.2.1. Descriptive analysis related to the current status of football development in Bale zone

The following section is intended to assess the perception level of respondents towards the current status of football development in Bale zone. For this purpose, descriptive statistics (Frequency, mean and standard deviation) were employed to assess the issue, which was measured using the Five-Point Linker Scale. The resulted mean scores were classified in ranges to fit the five-scaled Linker's level of agreement (Poor, satisfactory, Good, very good and excellent).

Table 5. Respondents' opinion on the current status of football development in Bale zone

| No | Item | Scale of response | | | | | | | | | | Scale | |
|----|---|-------------------|------|----|------|----|------|----|------|---|-----|--------|--------|
| | | 1 | | 2 | | 3 | | 4 | | 5 | | M | SD |
| | | F | % | F | % | F | % | F | % | F | % | | |
| 1 | The zone/ woreda sport administration office have plan to follow up football activities | 1 | 1.2 | 14 | 16.7 | 50 | 59.5 | 18 | 21.4 | 1 | 1.2 | 3.0476 | .69256 |
| 2 | The zone/woreda sport administration accomplish football activities based on plan | 15 | 17.9 | 27 | 32.1 | 36 | 42.9 | 6 | 7.1 | - | - | 2.3929 | .86453 |
| 3 | Your office delivers guidance support to football clubs to improve their status | 42 | 50.0 | 30 | 35.7 | 12 | 14.3 | - | - | - | - | 1.6429 | .72216 |
| 4 | The zone /woreda sport administration encourage football clubs found in your area | 12 | 14.3 | 42 | 50.0 | 30 | 35.7 | - | - | - | - | 2.2143 | .67790 |

Source: own Survey result (2019)

Key-M=mean,SD=stadeddevistion

The above respondents' respond about whether the zone/ woreda sports administration office have a plan to follow up, football activities or not. The response indicated 50(59 %) it is good, 18(21.4 %) very good, 14(16.7 %) satisfactory, 1(1.2%) poor and 1(1.2 %) excellent. From this result, we can understand the presence of a moderate plan to follow up football activities by Zone and woreda sports administrations. As one can see from the mean, respondents agreed to opinion zone/ woreda sports administration office have a plan to follow up football activities with (M =3.04) and Std of 0.692.

According to Faridat.el (2013) Vision of a club is the highest and broadest objective of the football club which is a statement that shows in what position the club aspires to achieve in the following seasons. Strategies can be planned for various tasks in the clubs, where the least amount of aggregation is only one particular activity, and the peak level of aggregation is related to all tasks in one club.

In item 2 of table above the respondents indicated the level of accomplishment of football activities based on the plan. From The result shown 15(17.9 %) responded as poor, 27(32.1 %) satisfactory, 36(42.9 %) good and the rest 6(7.1%) respond very good. As one can see from the mean, respondents respond satisfactory with (M =2.39) and Stdof 0.864. Here following the plan developed/planned is not interesting the work of management were without planning.

As shown above in table 3, the delivers guidance support to football clubs to improve football clubs is poor (50 %). The rest respondents' response about the guidance and support indicated 35.7 % satisfactory and 12(14.3 %) good. As one can see from the mean, respondents respond poor with (M =1.649) and Stdof 0.722. Here we can conclude there is very limited support from the respondents' office for football clubs found in their woreda and Zone.

In item 4 of table above indicated that the encouragement of the zone /woreda sports administration encourages for the football clubs found in their surroundings. The response indicated 42(50%) satisfactory, 30(35.7 %) good and, 12(14.3 %) poor. As one can see from the mean, respondents respond poor with (M =2.21) and Std of 0.677. So one can conclude

that encouragement for good jobs and performance initiates/motivates the professionals not done in the area which are to the extent expected.

The major finding result from the above table is. the level of accomplishment of football activities with plan was poor. there is very limited support and encouragement. from the office for football clubs found in their woredas and Zone.

Respondents were also asked about the current status of football development in their zone and woredas through interview.

