



THE RELATIONSHIP BETWEEN SPORT ORGANIZATIONAL MANAGEMENT PRACTICE WITH COACHING STAFF AND PLAYERS OF PRIMER LEAGUE FOOTBALL CLUBS IN ETHIOPIA.

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ABSTRACT

The purpose of this study was to investigate the relationship between sport organizational management practice with coaching staff and players in primer league football clubs in Ethiopia. In terms of the purpose of the research, it is an applied type, descriptive and correlation one. The statistical society of this research consists of selected primer league football players and coaching staff, with number of 116. The number of players reached 100 and coaching staff 16 total number of participants of the study 116. The method used for sampling was purposive method. In this research, one questionnaires were used to collect information. Questionnaire of sport organizational management practice. SPSS. Version 20 software was used for data analysis and Pearson correlation coefficient was used to analyze the hypotheses. The level of significance is set at 0.05. The researcher assumption/hypothesis was: -There is no relationship between among coaching (management) staff and players with sport organizational management practices indices in Ethiopian premier league football clubs. The results of the research showed that, there was a significant positive relationship between coaching staff and players in sport organizational management practices.

KEY WORDS- sport management, football coaching, football players.

1. INTRODUCTION

Benson.B (2012) stated that Sports competition was initiated by the college players of United States of America in the 19th century in a variety of sports under the direction of the player. The survival of the programme came through the relentless and undaunted efforts of player who took upon themselves to act as captains, coaches, team officials as well as undertook the supply of equipment and uniforms to their teams. As the importance of the programme grew, parents, alumni or friends contributed to the purchase of equipment and uniforms (Ladani, 2007). The incorporation of sports into the educational programmes of American collegiate institutions eventually formed the basis for the



emergence of intercollegiate sports which was adopted in Ethiopia today by football federation such as national league, super league and premier league competitions. (Venkateswarlu, 2000). Ladani (2008) stated that sport management practices are parameters or indices used to enhance the development of sports in premier league football clubs in Ethiopia. Such indices for Sport organizational management practices are: (1) Finance (2) Personnel (3) Sports facilities (4) Sport equipment (5) Organizational structure (6) Sports policies and (7) Public relation services in sport.

Abioye (1972) stated that sports programme need to be conducted in such a way that their values and expected results would continue to be appreciated by the participants, organizations, and the general public. Abioye (2001) noted that in order to meet player needs, managers and faculties of sport organization must continually assess the level of involvement and players reasons for participating in such football training programme. This could only be made possible through good leadership of capable and well informed sports personnel who have knowledge of current sports management. In corroboration with the above statement, Abayomi (1995), asserted that an effective and efficient management pattern of sports will afford the participants the opportunity to develop self-realization or individual worth, good human relationship with other management staff, players, friends, neighbours, family and fellow citizens. Based on the above premise, in Ethiopian premier league football clubs are expected to afford the participants and officials the opportunity to interact with one another and know the type of system of sports management being operated in their various sport organizations.

Benson.B (2012) noted that in the field of management one can identify two essential ingredients; first, there is the administrative organization which deals with the internal structure and disposition of the personnel and resources. The second is the administrative management which deals with the direction of personnel, fiscal control (or policy) and other techniques related to operations. Management, therefore is a process undertaken by one or more individuals to coordinate the activities of others in order to achieve results not achievable by one individual acting alone (Ladani 2008). It is the achievement of results through specialized efforts of other people, whether individually or in group within an organization, to accomplish goals which they could not achieve as individuals. Management has been essential in ensuring the coordination of individual efforts.

Therefore, the results of this study were provide the relationship between sport organizational management practices with coaching staff and players better awareness of the effect their sport organizations.

2. OBJECTIVES OF THE STUDY

To investigate the relationship between sport organizational management practices with coaching staff and players of premier league football clubs in Ethiopian.

3. MATERIALS AND METHODS

In terms of the purpose of the research, it is an applied type, descriptive and correlational one. Data were collected by questioners and quantitative method.

3.1 Statistical population

The statistical population of this study is 100 selected of football club players and 16 coaching staff in Ethiopian primer league.

3.2 Sample size and sampling method

Using purposive method, the number of statistical samples was 100 players and 16 coaching staff totally 116 participants in the study.

3.3 Data gathering method

In the first stage, the information gathering was done by using a library method and a snap tool. In the second step, the information gathering was obtained by obtaining a license from the management and coordinated by the coaching staff of the clubs, Refer to the players and each questionnaire is distributed among them.

