

*Original Research Article*

## **The Relationship between Basketball Federation and Coaches, Coaches with Players and; Players with Players and its Contribution for Basketball Development in Addis Ababa City Administration**

Samuel Lakew

Lecturer in Debre Markos University; Sport Science Department.

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### **ABSTRACT**

The purpose of this study was to assess and investigate the relationship between coaches and federation, coaches and players and among players and suggest how to develop interaction in between them and its importance for Basketball development in Addis Ababa city administration. The researcher motivates to conduct his study on Coach -Federation and coach-player relationship because relationship is considered as one of the main determinant factor for Basketball development. Coaches, federation workers and three clubs form female, four from first division men and two from second division men of each six players were the participants if the study. They were selected by using simple random and stratified sampling methods. The major instruments in this study were questionnaire, interview, document Analysis and field observation. The findings of the study related to the interpersonal relationships among players of the team indicated that, 52% of the players' responded that there is a mutual respect and were made freely communicate and take responsibilities about each other and with the coaches. 88% of the Federation workers replied that there is no smooth relationship in between Basketball Coaches and Basketball federation; because coaches don't have any benefit that provided from the federation except the upgrade training that is given by the help of the federation. In general, the study confirmed that 88% of Basketball coaches have no good relationship with the Federation and; where as 58% of the Coaches have mutual respect with the players, which indicate that there is mutual respecting between majority of the coaches and players.

**Key words:** Working jointly, Interpersonal relationships, Team cohesion, Role, Human relationship, Interaction and Closeness.

### **INTRODUCTION**

**Background of the Study:** Now a day's basketball becomes a popular game all over the world. It is one Of the best interesting game (sport) that needs high interaction among players, players to coaches, and coaches to federation. It creates interpersonal relationship among peoples through exchange of skill, knowledge, methods, and all other personalities.

In Ethiopia basketball was introduced by foreigners. It was played by Teachers, Soldieries, and Missionaries in

Teferi Mekonnen (Entoto Comprehensive) and first Emperor Hailesilasse (Kokebe Tsebah) secondary schools. [Http://www.historyofbasketball](http://www.historyofbasketball) in Addis Ababa

Different scholars concerned with the human relationship value of relating in the physical, psychological, social developments youngsters in various ways. According to Coppel T. (1995) argued that:-

*“There are a number of important relationships in sport involving athletes, coaches, parents and partners but that our*

*Knowledge of these relationships, both in theoretical and empirical terms, are limited.”*

According to Mbaba D. (1992) “In a nutshell, human relation can be nourished and sustained through joints consultation, recognition, agreement, collective bargaining and conflict resolution.”

Basketball can contribute to the development of personal and social values that are very important in the interactional process of the coaches, athletes and federation. The interaction creates commitment, perseverance, and personal responsibilities within the group, team work, respecting the rules, respecting others, and learning to compete. Playing basketball is good way of learning to respect others mates, opponents, coaches spectators, rules and regulations. In relation to the above point, it is important for federation and coaches to learn to work as a team to develop Basketball in Addis Ababa city administration. Basketball could be developed and expand further when government administrators, coaches, scholars official, community and other stakeholders work jointly.

This study attempts to suggest some attainable alternatives to develop basketball as a result of coach and federation relationship. It is expected that, the study will provide valuable support in improving the development of Basketball in Addis Ababa city administration.

**Statement of the problem:** The Interaction between Coaches, basketball players and federation has its own contribution for the development of Basketball in Addis Ababa city council administration.

Hence, interpersonal relationship is an association between two or more people as result this association may be based on love and liking, regular business interactions, or some other type of social commitment.

According to Jowett S., (2001); Lyle J., (1999) stated that:

*In a sport context there are many personal relationships (e.g. coach–federation, athlete–athlete, and athlete–partner) that can impact on performance, but the coach–federation relationship is considered to be particularly crucial net to coach-federation relationship.*

As can be understood from the above idea, the researcher observed different basketball teams in Addis Ababa during the game analysis session, and can be able to identify the effect of interpersonal relationship on the coaches and federations as well as coaches and players. It has been observed that one coach who was the coach for more than one clubs at the same time. This interpersonal relationship would have a great impact on the performance, self-worth, motivation and enjoyment of the members’ of the teams, coaches and federation.

Based on the above fact the researcher motivated to investigate or to conduct research which is aimed at exploring the interpersonal relationships between coach and federation and coaches and players in Addis Ababa city administration.

For this study the researcher formulated the following basic research questions to investigate the root cause of the problems.

1. What are the personal relationships of federation and coaches and coaches and players?
2. What are the major factors that hinder the relationship between federation and coaches and coaches and players as a result for the development of basketball in Addis Ababa city administration?
3. Is there appropriate support and communication flow between federation administrators and coach?
4. What looks like the interpersonal relationships among players of each team?