The interviewee indicated it is decreasing from time to time when compared with the previous status.

The basic challenges raised here were: lack/shortage of budget, supply lack, attitudinal problems in making sports community based, lack of different pieces of training for professionals, government interference (political), and lack of well-experienced professionals.

This study is consistent with the finding .the achievement of successful sport depends on five responsibilities of the manager consisting of planning, managing, assigning, coordinating, and controlling(Asasongtham, 2003; Fayol,1923; Santibutr, 2007; Suwantada, 2005) as sighted in Piyanut 2017.

4.2.2. Descriptive analysis related to the factors that challenge the development of football in Bale Zone

The following section is intended to assess the perception level of respondents towards the factors that challenge the development of football in Bale Zone. For this purpose, descriptive statistics (frequency, mean and standard deviation) were employed to assess the issue, which was measured using the Five-Point Linker Scale. The resulted mean scores were classified in ranges to fit the five-scaled Linker's level of agreement (Poor, satisfactory, Good, very good and excellent).

Table 6. Respondents' opinion on the factors that challenge the development of football in Bale Zone

| No | Item | Scale of response | | | | | | | | | | Scale | |
|----|--|-------------------|---|----|------|----|------|----|------|----|-------|--------|--------|
| | | 1 | | 2 | | 3 | | 4 | | 5 | | M | SD |
| | | F | % | F | % | F | % | F | % | F | % | | |
| 1 | Your Sport office has good relationship with football clubs of the area | - | - | 18 | 21.4 | 45 | 53.6 | 21 | 25.0 | - | - | 3.0357 | .68454 |
| 2 | The clubs of your zone/ woreda have been facing a number of problems in the development of football. | - | - | - | - | - | - | 4 | 4.8 | 80 | 95.2 | 4.9524 | .21424 |
| 3 | Your Sport office work hard to overcome the challenges facing football development | - | - | 12 | 14.3 | 18 | 21.4 | 54 | 64.3 | - | - | 3.5000 | .73632 |
| 4 | Shortage of budget seriously affected your sport office in the development of football | - | - | - | - | - | - | - | - | 84 | 100.0 | 5.0000 | .00000 |
| 5 | Our sport office experts and managements sometimes receive short and long term training on how to develop football sport | - | - | 6 | 7.1 | 42 | 50.0 | 36 | 42.9 | - | - | 3.3571 | .61395 |

Source: own Survey result (2019)

Key; M=mean, SD=staderddevistion

In item 1 of table above the respondents were asked about the relationship between their office and football clubs. From the total of respondents, 18(21.4 %) respond satisfactory, 45(53.6 %) and 21(25 %) respond good and very good respectively. As one can see from the mean, respondents respond good with (M =3.03) and Std of 0.684. So one can conclude that there is good relationship between their office and football clubs,

As depicted above in table above, almost all 80(95.2 %) agreed with the different problems that the clubs in their Zone /woreda are facing. The rest 4(4.8 %) of respondents also raised as the development of a football club in their surrounding is facing many problems. As one can see from the mean, respondents respond good with (M =4.95) and Std of 0.214. So, one can conclude that the development of a football club in their surrounding is facing many problems.

In item 3 of table above the respondents were asked about whether sport office work hard to overcome the challenges facing football development or not. The office of the respondents work hard to overcome the challenges facing football development 12 (14.3 %), 18(21.4 %), and 54(64.3%) responded as satisfactory, good and very good respectively. As one can see from the mean, majority of respondents respond very good with (M =3.50) and Std of 0.736. So, one can conclude that the office of the respondents work hard to overcome the challenges facing football development

In item 4 of table above the respondents were asked about whether shortage of budget seriously affected your sport office in the development of football or not. In table above indicated that the shortage of budget seriously affected respondent's sports office and development of football. All respondents 84(100 %) responded shortage of budget seriously affect their performance and work. As one can see from the mean, majority of respondents respond excellent with (M =5.00) and Std of 0.00. So, one can conclude that shortage of budget seriously affected your sport office in the development of football.