3.4 Data collection tool

In this research, one questionnaires were used for data collection. In the demographic questionnaire, age, educational background, experience were measured. For the sport organizational management practices questionnaire were a self-developed and finally validated and pilot-tested questionnaire used to collect the data. The questionnaire fifty six (56) items on sports organizational management practices in selected Ethiopian premier league football clubs under seven (7) different sub-sections. The subsections are: Financial management (8 item), personnel management (8 item), and sports facilities management (8 item). Sports equipment management (8 item), sport organizational structure (8 item), sports policies management (8 item) and public relations services (8 item). The items are assigned Five Likert scale score between 1 and 5 (1= Strongly Disagree, 5 = Strongly Agree). The questionnaire were administered on 116 subjects including Team leader, Head coach, club finance and club Public Relation.

3.5 Validity and reliability of the questionnaire

To assess the validity of the questionnaire, content validity was used, so that the questionnaires were provided to two PhD and two Associate professors of wollega university and their views were asked whether the questionnaires were a good tool for measuring the variables or not and were confirmed by them. Cronbach's alpha coefficient was used to measure the reliability of the questionnaires. In the first stage, the Cronbach's alpha coefficient was calculated for 40 respondents. Finally, for the sport organizational management practice variables the final stage, for the total sample, the coefficient of reliability was calculated. The results of Cronbach's alpha coefficient for sport organizational management questionnaire were Financial Managements (.72), Personnel Managements (.81), Facility Managements (.79), Equipment Managements (.70), Organizational structure (.730), Sport policy Managements (.80) and Public relation (.84) which indicates a high reliability coefficient.

3.6 Data analysis method

After collecting data and registering them was analyzed by SPSS version 20 software. Pearson correlation test was used to analyze the data.

4. RESULTS

Table 1.
Descriptive Statistics for Means and Standard Deviations sport organizational management practice in players and coaching staff.

Sport organizational management practice	N	M	SD
Financial Managements	100	25.10	5.482
Personnel Managements	100	24.50	7.053
Facility Managements	100	25.45	6.157
Equipment Managements	100	26.22	9.927
Organizational structure	100	26.52	6.539
Sport policy Managements	100	24.79	6.119
Public relation Managements	100	26.63	6.108

Sport organizational management practice coaching staff	N	M	SD
Financial Managements	16	23.38	5.536
Personnel Managements	16	21.81	5.319
Facility Managements	16	23.44	6.398
Equipment Managements	16	23.31	7.282
Organizational structure	16	25.19	7.739
Sport policy Managements	16	24.81	9.375
Public relation Managements	16	22.56	7.607

The results of the mean and standard deviations which indicated that Players were sport organizational management practice more with Public relation Managements ($M=26.63$ and $SD=6.108$) and less with Personnel Managements ($M=24.50$ and $SD=7.053$) than other sport organizational management practices. On the other hands, Organizational structure ($M= 25.19$ and $SD=7.739$) better of other sport organizational management practice variables and Personnel Managements ($M= 21.81$ and $SD= 5.319$) less in other coaching staff of sport organizational management practice variables (See Table 1).

Table 2.
Pearson Correlation Matrix between players and coaching staff opinion in sport organizational management practice variables.

N=116	FMa	FMb	PMa	PMb	FAMa	FAMb	EMa	EMb	OSa	OSb	SPMa	SPMb	PRMa	PRMb
FMa	1													
FMb	.008	1												
PMa	.213*	-.037	1											
PMb	-.071	.333	-.107	1										
FAMa	.324**	-.115	.719**	-.316	1									
FAMb	-.197	.548*	-.047	.825**	-.272	1								
EMa	.257**	.058	.299**	.221	.448**	.153	1							
EMb	-.206	.567*	.228	.781**	-.092	.900**	.301	1						
OSa	.272**	.001	.567**	.173	.513**	.228	.399**	.457	1					
OSb	-.127	.289	.042	.660**	-.003	.803**	.377	.686**	.277	1				
SPMa	.211*	.219	.609**	.001	.618**	.051	.395**	.319	.628**	.197	1			
SPMb	.033	.208	-.033	.638**	-.050	.754**	.315	.594*	.229	.940**	.068	1		
PRMa	.035	-.018	.503**	.021	.533**	.146	.217*	.374	.490**	.353	.606**	.276	1	
PRMb	-.437	.246	.045	.624**	-.155	.799**	.164	.709**	.411	.855**	.116	.749**	.284	1