5. Does the interpersonal relationship of federation-coaches affect the development basketball?

**Objective of the Study:** The main objective of this study is to assess and investigate the relationship between coaches and federation, coaches and players and among players and suggest how to develop interaction in between them and its importance for Basketball development in Addis Ababa city administration.

#### **Significance of the Study**

This study is believed to have the following significances

1. It tries to raise the awareness of all concerned bodies how to work with others.
2. Officials, coaches and other stakeholders will have better understanding of good relationship.
3. The study will provide more information to those interested group to take part the problem for further research.
4. Suggestion and recommendation will alleviate problems of relationship.
5. It is expected to provide a valuable resource to coaches, athletes, sport psychology consultants, researchers and other interested parties.

**Delimitation of the study:** It is difficult and unmanageable to conduct research on the relationships among all clubs of players and coaches. Therefore, because of Constraints of time, material and money have delimited the researcher in conducting the study with federation workers, some selected clubs of the players and coaches.

The federation of basketball which is found in Addis Ababa is selected for this study. This study confined to those players, coaches, and federation workers which is located in Addis Ababa

**Limitation of the Study:** Constraints of time, material and money have restricted the researcher in conducting the study as it desired initially. There is also shortage of

related literature and conducted study in the field of basketball sports.

It was difficult to come across to get all the sample populations that were design at the first time.

#### **Operational Definition of Terms**

**Cohesion:** define as “a dynamic process which is reflected in the tendency for a group to stick together and remain united in the pursuit of its goals and objectives.”

**Group cohesion:** A process where the group stays together in pursuit of a goal.

**Human relationship:** the social interaction which takes place among people and the influence which persons have on another (Good E., 1973:289).

**Interaction:** a relation between more or less independent entities in which reciprocal influence of one up on the other (Good E., 1973:310).

**Interpersonal relationship:** an interpersonal relationship as the situation in which two people’s emotions, thoughts and behaviors are interconnected.

**Role:** the behavioral pattern of function expected carried out by an individual in given society context (Good E., 1973:502).

## **RESEARCH DESIGN AND METHODOLOGY**

**Research Design:** The design that was employed is both qualitative and quantitative approaches particularly to a descriptive survey.

**Description of the Study area:** This research was conducted in Addis Ababa city administration. Addis Ababa lies at an altitude of 7,546 feet (2,300 meters) above sea level and located at 9°1'48"n 38°44'24"e/ 9.03°n 38.74°e. The city lies at the foot of mount Entoto. From its lowest point, around bole international airport, at 2,326 meters (7,631 ft) above sea level in the southern periphery and the city rises to over 3,000 meters (9,800 ft) in the Entoto Mountain to the north.

Addis Ababa has a subtropical highland climate. The city possesses a complex mix of highland climate zones which has four seasons.

**Population and Sampling Method:** The research population included a range of respondents, namely Basketball coaches, Addis Ababa basketball federation, and Basketball players from some selected clubs.

There were eighteen basket ball clubs in Addis Ababa city administration. Of them eight were first division men, six first division women and the remaining four were second division men. Each club was consist twelve players, totally 218 players, thirteen coaches and thirteen numbers of workers in the federation including all stakeholders were thirteen.

**Sample size and sapling Technique:** Volunteer sampling method was employed in order to select basketball coach respondents who participated in the interview and questionnaire response.

Target populations of the study were two hundred forty six (246). The researcher took all coaches and federation workers but eight sample clubs i.e. three clubs form female, four from first division men and two from second division men of each six players by using simple random and stratified methods, totally seventy-four (74) population as a sample size.

**Data Gathering Instruments:** There was a deep conviction that there was merit in using more than one instrument as they supplement each other to generate credible data. Accordingly, the researcher employed questionnaires, interview, and field observation as tools of requisite information source.

**Questionnaire:** Investigated the interpersonal relationships of Addis Ababa city basketball federation, coach and players set of questionnaire had developed based on the review literature and research questions. Sixty five (65) questionnaires were dispatch and 55(88%) returned. Questionnaires were closed-ended and open-ended items.

**Interview:** In addition to the questionnaire information was obtain from semi-structure interview with the some coaches

and basketball federation administrators /head of the federation.

**Field Observation:** The field observation was take place to see what is actually happening in the interpersonal relationship of the team in the practical training session and competition. The researcher of this paper was observing the interpersonal relationships of the team during competition and practical training session for four sessions to further enrich the information obtained through the other instruments.

**Methods of Data Analysis:** As far as data analysis is concerned, both qualitative and quantitative approaches were employed. Qualitative method was used to provide detailed description of the data to help the researcher explore and discover inherent facts, while quantitative approach was meant for quantifying date generated in terms of frequencies, numbers and percentages.