In item 5 of table above the respondents were asked about whether sport office experts and managements sometimes receive short and long term training or not. At it is depicted above in table above, different pieces of training: short and long provision for sport officer experts and managerial offices were satisfactory 6(7.1 %), good 42(50 %), and very good 36 (42.9 %). As one can see from the mean, majority of respondents respond excellent with (M =3.35)

and Std of 0.613. So, one can conclude that sport office experts and managements sometimes receive short and long term training

The major finding mean result from above table football club in their surrounding is facing many problems. shortage of budget seriously affected and lead all factors on sport office in the development of football

The respondents' through interview respond that woredas and sports office provide the necessary support for football clubs, but it is very limited.

The study in line with Atilabachew Abebe(2014) Problems related to administration, provisions of necessary equipment and facilities, etc. are some commonly observed which similar with the current study.

.4.2.3.Descriptive analysis related to What was the possible solution should be carried out to solve football development in Bale zone

The following section is intended to assess the perception level of respondents towards the practice of football development in Bale zone. For this purpose, descriptive statistics (frequency, mean and standard deviation) were employed to assess the issue, which was measured using the Five-Point Likert Scale. The resulted mean scores were classified in ranges to fit the five-scaled Likert's level of agreement (Poor, satisfactory, Good, very good and excellent).

Table 7. Respondents' opinion on What was the possible solution should be carried out to solve football development in Bale zone

| No | Item | Scale of response | | | | | | | | | | Scale | |
|----|--|-------------------|-------|----|------|----|------|----|------|---|---|--------|--------|
| | | 1 | | 2 | | 3 | | 4 | | 5 | | M | SD |
| | | F | % | F | % | F | % | F | % | F | % | | |
| 1 | The Sport office render necessary equipment for football clubs of the area to solve the problem of football development. | 57 | 67.9 | 27 | 32.1 | - | - | - | - | - | - | 1.3214 | .46983 |
| 2 | Your sport office is highly committed and works for the solution of football development in area. | - | - | 24 | 28.6 | 51 | 60.7 | 9 | 10.7 | - | - | 2.8214 | .60442 |
| 3 | Your Sport offices provide Medical experts and facilities to minimize the factors that affect football development | 84 | 100.0 | - | - | - | - | - | - | - | - | 1.0000 | .00000 |
| 4 | Currently the overall development of football in your Zone/woreda is getting solution to improved. | 54 | 64.3 | 30 | 35.7 | - | - | - | - | - | - | 1.3571 | .48204 |
| 5 | Our sport office experts and managements work closely with clubs found in the area for the enhancement of football sport | 48 | 57.1 | 27 | 32.1 | 9 | 10.7 | - | - | - | - | 1.5357 | .68454 |
| 6 | Our sport office experts and managements work together to get possible solution for developed football sport | - | - | - | - | 25 | 29.8 | 59 | 70.2 | - | - | 3.7024 | .45996 |

Source: own Survey result (2019)

Key-M=MeanSD=standarddeviations

In item 1 of table above, concerning the equipment provided for the football clubs found in their area most of the respondents 57(67.9 %) respond poor. The rest of the respondents' response was satisfactory which 32.1 % was. As one can see from the mean, majority of respondents respond poor with (M =1.32) and Std of 0.469. So, one can conclude that the sport office did not render necessary equipment for football clubs of the area.

In item 2 of table above, the respondents' office commitment and work for the development of football was rate as satisfactory, good and very good 28.6 %, 60.7 % and 10.7 % respectively. As one can see from the mean, majority of respondents respond goodwith (M =2.82) and Stdof 0.604. So, one can conclude that the office commitment and work for the development of football is good.

In item 3 of table above, the provision of providing Medical experts and facilities to the football was said poor by all respondents. As one can see from the mean, majority of respondents respond poor with (M =1.00) and Std of 0.00. So, one can conclude that the provision of providing Medical experts and facilities to the football was poor.