Correlation is significant at the 0.05 level (2-tailed).* Correlation is significant at the 0.01 level (2-tailed).**

N=116, * $p \leq 0.05$ ** $p \leq 0.01$ **a** = players. **b** = coaching staff

Note, FM= Financial management; **PM=** Personnel management; **FAM=** sport Facility management; **EM=** Equipment Managements; **OS=** Organizational structure; **SPM=** Sport

policy managements; PRM= Public Relationship

Table 2 indicated that the Pearson correlation were computed among players and coaching staff opinion in sport organizational management practice variables in premier league football clubs in Ethiopia. The results indicated that significant positive correlation between players opinion in financial managements and players opinion in personnel management ($r=.213, p\leq.05$), players opinion in facility management ($r=.324, p\leq.01$), players opinion in Equipment management ($r=.257, p\leq.01$), player opinion in organizational structure ($r=.272, p\leq.01$), player opinion in sport policy ($r=.211, p\leq.05$), respectively.

Similarly, between coaching staff opinion in financial managements and coaching staff opinion facility management ($r=.548, p\leq.05$), between coaching staff opinion in financial Managements and coaching staff opinion equipment management ($r=.567, p\leq.05$), between players opinion in personnel managements and facility managements ($r=.719, p\leq.01$), between players opinion in personnel managements and equipment managements ($r=.299, p\leq.01$), between players opinion in personnel managements and organizational structure ($r=.567, p\leq.01$), between players opinion in personnel managements and sport policy management ($r=.609, p\leq.01$), and between players opinion in personnel managements and relation management ($r=.503, p\leq.01$).

Moreover, Pearson correlation revealed that significant positive correlation between coaching staff opinion in personnel managements and facility management ($r=.825, p\leq.01$), with equipment management ($r=.781, p\leq.01$), with organizational structure ($r=.660, p\leq.01$), with sport policy managements ($r=.638, p\leq.01$) and with public relation ($r=.624, p\leq.01$) respectively. And also between players opinion in facility managements and with equipment managements ($r=.448, p\leq.01$), with organizational structure ($r=.531, p\leq.01$), with sport policy managements ($r=.618, p\leq.01$), and with public relation ($r=.533, p\leq.01$). On the other hands between coaching staff opinion in facility managements and with equipment managements ($r=.900, p\leq.01$), with organizational structure ($r=.803, p\leq.01$), with sport policy management ($r=.754, p\leq.01$), with public relation ($r=.799, p\leq.01$) respectively. Similarly, Pearson correlation revealed that significant positive correlation between player opinion in equipment management and player opinion in organizational structure ($r=.399, p\leq.01$), with sport policy management ($r=.395, p\leq.01$), with public relation ($r=.217, p\leq.05$), with organizational structure ($r=.686, p\leq.01$), with sport policy management ($r=.594, p\leq.05$), and public relation ($r=.709, p\leq.01$) respectively.

In the same way, the Pearson correlation revealed that significant positive correlation between player opinion in organizational structure and player opinion in sport policy management ($r=.628, p\leq.01$), with public relation ($r=.490, p\leq.01$), with sport policy management ($r=.940, p\leq.01$), with public relation ($r=.855, p\leq.01$).

Finally, Pearson correlation coefficient revealed that player opinion in sport policy management were significant positively correlated with player opinion in public relation ($r=.606, p\leq.01$), with coaching staff opinion in public relation ($r=.749, p\leq.01$).

5. DISCUSSION AND CONCLUSION

In general coaching staff and players in sport organizational management practices positively correlated each other. Ethiopian football clubs, where sports programme are managed by the financial received from the sponsorship, supporter's monthly deposit and central administration, the clubs had to depend mainly in the above funds and sponsorship for sports and subvention from the clubs for the organization of sports programme. This study find significant differences and positive correlation among clubs and financial managements. The findings support the view of (Igbangbo, 1986, Ladani, 2008; Adesoye, 1997) on how finances for sports are managed in premier league football clubs in Ethiopia. The finding of the study again indicated that financial management

practices were found to be positively correlated with coaching staff and players. Personnel for sports in all clubs play an important role in the success of the sports of programme, they provide leadership and promote public relations. (Benson.B, 2012).