## RESULTS

### Part I Analysis of Closed Ended Questionnaires

#### 4.1 Background information

Table 1. Analysis back ground information of players

Items	Players	
	No.	%
<b>Sex:</b>		
Male	32	73
Female	12	27
<b>Age :</b>		
below 20	18	41
21-25	24	54
26-30	2	5
Above 31	-	-
<b>Level of educational:</b>		
Student	37	84
Certificate	2	5
Diploma	5	11
Degree	-	-
Master	-	-

Table 1 represents basic or background information about the respondents of the study in terms of their sex, age, educational background.

Concerning the sex of respondents 32(73%) of them are males and 12(27%) are females. Regarding to age of the players 18(41%) of them are below twenty, 24(54%) are between twenty one

to twenty five and the rest 2(5%) are twenty six to thirty. When we come to their educational level 37(84%) of them are students, 2(5%) of the players are certificate holder and 5(11%) of them are diploma holder.

As we understand from the above table, we can conclude that majority of the players are male, young and students.

**Table 2. Analysis background information of coaches and f. administrators**

Items	Coaches		f. administrators	
	No.	%	No	%
<b>Sex:</b>				
Male	11	92	8	100
Female	1	8	-	-
<b>Age :</b>				
below 25	-	-	-	-
25-30	7	58	-	-
31-35	4	33	1	12
36-45	1	9	5	63
Above 46	-	-	2	25
<b>Level of education:</b>				
certificate	2	16	2	25
diploma	5	42	1	12
degree	5	42	5	63
master	-	-	-	-

Table 2 represents basic or background information about the coaches and F. administrators in terms of their sex, age, educational background.

Concerning the sex of coaches 12(92%) of them are males and only 1(8%) is females. Regarding to age of the coaches 7(58%) of them are between twenty five and thirty, 4(33%) are found between thirty one and thirty five and the rest 1(9%) is between thirty six and forty five.

Educational level of the coaches: 2(16%) of the coaches have certificate, 5(42%) are diploma holder and 5(42%) of them are degree holder.

From table 2 we can conclude that almost all coaches are adult males and they are qualified in diploma and degree.

When we come to the f. administrators 8(100%) of them are males. Regarding to their age 1(12%) is between thirty one and thirty five, 5(63%) of them are between thirty six and forty five and 2(25%) are above forty six.

Regarding to educational level of f. administrators 2(25%) have certificate,

1(12%) of them have diploma and 5(63%) of them are degree holder.

As we understand from the above table2, we can conclude that all federation administrators are males. Majority of them are found in the age adolescence and they are well qualified in degree.

#### 4.2 Findings of The players' questionnaire responses

**Table 3. Relationship between players and coaches**

Items	Players responses	
	No	%
What is your understanding to coach-player relationship in your club?		
Very good	9	20
Good	32	73
Medium	3	7
Low	-	-

Table 3 shows that 9(20%) of the respondents stated that the coach and player have a very good relationship and 32(73%) of players showed that the coach "coach and player have good relationship where as 3 (7%) players replied" coach and player have medium relationship.

From the above responses, we can conclude that most of the coaches have good relationship with the players.

**Table 4. Negative impact of coach-player less interaction on Bb development**

Items	Players responses	
	No.	%
Do you believe that barriers of interaction between coaches and players have a negative impact for the development of basketball in your club?		
I believe	44	100
I don't believe	-	-
Did you quarrel with your coach in the previous time?		
Yes	-	-
No	44	100

As we can be seen in the above table 4, all of the players 44 (100%) are responded that they believe barriers of interaction between coaches and players have a negative impact for the development of basketball. All 44(100%) of players respond that they did never quarrel with their coach at any time in the past. Therefore, we can conclude that almost all players are well discipline and if there is barrier between coach and player

interaction, it will bring negative consequences for the development of Basketball.

**Table 5. Responsibility of players for their club**

Items	Players responses	
	No.	%
In addition to playing basketball what responsibility do you have for your club?		
Give advice to misbehave players	12	27
Respect coach's instruction	32	73
I don't have any responsibility	-	-
If there is any other-----	-	-

According to table 5, (27%) of the player respondents replied that they give advice to misbehave players. 32(73%) of them replied that they are responsible in respecting the coach's instruction.

As the above table shows that majority of the players respect their coaches and they feel responsible.

**Table 6. Causes of coach-players negative interaction**

Items	Players responses	
	No	%
Put in order that you think of causes for the coach- player negative interaction by writing number 1 up to 5 in the box.		
Coaches have no enough knowledge to their jobs	15	34
Players are not punctual during training and completion session	4	9
Players are not well to listen what the coach told to them	3	7
A Coach cannot understand his/her players	6	14
Unfair Selection of players droning completion	16	36

From table 6, 15(34%) of the respondents responded that coaches did have sufficient knowledge to their job, 4(9%) of players replied that the cause for negative interaction between coach and player is that of Players are not punctual during training and completion session. 3(7%) of them replied that players unwillingness to listen what the coach told them to do is the cause for less interaction between coach and players and 6(14%) of them replied that the cause for coach-player interaction is that of Coach cannot understand his/her players whereas 16(36%) of the respondents responded that Unfair Selection of players droning completion is the cause for negative interaction between coach and players.