In item 4 of table above, specifically, 54(64.3 %) respond as poor and 30(35.7 %) responded as satisfactory. As one can see from the mean, majority of respondents respond poorwith (M =1.35) and Std of 0.482. So, one can conclude that theoverall improvement of football in the respondents' area/surrounding is below good.

In item 5 of table above, the respondents were asked whether sport office experts and managements work closely with clubs found in the area for the enhancement of football sport. Their response indicated 48(57.1 %) poor, 27(32.1 %) satisfactory and the rest respondents 9(10.7 %) good. As one can see from the mean, majority of respondents respond poor with (M =1.53) and Std of 0.684. So, one can conclude that the sport office experts and managements work closely with clubs found in the area for the enhancement of football sport.

In item 6 of table above, the cooperation between experts and management bodies for the development of sport football was another issue addressed by the respondents. The response depicted all experts and managements are working cooperatively for the development of football and responded as 25(29.8 %) good and 59 (70.2 %) very good. As one can see from

the mean, majority of respondents respond very good with (M =3.70) and Std of 0.459. So, one can conclude that the cooperation between experts and management bodies for the development of sport football was very good in the study area.

TheMajor finding of mean result from above table. The sport office did not render necessary equipment, and not work closely with clubs found in the area for the enhancement of football sport.

The possible solutions to tackle these challenges raised by the interview were, giving much emphasis on the development of youth sport and starting from the ground.

The finding in line with Lawal I.Y(2014) stated similar idea that Effective sports development requires variables like sport policy, sports personnel, sports funding, sports program.

4.3. The qualitative result from the interview

Face-to-face interview was conducted with sport managements of selected woredas. To this end, a set of unstructured open-ended interview questions were prepared by English and then translated in to Afan Oromo for the sake of acquiring more reliable and significant information from the interviewers. The interview items were mainly focused on practice and challenges of sport administration in the development of football in the Bale zone. Accordingly the respondents raised the issues elaborated below.

The respondents' woredas and sports office provide the necessary support for football clubs, but it is very limited. The Respondents have also different contributions to the development of football in their woredas and zone. Some of them are: Arranging youth's cooperation, arranging different football clubs, arranging football federation committee, planning as a manager, facilitating different government policies and regulations as a civil servant.

Respondents were also asked about the current status of football development in their zone and woredas. The interviewee indicated it is decreasing from time to time when compared with the previous status. The basic challenges raised here were: lack/shortage of budget, supply lack, attitudinal problems in making sports community based, lack of different pieces

of training for professionals, government interference (political), and lack of well-experienced professionals. Lawall.Y(2014) stated similar idea that Effective sports development requires variables like sport policy, sports personnel, sports funding, sports program, sports facilities and sponsorship. The possible solutions to tackle these challenges raised by the interviewee were, giving much emphasis on the development of youth sport and starting from the ground. Hereby providing different packages and materials, foundation based sport is very important.

4.4. Discussion

The result of this study indicated there are many factors/challenges in football management. These results are discussed with other studies in the following manner. A lot of respondents were agreed as the shortage of budget is the leading challenge for management. This study is consistent with the study conducted by other researchers in different setting. Funding for sports development has been a persistent problem faced in the management of sports in the countries of East Africa (Shehu, 1998; Mwisukha et al., 2007) as sighted in Andenje (2010). For instance, in a study on the training of athletics coaches in Kenya, Funding is the main problem faced in the implementation of training programs for the coaches. A part from this, contingents of teams destined for international competitions are often reduced to very small numbers due to limited funds to cater for their allowances/and upkeep during training and competitions. The inadequacy of funding also adversely affects the amount and variety of incentives that are given to the athletes: and this in turn kills their motivation towards striving for enhanced performance.