The efficient management of any sport program in such institutions depends mostly in personnel for sports as they promote understanding and working relationship among the different individuals to achieve the goals of the institutions (Oduwaye, 2000). Sports personnel have the responsibility of planning, organizing, directing, coordinating, budgeting and evaluating the program (Ladani, 1998). Such personnel should have adequate and appropriate qualifications and experience to efficiently and effectively manage sport (Amuche, 2000). Therefore, the finding showed positive relationship among the players and coaching staff in personnel management for sports is justified. The study found that personnel charged with sports organizational management practices are appointed on merit and that season sports personnel are appointed and retrained to serve in the sports units.

Facilities for sports include: field, court, gymnasium, stadium, etc. these facilities are essential requirement for the successful management of sport programs in all football clubs (Awosika, 1996). Without adequate sport facilities player cannot be motivated to participate in football sports and organized competitions successfully (Omolawon, 2000; Amusa, 1996, 1986), reported that players facilities are essential requirements for participation and excellent in performance in all sports at all levels. However Udo (1990) was the view that maintenance of sports facilities is as important as construction of such facilities which is often found inadequate among Ethiopian football clubs. This study found that the facilities for football sports in the selected clubs in Ethiopia was significantly and adequately maintained. Whatever the case may be, this study revealed significant differences among football clubs in management of sport facilities. It's therefore suggested that any clubs should adopt facilities management practices from the better clubs. Standard equipment are essential requirement to motivate players to participate and improve performance in football sports (Ladani, 1990). Inadequate provision of equipment affect not only players participations in sports but also in the performance on sports (Akpe, 1995). Provision cheap and substandard equipment can discourage players to participate in football sports (Richard, 2000, Adedeji, 1999).

The common practice among these football clubs is that equipment that are supplied are purchased for players on the basis of the requirement. It is therefore suggested by (Adeyanju, 1993). That all the equipment should be well marked for differentiation and proper identification for the inventory.

The study found significant differences among the selected football clubs in the sports equipment management practices. Organizational structure involves the pattern of relationship among positioning in the organization and among members of the organization (Benson.B, 2012). Such a structure makes it possible for the application of process of management and create a framework to which the activities of sports units can be planned, organized, directed and control (Bucher, 2002.). This view was further supported by Ladani, (1998). (Ladani, 1998), Observed that some of the premier league football clubs in Ethiopia., especially top clubs have sports council which are totally independent of the club managements, which are controlled, regulated and directed by a sports council and directorate. In contrast to this view, Bulus, (2009) observed that there is much to be desired in terms of management aspect of football sports in Ethiopia. He further reported a significant difference between clubs and sport organizational managements in the organizational structure.

The study found that the organizational structure provides effective and efficient management control of sports and that sports units is managed by the qualified and technically sound personnel.

A policy is a statement of a course of action adopted and pursued by an organization. Well-articulated policies are essential requirement for the efficient and effective finance of an organization that will help its member to follow what is expected on them (Bucher, 2000). If policy are properly stated, formulated and developed each member of an organization will understand and perform the duties that are expected. Efficient and effect management of sports activates require the establishment of sound policy to achieve the goals of an organization.

According to Abioye,(1990). Administrative policy for organizing intramural sports in football sports in Ethiopia as statement of procedure that would represent the legalistic frame work under which the organization operate. The federal Government of Ethiopia (1989), clearly stated that policy is a guiding principles that serve as the basis for a course of actions. It is for this reasons it formulated the national sports development policy with the hope that it will guide it actions.The study found significance difference and positive correlation among the selected clubs and sport policy managements. Public relations constitute the planed effort to influence the opinion through good relation and socially responsible performance base and mutually satisfactory two way communications (Bucher, 2000; Krotee, 2002), for any organization to be successful and popular it should have good human public relation serves. Any institution established by a community always enjoys the support and cooperation of the community for its successful functioning. Public relation services include attempt to modify and shape the attitude and action of the public through educations and persuasion which would help in the successful functioning of an organization. This investigation found significant difference and positive correlation among selected club players andmanagement of public relation services.

6. SUGGESTIONS

The study investigated the relationship between sport organizational managements practice with player and coaching staff of primer league football clubs in Ethiopia. In the light of the findings of the study, the following recommendations were forwarded:-

- A coaching staff should promote financial management, personnel, facility, equipment, organizational structure, sport policy and public relation among his team for future better performance and results.
- Should also promote a culture of all determinants of sport organizational management among his/her team.
- In the future, various research should be done to pinpoint the appropriate sport organizational management practice in all football clubs in Ethiopia.

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