As the information shown from table 6, majority of the respondent

responded that the coaches' Unfair Selection of players droning completion is the cause for negative interaction between coach and players; this shows that majority of the coach biases during selection of players.

**Table7. Players' interaction among themselves (with one another)**

Items	Players responses	
	No	%
In our club there is a mutual interaction among players of one another		
Strongly agree	21	48
Agree	23	52
Neutral	-	-
Disagree	-	-
strongly disagree	-	-

Table 7, indicates that 21(48%) of the respondents sated that they strongly agree player have mutual interaction among them themselves and 23(52%) of players showed that they agree as there is mutual interaction among the players of one another.

Therefore we can conclude that there is mutual interaction among players of one another.

**Table 8. Communication of team members to their responsibilities**

Items	Players responses	
	No.	%
Our team members did not communicate freely about each player'' responsibilities during competition or training session.		
Strongly agree	13	29
Agree	9	20
Neutral	-	-
Disagree	17	39
strongly disagree	5	12

Table 8, shows that 13(29%) of the respondents sated that they strongly agree that the team members don't communicate freely to their responsibility during training and competition session and 9(20%) of them respond that as they agree there is no communication among team members to their responsibility.

Whereas 17(39%) of players showed that as they disagree the idea team members don't communicate with one another to their responsibility and 5(12%) players replied they strongly disagree, players don't communicate freely to their responsibility.

As majority of the respondent replied that there is communications flow among team members to their responsibility during the training and competition session.

**Table 9. Togetherness of team members**

Items	Players responses	
	No	%
Members of our team would rather go out on their own than get together as a team.	-	-
Strongly agree	-	-
Agree	7	16
Neutral	-	-
Disagree	24	54

The above table 9, shows that 7(16%) of the respondents respond that they agree that the team members go out to their own than get together as a team whereas 24(54%) and 13(30%) of the respondents responded frequently that they disagree and strongly disagree team members go out to their own than get together as a team.

From the above table we can conclude that majority of the team members are responsible for their team to stay together for the common goals.

**Table 10. Units of team members for common goal**

Items	Players responses	
	No	%
Our team is united in trying to reach its goals for maximum performance.	-	-
Strongly agree	18	41
Agree	26	59
Neutral	-	-
Disagree	-	-
strongly disagree	-	-

The above table 10, shows that 18(41%) of the respondents responded that they strongly agree that the team unit to develop their performance and 26(59%) of them replied as they agree that the team unit for the development of their pick performance.

Therefore, we can conclude that majority the team members unit to work for the team development.

As can be seen in the above table 11, all of the players 44 (100%) responded that they satisfied by the training which is given by the coach. Concerning to communication flow between coaches and players 32(73%) of the respondents

responded that as there is appropriate communication flow coaches and players whereas 12(27%) of them replied there is no appropriate communication flow between coaches and players. and regarding the relationship 36(82%) of them replied that coaches and players have strong relationship and only 8(18%) of them replied that as there is no strong relationship between coaches and players.

**Table 11. The interaction of coaches with their players**

Items	Players responses	
	No.	%
Are you satisfied by the training which is given by the coach?		
Yes	44	100
No	-	-
Is there appropriate communication flow between coaches and players?		
Yes	32	73
No	12	27
Do the coach and player have strong relationship?		
Yes	36	82
No	8	18

From the above table we can conclude that coaches are dedicated to the profession, majority of the coaches set appropriate communication flow and have strong relationship with their players.

**Table 12. Leadership style of coaches**

Items	Players responses	
	No	%
What is the leadership style that your coach follows?		
Autocratic	2	5
Democratic	13	29
He/she uses both autocratic and democratic in different situation	29	66

As table12 sows 2(5%) of the respondents responded that the coach follows autocratic leadership style and 13(29%) of them responded that the coach follows democratic way of leadership style whereas 29(66%) of the players replied that the coach follows both autocratic and democratic way of leadership style according to the situation.

From table 14, we can conclude that majority of the coaches follow different ways of leadership styles in different situations.

### 4.3 Analysis of data from Coaches 'questionnaire responses

**Table 13. Players' friendly relationship with coaches**

As you are a basketball coach on this team, do Players adopt a friendly stance with the player?		
Rating	Coaches' Responses	
	Frequency	%
Always	3	25
Usually	7	58
Sometimes	2	17
Rarely	-	-
Never	-	-
Total	12	100

According to the above table 13 revealed that, 3 (25%) of respondent coaches rated 'Always' to the item while 7 (58%) of coaches rated 'Usually' and the remaining 2 (17%) coaches responded 'Sometimes' to the question.