Another challenge raised by the respondents was the provisions of appropriate equipment and facilities. According to AtilabachewAbebe(2014) Problems related to administration, provisions of necessary equipment and facilities, etc. are some commonly observed which similar with the current study. The main focus of sport policy of Ethiopia concerning this issue is: “to establish & preserve sports and recreational facilities constructed by the government alongside with the community in residential, educational areas as well as working places; and to facilitate the local production of sport wears and equipment;” (Sport policy, 1998,5). Moreover, regarding roles of facilities in sport development and effectiveness stated as follows.

“construction and preservation of sports & recreational facilities in rural areas in consistent with the settlement of the population and cities according to the master plan so as to enable the community to participate in sports activities at kebele, woreda, zone & regional level, encourage the society in various ways to participate in the construction of sports facilities, incorporate sport facilities in the master plan of newly built kindergartens & schools; and ensure the availability of sportswear and equipment, incorporate sports facilities and reserve areas for the construction of same at government and other organizations; incorporate sports

facilities in the master plans of newly created institutions of the defense force and the police; encourage the local production of sports wears and equipment taking into account the financial and creative capacity of the society.” (Sport policy, 1998).

According to the above mentioned points finance and facilities development constitute a great role in the effectiveness of Football sport.

The absence/lack of provision of appropriate training was also a challenge in bale zone. This result is also consistent with the sport policy of the country. Accordingly the Ethiopian Sport Policy proves this as follows:

“... Organize special training and competitions forums for talented youth in various types and recruit the gifted ones by working in conjunction with sports Clubs.” (Sport policy, 1998) According to the above idea we can understand that grass root training development have a great role in promoting Football sport. As the study indicated there are individuals who are managing and working as experts without their profession in the mentioned zone. This is supported by the above policy.

A lot of respondents agreed that the experts and managers level of planning and following that plan for its implementation. This adversely affects the football sport management. This is supported by the following experts and their researches. The achievement of successful sport depends on main five responsibilities of the manager consisting of planning, managing, assigning, coordinating, and controlling (Asamongtham, 2003; Fayol,1923; Santibutr, 2007; Suwantada, 2005) as sighted in Piyanut 2017. Accordingly directors, managers, or organizational leaders as being obligated to do their jobs in order to reach the organization's targets in planning, organizing, implementing, and controlling.

Relationship is very important in football sport management. It was also raised as a challenge by respondents. The following theory proves the importance of relationship in football sport management. The system resource approach Yuchtman and Seashore (1967), who proposed the system resources model, defined effectiveness as "the ability of the sport organization, in either absolute or relative terms, to exploit its environment in the acquisition of scarce and valued resources. Attracting necessary resources and maintaining a harmonious relationship with the environment is central to the application of the systems model in sport.

CHAPTER FIVE

5. SUMMARY, CONCLUSION AND RECOMMENDATION

5.1. Summary

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

1. To identify the factors that challenges the development of football in Bale Zone.
2. To assess the current status of football development in Bale zone.
3. To providing suggestion to improve the practice of football in Bale zone.

The study employed descriptive survey method. Relevant literatures were reviewed and data collecting instruments were designed and used to collect information from different sources. Questionnaire was the major instrument of data collection also interview. After collecting the responses from respondents, necessary correction and modifications were made before distribution of the actual data gathering.

For this study participants determined based up on data collection instrument, for the domain of questionnaire by using purposive sampling techniques respected sport experts and managements, totally 84 respondents participated. On the interview domain by using purposive sampling technique 3 experts and 3 management officials were participated. The data collected through questionnaires was thus, analyzed using frequency count and percentage.

From the data analysis the major findings obtained are summarized as follows. In terms of age category, it was found that 41(48.8 %) are found in the age range of 31-40, and the rest 8(9.5 %) and 35(41.7%) are found in age interval of 21-30 and greater than 40 respectively. Regarding to sex distribution, both males and female were represented (participated) but the number of female was less than male, 69(82.1 %) were males and 15(17.9%) females. With reference to educational status 59(70.2 %) first degree, 16(19 %) grade 10 complete and 9(10.7 %) diploma

5.2. Conclusion

1.The current status of football in the mentioned area is not good. It is decreasing from time to timewhen compared with the previous status.

2.The study found that there are a lot of factors that challenge the development of football administration in Bale Zone such as, lack of support, shortage of necessary equipment for football, low commitment and work, unsatisfactory relationship between sport officials and football clubs, the absence of medical experts and facilities, shortage of budget allocated for football, lack of well experienced experts in the area

3.The concerned bodies are not properly working for the development of football in the area as indicated in the result part the practice for possible solution should be not this much interesting and the commitment of profession was very weak.

5.3. Recommendation

Based on the main findings, the researcher forwarded the following recommendations.

1. In a managerial position, planning is the key and very important instrument. After planning to put that plan into practice based on the schedule is the next step and plays a significant role in the development of football administration, so the sports officials and managerial positioned individuals in sports administration may plan the task will be performed annually and quarterly and follow up that plan for its implementation.

2. In football, the administration budget is a very important factor helps to develop its administration. So the zonal government may allocate an appropriate budget for football. with out economic support, nothing can be done in sport .

3. Finally the solution concerned bodies are properly working by commitment for the development of football administration efficiently, Sportsadministration by its nature needs the cooperation of different stakeholders. For managing football the clubs, sports officials, management and other government bodies would be work by communicating with each other. Bale Zone administrative office or management groups, community, investors and national sport may give emphases to modify or reconstruct the playing fields. and also educated and very experienced professionals would be recruited and lead football sport offices by zonal and woreda level.

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APPENDIX I
JIMMA UNIVERSITY
COLLEGE OF NATURAL SCIENCE
DEPARTMENT OF SPORT SCIENCE

Questionnaire to be filled by respondents

The main purpose of this questionnaire is to assess the **practices and challenges of administrations in the development of football in Bale zone**. Therefore; I honestly request your cooperation in filling these questionnaires responsibly because your honest response is of great importance for the success of this study. I hereby assure you that all information obtained through these questionnaires shall be used for academic purposes only and will be handled and stored with the highest order of confidentiality. Therefore, I respectfully request your kind cooperation in answering the questions that follow as clearly and frankly as possible. Your response will be highly confidential in order to critically analyze the subject matter.

Instructions:

- i. Please do not write your name.
- ii. If alternatives are given, please tick the letter of your choice.
- iii. If you are required to provide specific data, please write it precisely on the spaces provided.

Section 1: Background Information

1. Sex A/Male B/Female
2. Age. A/ less than 20 B/21-30 C/31-40 D/above 40
3. Educational level/10 complete/certificate C/Diploma D/Degree E. MSc
4. Experience of related work A/less than 10 B/11-20 C/21-30 D/above 30
5. Profession_____

Section 2: The current status of football development in Bale zone

Using the scale below, indicate the extent of your level of agreement by putting a tick mark besides each statement where 5- Excellent ;4- very good; 3- good; 2- satisfactory; and 1- poor.

| SN | Item | Response | | | | |
|----|---|----------|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1 | The zone/ woreda sport administration office have plan to follow up football activities | | | | | |
| 2 | The zone/woreda sport administration accomplish football activities based on plan | | | | | |
| 3 | Your office delivers guidance support to football clubs to improve their status | | | | | |
| 4 | The zone /woreda sport administration encourage football clubs found in your area | | | | | |

Section 3: The factors that challenge the development of football in Bale Zone

Using the scale below, indicate the extent of your level of agreement by putting a tick mark besides each statement where 5- Excellent;4- very good; 3- good; 2- satisfactory; and 1- poor.

| SN | Item | Response | | | | |
|----|--|----------|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1 | Your Sport office has good relationship with football clubs of the area | | | | | |
| 2 | The clubs of your zone/ woreda have been facing a number of problems in the development of football. | | | | | |
| 3 | Your Sport office work hard to overcome the challenges facing football development | | | | | |
| 4 | Shortage of budget seriously affected your sport office in the development of football | | | | | |
| 5 | Our sport office experts and managements sometimes receive short and long term training on how to develop football sport | | | | | |