According to the above table, we can conclude that majority of the coaches usually adopt a friendly stance with the players.

**Table 14. Coaches allow their players to do their own**

As you are a basketball coach on this team, do you let the players to try their own way even if they make mistakes		
Rating	Coaches' Responses	
	Frequency	%
Always	-	-
Usually	-	-
Some-times	5	42
Rarely	4	33
Never	3	25
Total	12	100

According to the above table 14 revealed that, 5(42%) of respondent coaches rated 'Some-times' to the item while 4 (33%) of the respondent in the rate that, 'rarely' the remaining 3 (25%) participant responded, 'never'.

As shown in table 14, majority of respondent coaches responded that the coach sometimes let players to do on their own way even if they make mistakes. From this we can conclude that majority of the coaches sometimes allow their players to do their own.

#### 4.4 Analysis of data from the federation administrations' questionnaire responses

From table 15, above 2(25%) of the respondent responded that all coaches are responsible to run his or her task, where as 6(75%) of the respondents replied that only some coaches are responsible to carry out his her responsibility.

**Table 15. Relationship between Coach and federation**

Items	Federation administrators' response	
	No.	%
Does the coach run his/her responsibility smoothly with the federation?		
Yes all coaches are responsible	2	25
Only some coaches are responsible	6	75
No coaches are responsible	-	-

Therefore as majority of the respondents replied, we can conclude that only some coaches are responsible to run his or her responsibility smoothly with the federation.

**Table 16. Relationship between Coach and federation**

Items	Federation administrators' response	
	No	%
Do the coaches and Bb. federation have strong relationship in Addis Ababa city administration?		
Yes	1	12
No	7	88

The above table 16 shows 1(12%) of the respondents responded that coaches and federation in Addis Ababa city administration have strong relationships, where as 7(88%) of them replied that coaches and the federation have no strong relationship in Addis Ababa city administration.

For table 16, majority of the respondents replied that coaches and federation have no strong relationship in Addis Ababa city administration. Therefore we can conclude that coach-federation is not stick together and maintain strong relationship in Addis Ababa city administration.

**Table 17. Appropriate support and communication flow between federation and coaches**

Items	Federation administrators' response	
	No	%
Is there appropriate support and communication flow between Basketball federation and coaches?		
Yes	2	25
No	6	75

From table 17, above 2(25%) of the respondent responded that there is appropriate support and communication flow between Basketball federation and coaches, where as 6(75%) of them replied

that there is no appropriate support and communication flow between Basketball federation and coaches.

Majority of the respondents replied that there is appropriate support and communication flow between Basketball federation and coaches.

Therefore we can conclude that there is no appropriate communication flow between federation and coaches.

## **Part II Analysis and Interpretation of Open Ended Questionnaires Response**

### **1. Analysis and interpretation of Players' response**

Five open-ended questions were prepared for players. They were designed to ask players to mention the mechanisms of avoiding barriers between coach and players, the training method that the coach used, the role coach to develop good interaction among players, major factors that hinder Bb development and the contribution of coach-player relationship for Bb development. Below are the questions and some excerpt from some of the most frequently given responses:-

In item No 9, required the players to reveal the mechanisms to avoid barriers of coach and player less interaction. According to this open ended question, all players responded that to develop good coach-player interaction the coach should develop positive attitude towards the player and the players should respect their coaches as a result Bb will develop in Addis Ababa city.

From the above point we can conclude that all players have a good understanding how to interact with coaches and play crucial roles for Basketball development.

For item 19, the players were asked to express the training method that the coach employ in the training session. Almost all players respond that they didn't know the training method that the coach used but, they respond as they are doing well in training session with the help of the coach.

From the above point of view we can conclude that almost players have lack knowledge in the theoretical part.

For item No 20, players were asked about the role coach to develop good interaction among team members. They responded that the coach is the back bone of the team not only in developing good interaction among team members but also to have good relationship with any other outside the team. This shows that players are well discipline.

For item 25, the players asked about the contribution of coach-player interaction for Bb development. Almost all players replied similarly to this question. They responded that if there is no a good relationship between players and coaches Basketball will decline in general.

From this we can understand that players have a good perception to the importance of relationship between players and coaches and its role for the development of Basketball.

### **2. Analysis and interpretation of Coaches' response**

Five open-ended questions were disseminated to the coaches. They were designed to ask coaches to mention the causes of coach-player less interaction, major factors that hindered the relationship between coaches and players, whether appropriate communication flow is there or not between coaches and players, possible means to develop coach and player relationship and the positive outcome of Bb federation and coaches relationship for the development of Basketball in Addis Ababa city administration.

In item No 2 & 3, coaches were asked to raise the causes of coach-player less interaction and major factors that hinder coach-player relationship. For these question, 7 coaches replied that there is no problem in coach –player interaction but 5 respondents responded that the causes for coach and player less interaction are: coaches limited time to stay with one club; the team and coaches have no any income

from the federation, limited time of contact with players due to lack of court or due to fee for gymnasium in general the state doesn't pay attention for this sport as a result the Bb federation have no income so that coaches haven't get nothing form the federation.