Section 4: the possible solution should be carried out to solve football development problem in Bale zone

Using the scale below, indicate the extent of your level of agreement by putting a tick mark besides each statement where 5- Excellent; 4- very good; 3- good; 2- satisfactory; and 1- poor.

| SN | Item | Response | | | | |
|----|---|----------|---|---|---|---|
| | | 1 | 2 | 3 | 4 | 5 |
| 1 | The Sport office render necessary equipment for football clubs of the area solve the problem. | | | | | |
| 2 | Your Sport office is highly committed and works for the of footballdevelopment . | | | | | |
| 3 | Your Sport offices provide Medical experts and facilities to solve the problem of football development. | | | | | |
| 4 | Currently the overall development of football in your Zone/woreda is getting solution toimproved. | | | | | |
| 5 | your sport office experts and managements work closely with clubs found in the area to solve the problem of football sport. | | | | | |
| 6 | your sport office experts and managements work together to see developed football sport | | | | | |

APPENDIX II
JIMMA UNIVERSITY
COLLEGE OF NATURAL SCIENCE
DEPARTMENT OF SPORT SCIENCE

Interview schedule with head of sport and youth office

The main purpose of this interview is to assess **the practices and challenges of administrations in the development of football in Bale zone**. Therefore; I honestly request your cooperation in filling these questionnaires responsibly because your honest response is of great importance for the success of this study. I hereby assure you that all information obtained through these questionnaires shall be used for academic purposes only and will be handled and stored with the highest order of confidentiality. Therefore, I respectfully request your kind cooperation in answering the questions that follow as clearly and frankly as possible. Your response will be highly confidential in order to critically analyze the subject matter.

1. Are your woreda's and town's youth and sport office provide necessary support for football clubs?
2. What is your contribution for the development of football clubs in your woredas and towns?
3. How do you describe the current status of football development in your woredas and towns?
4. What are the challenges of football clubs in your woredas and towns of Bale zone?
5. What do you think the possible solutions for those challenges facing football clubs in the study areas?

**APPENDIX III
UNIVARISTII JIMMAA
COLLEEJII SAAAYINSII UUMAMAA
DIPAARTIMENTII SAAAYINSII ISPOORTII
GAAFILEE RAAWWATTOOTAafi**

BULCHINSOTA WAAJJIRA ISPOORTIITIIF

Kallattii Waliigalaa

Deebii kennitoonni! Kaayyoon Ijoon gaafannoo kanaa Odeeffannoo walitti dhihaataa waa'ee Gochaawwanii fi Hudhaalee Bulchiinsa ispoortii Guddinna kubbaa miilaa Godina Baalee waajjira ispoortii walitti qabuudha. kanaafuu Miirri isin deebii kennuuf gaafilee hundarratti qabdan gaheen isaa olaanaadha.

Kaayyoon Ijoon gaafannoo kanaa

- Maqaa kee barreessuun barbaachisaa miti.
- Ictiin raga dhuunfaan kennuu eeaggamaa dha.

Hirmaannaa keessaniif galatoomaa.

Qajeelfama

Odeeffannoon waa'eraawwatootaaf gaggeesitoota ispoortii akka armaangadiitti qindaa'eera. Filannoowwan armaan gadiitti dhihaataniif kan deebii ta'a jetteef mallattoo kana kaa'i (✓) .

1. saala A/dhiira B/dubara
2. Umrii. A/ Irraxiqqaa 20 B/21-30 C/31-40 D/ 40 ol
3. Sadarka barnootaa A/10 xumuree B/Waraqaa Ragaa C/Diploomaa D/Digrii E. Maastara
4. Muxannoohojii A/irraxiqqaa 10 B/11-20 C/21-30 D/ 30 ol
5. Ogummaa _____

Gaafilee qorannoo wal fakkaatan gochaawwanii fi hudhaa bulchinsa kilabii ibsan /mul'isaan akka yaada keetti mallattoo [x] fayyadamuun gabatewwan armaan gadii guutaa.

Safartuu kahamaan armaangadiiguutaa

Reeting skeelii;5=BaayyeeBaayyeegaarii 4=Baayyeegaarii 3=Gaarii 2=Quubsaal=Gadi'aanaa

| No | Gaafii | 5 | 4 | 3 | 2 | 1 |
|----|---|---|---|---|---|---|
| 1 | Bulchiinsi ispoortii Godinaa/ Aanaa sochhi kubbaa miilaa hordofuuf koora qabaa. | | | | | |
| 2 | Bulchiinsi Godinaa ykn Aanaa kroora sochii kubbaa miilaa irratti karoofate hojjiirra ni oolchaa. | | | | | |
| 3 | Waajjirri keessan gorsa barbaachisu kennuun kilabiin ipoortii akka sadarkaa isaa fooyyeeffatu nigar gaaraa. | | | | | |
| 4 | Bulchiinsi Godinaa IAanaa Gareelee ispoortii kubbaa miilaa naannoo isaatti argamn ni gargaara. | | | | | |
| 5 | Waajjirri ispoortii keessan gareelee ipoortii naannoo isaatti argamuuf meeshaalee ispoortii nidhiyeessaaf. | | | | | |
| 6 | Waajjirri keessan guddonna kubbaa miilaa irratto hojjachuuf kutanoo ol aanaa qaba. | | | | | |
| 7 | Waajjirri ispoortii keessan gareeleefi gumiilee ipoortii naannoo keessanii waliin hariiroo gaarii qaba | | | | | |
| 8 | Waajjirri keessan ogeessa spoortii olaanaafi wantoota kubbaa miilaatiif barbaachisan nidhiyeessa | | | | | |
| 9 | Guddinni kubbaa miilaa yeroo ammaa akka aanaa keessaniitti dabalaa jira. | | | | | |
| 10 | Gareeleen ispoortii aanaa keessan keessatti argaman rakkooolee guddinna kubbaa miilaa heduu qaban. | | | | | |
| 11 | Waajjirri ispoortii keessan hudhaalee guddinna kubbaa miilaa qunnaman furuuf hojii cimaa hojjachaa jira. | | | | | |
| 12 | Raawwattootaaf gaggeessitoonni waajjira keessanii gareelee ispoortii kubbaa miilaa wajjiin walitti kaleenyaan hojjatu | | | | | |
| 13 | Rawwattoonniifi gageessitoonni waajjira keessanii guddinna kubbaa miilaatiif wal wajjiin hojjatu | | | | | |
| 14 | Hanqinni bajataa waajjira ispoortii keessan keessatt guddinna kubbaa miilaa irratti dhiibbaa olaanaa geessaa jira. | | | | | |
| 15 | Raawwattootaaf gaggeessitoonni waajjira ispoortii keessanii leenjiiwwan gaggabaaboo guddinna kubbaa miilaa irratti nifudhatu. | | | | | |
| | | | | | | |

APPENDIX- IV
YUNIVARISTII JIMMAA
KOLLEEJII SAAYINSII UUMAMAA
MUUMMEE SAAYINSII ISPOORTII

Gaafannoo gaafiif deebii bulchiisota waajjira ispoortiiif

Guyyaagaafiifdeebii: _____

Sa'aatii _____

Iddoo _____

- 1, Waajjirri ispoortii Aanaa keesaniikubbaamiilaatiifdeeggarsabarbaachisaanitaasisaafijiraa?
2. Guddinna kubbaa miilaa Aanaa keessaniitiif gaheen isin kilabii ykn gareelee kubbaa miilarratti taphattan maalii?
3. Guddiinna kubbaa miilaa yeroo ammaa aanaa keessan keessa jiru akkamitti ibsitu?
4. Hudhaawwan gareelee kubbaa miilaa akka Aanaa ykn godina keessaniitti jiran maalii?
5. Wantoota guddinna kubbaa miilaa irratti hudhaa ta'an kanaaf furmaanni nita'a jettu maali?