From the above point we can conclude that majority of coaches don't have long term relationship with the players of one team (club) due to several factors.

For item No 5 & 6, required the coaches to reveal whether there is communication flow between coaches and players or not with some explanations. 9 of them responded that as there is appropriate communication flow between coaches and players by creating awareness to the players that every one of them has equal responsibility to the team whereas 3 coaches replied that there is no appropriate communication flow between coaches and players because of coaches are working seasonally in one team will change for the next season to another team and players and coaches have been seen on and off in different times.

According to the above point we can deduced that majority of the coaches are communicated well with their players.

Item No 25, coaches were asked to explain the possible means of developing coach-player relationship. All of them respond similarly as players and coaches must understand each other, both coaches and players should know their duties and responsibilities, they should cooperate for common goods, players have to accept what the coach told them to do and the coaches have to respect the players need in developing new skills, methods and strategies beside coaches.

Therefore we can generalize that coaches know the means and methods of developing sensible relationship with their team members.

In item 26 & 27, the respondent asked that, if federation and coaches interact well, then will Basketball grow

well, if it is so how mention the reasons. Their response was, yes followed by when the federation supports the coach by incentives, accessories like Ball, Courts, Books and giving T-shirts, shoes and transportations to the players Basketball will flourish in Addis Ababa city administration.

From this idea we can conclude that if the federation supports the coach, work cooperatively with the coach and motivate the coach without any question Basketball will flourish in Addis Ababa city administration.

### **3. Analysis and interpretation of Federation workers' responses**

Four open-ended questions were disseminated to the federation workers. They were designed to ask the federation workers to motion the causes of coach-federation workers less interaction, major factors that hindered the relationship between coaches and federation, whether appropriate communication flow and support are there or not between coaches and federation, and the positive outcome of Bb federation and coaches relationship for the development of Basketball in Addis Ababa city administration.

In item No 3 & 4, federation workers asked to raise the causes of coach-federation less interaction if there is no good interaction in between them. For these questions, 6 federation workers replied that there is problem in coach – federation interaction and the cause for their less interaction is that of both federation and coaches don't give attention for the development of Basketball development which directly creates a gap between them and only two federation workers responded that as there no problem of interaction between them.

As majority of the federation workers responded that there is a gap between federation and coaches and the cause for this gap is due to their less attention towards the development of Basketball in Addis Ababa city administration.

From this we can conclude that there is no appropriate interaction between Bb. federation and Bb. Coaches.

For item No 6, required the federation workers to reveal whether there is communication flow and appropriate support between federation and coaches or not with some explanations. All of them responded that as there is appropriate communication flow and support between federation and coaches, but the support is limited on only giving internal and external/foreign upgrade trainings.

Based on the above point we can deduce that the support of the federation to the coaches is not beyond giving upgrade trainings.

In item 12, the respondents asked that, if federation and coaches interact well, then will Basketball grow well, if it is so how mention the reasons. Their response was, yes followed by when the federation supports the coach by giving upgrade trainings, incentives (financial and motivational) then they will committed to shoulder their responsibility in cooperating with the federation.

Therefore we can conclude that is the federation initiates the coaches through different motives and feedbacks with no doubt Basketball will grow well in Addis Ababa city administration.

For item No. 19, that asked the federation workers to reply weather the coaches' salary is satisfactory or not and its contribution for the interaction between federation and coaches. Instantaneously all the federation workers replied that as the salary is not satisfactory and even there are coaches who don't paid from the federation because of the federation doesn't have enough budgets to assign for. This directly creates less interaction between the federation and coaches and gives less attention for development of Basketball. If the coaches don't pay salary immediately they will do their own task and don't bother the development of Basketball in their clubs as well as in the city.

Based on the above respond, we can conclude that coaches don't pay enough roles for their profession; this directly leads to the decline of Basketball.

#### **4. Analysis and interpretation of the interview responses**

Due to time constraints and unavailability of the coaches to stay with them for a moment the interview was conducted with only the head of Basketball federation.

In the first question (1-3) the head was asked to tell his background information; regarding to his level of education, work experience and the place where he is working.

He responded that he has BED in Physical Education and sports and worked for four years in Addis Ababa sport commission.

For question number five, six and seven the head asked to describe that how many Basketball clubs and coaches are there in Addis Ababa city administration and how many coaches are interacted well with the federation.

He responded that the number of first division men clubs are six, second division men eight and first division women four, totally there are eighteen Basketball clubs in Addis Ababa city administration.

We can conclude that there is no second division women clubs in the city. This shows that there is no attention given towards female clubs.

When we come to the number of coaches; there are three women and twelve men totally fifteen coaches who are working currently. From fifteen coaches three coaches are highly interacted with the federation even beyond their responsibility, however all coaches are shouldering their responsibility.

Therefore we can conclude that the participation of female coaches in coaching Basketball is not developed.

For question number eight the head was asked to explain the reason behind why one coach can be assign for more than

a club. He mentioned that “there are a lot of coaches who took the coaching training and certified, but the federation don’t know where they are going. Due to this reason one coach is responsible for more than a club, but the clubs bust in different division.”

From this we can conclude that majority of the coaches are not voluntary in coaching and one coach can be coaching more than a club in different divisions.

For question number 10 that asked to the head regarding to coach-federation relationship. From this question, as he said that theoretically Coach-federation relationship is the most important for the development of Basketball, but practically coaches are not active enough to participate beyond duties.

Therefore, from the above responses we conclude that the coach-federation relationship is not smooth and well developed.

For question number 11 and 12 that asked the head to describe if there is any type of support to the coaches which is given by the federation. He responded that “the only support that the federation provides to the coaches is that of „yearly training“ but financially even the federation doesn’t have enough budgets.”

From this we can conclude that coaches get up grade training in each year.

The federation has no enough budgets to provide financial support for the coaches.

For question number 13 that asked the head to explain the role as the head in coach-federation relationship. He responded that as he facilitates second level coaching trainings and built teams in the city.

Therefore we can conclude that head of the Basketball federation is responsible to facilitate trainings which are given to upgrade the level of the coaches.

For question number 14, that asked to the head to evaluate interpersonal relationship among federation workers. He responded that the federation amateur

workers have their own duties and responsibilities to do on it however they don’t have their own bureaus. Based on this there are five main committees that play a significant role for the inter-personal relationship.

**Technical committee:** improve the training situations for clubs and teams, facilitate the coaches to upgrade their level, and develop training manuals with the federation.

**Referee committee:** announce rules of the game and decisions, approve symbols for rules the game, establish the level of referee, develop manuals for referee and prepare and give exams to first and second level coach.

**Competition and ethics Committees:** develop the regional champion competitions and its strategies, develop the competition rules, decide the competition program, day, time and place of competition and follow the preparation of the field based on the rules and regulations of the game.

**Sponsor shish and finance committee:** create conducive environment to get finance by making relationships with outside voluntary companies, agencies, and donors, develop the manual budget plan and decide the field entry price.

**The personal committee:** carryout the federation agenda and propaganda and notice to the people, develop brochures and posters, assign persons in the competition session to announce important messages to the audience and provide incentives for those who show sportsmanship behavior of the players, coaches, referee and team leaders etc at the end of the year.

Therefore we can conclude that federation workers have their own duties responsibilities that enhance the development of Basketball in Addis Ababa city administration. Their relationships are guided by the responsibilities of the workers.

For question number 15, asked the head to describe the measures that the

federation take for misbehave coaches. He side that there are five committees in the federation (referee, completion and ethics, sponsorship, and technical committee). When the coaches misbehave they discuss with him/her and with the federation and punishment is given according to the seriousness of the problem.

This shows that misbehaves that might happen within the coaches gets absolution with the discussion of the whole workers.

For question number 16, that asked the head to explain the contribution of coach-federation positive interaction for the development of Basketball in Addis Ababa city administration. He responded that to start on a federation at least there must be five clubs and ten coaches, this shows that coaches have the greatest value even to build a federation. Therefore Coach and federation relationship plays a significant role on Basketball development in the city.

## **5. Analysis and interpretation of the field observations**

The field observation was made at Arat kilo youth sport gymnasium and tinshua stadium during training and competition sessions. The researcher observed the interpersonal relationships of the players, player with coach, and coaches with players. During practical and competition session the researcher observed the following points.

- Majority of the coaches treated all players equally and fairly almost all times.
- Almost all the times the coach contributes positive moral and courage to their team.
- Sometimes the goals of training which was given for each session were realistic and achievable.
- The coach sometimes used regular coaching methods to improve the performance of the team.
- Almost all the times the coaches had good professional relationships with all players.

- Some coaches sometimes got nutty when players made a mistake.
- Majority of the coaches encouraged their players to help one another almost all times.
- Some coaches sometimes punished their players when they made a mistake.

In general form the observation it is possible to say that more or less there is a conducive working environment between coaches and players.

## **SUMMARY, CONCLUSIONS AND RECOMMENDATION**

### **5.1. SUMMARY**

This study attempted to assess the relationship between players with players, coaches with players and coaches with Basketball Federation in Addis Ababa city council administration. In order to achieve the objective forty four players, twelve coaches and eight federation workers including the head of the federation were participated. The required data were gathered through questionnaire, interview and field observation. Quantitative and qualitative data analyses were employed to analyze and interpret the acquired data.

In chapter two of this paper the review of related literatures / related works was presented to get root of the findings. It compact with in the nature of human relationship, the Concept of Interpersonal Relationship, interpersonal relations in sport, coach- Player relationship, the roles of relationship of coach-players, the nature of team and groups in sport, leadership and coaching behavior, role of the coach and Role of the players.

In the third chapter the collected data was presented and analyzed. The results from questionnaires were tabulated and frequency and percentages were calculated. Finally the findings are presented as follows:

1. Regarding to sex and educational background of basketball players in Addis Ababa city administration majority of them are male, young and students.

2. Educational back ground, age and sex of the coaches: almost all of them are degree holder, adult and male.
3. The participation of female coaches is very low, there are only three female Basketball coaches in the city and only one female coach is active curtly.
4. No female federation workers in of Addis Ababa Basketball federation administration.
5. Federation works don't have their own office.
6. Majority of the federation workers are well qualified in first degree.
7. Most of the coaches have good relationship and adopt a friendly stance with the players and players are respectful to their coaches and feel responsible.
8. There is mutual interaction among the players with one another for the common goals.
9. Players don't know the training method, since coaches give only the practical session
10. Majority of the coaches follow different ways of leadership styles in different situations /both autocratic and democratic in different situation
11. Barriers among team members and with coaches are solved by discussions.
12. One coach don't sty for long period of time within one club
13. One coach can be responsible for more than one clubs in different division.
14. The federation doesn't have enough budgets, so that coaches don't get incentive (money) from the federation.
15. Basketball federation established within the interaction of coaches and clubs /minimum of five clubs and ten coaches.
16. Coaches and Basketball federation have no smooth relationship in Addis Ababa city administration; because coaches don't have any benefit that provided from the federation except the upgrade training that is given by the help of the federation.

## 5.2 CONCLUSION

Based on the findings of the study, the following conclusions are drowning. The study confirmed that there is a good relationship among each player of the team and between coaches and players, but there is no good interaction between Federation and Coaches. The study also showed that almost all players are respectful to their coaches and coaches have friendly stance relationship with their players

As the study shown that majority participant of players responded that as they interacted well mutually among themselves with one another for the common goals. Moreover, almost all respondent of the players replied that they respect their coaches and feel responsible for the development of Basketball.

Therefore, it is possible to conclude that majority of the players were interacted freely and took responsibilities within each other for the development of Basketball in the city. That means most of the players were united together and trying to reach its goals and helps each other for performance of the team.

As majority of the coaches replied that they usually encourage the players to give suggestion on the way of conducting training and sometimes they let the players to do on their own way even if they make mistakes. Majority of coaches responded that the coaches usually blame players as a team rather than individually when they lose performance.

In general speaking we can conclude that majority of the coaches have been encouraged their players to give suggestion and sometimes allow them to do their own. Even majority of the coaches blame players as a team rather than individually when they lose performance.

As the findings of the study shown coaches have mutual respect with the players, which indicates that as there is mutual respecting between majority of the coaches and players. As the findings shown coaches help their players to whom with personal problems.

Concerning the findings from relationship between coaches and federation worker, only some coaches are responsible to run his or her responsibility smoothly with the federation. They did not have a good interpersonal relation with the federation. This because of the federation didn't give attention and provide incentives beyond giving upgrade training, this is again because of the federation don't have enough budget to pay. As the finding shown the only thing that the federation provides to the coaches is up grade training which is given in each year.

In general, it is possible to conclude that coaches don't get monthly salary form the federation because of the federation have no budget. As a result there is no strong relationship between coaches and federation in Addis Ababa city administration.

Almost all the coaches and federation workers responded that the development of Basketball is directly affected by the interpersonal relationship between federation and coaches. This shows that the relationship between coaches and federation is crucial for the development of Basketball in the city.

### 5.3 RECOMMENDATION

Based on the findings and conclusion of the study following recommendations were forwarded;

- Relationships among players within the team are the indicator of their responsibility for the development of Basketball. Therefore Players should encourage accepting responsibility for their own behavior and performance in training, competition, and in their social life.
- In order to develop and expand basketball throw out the city the relationship of qualified coaches and federation are very crucial. Therefore, coaches and federation should work jointly in order to develop Basketball in the Addis Ababa city administration.
- The overall relationship between coach and player should be openly and freely.

In addition, the coach must treat equally and fairly to all players of the team.

- Coaches should not have only practical session, he /she should also have theoretical session as well which helps the player to know the methods of training, rule and regulations of the game and make them to attract and love the game more.
- Coaches must not encourage players to violate the laws of the game and should actively seek to discourage such action. Furthermore, coaches should encourage players to obey the spirit of such laws.
- Coaches must accept responsibility for the conduct of their players insofar as they will undertake to discourage inappropriate behavior.
- Federation should provide good facilities and equipment, initiate coaches, formulate proposal to the concerned donor to get funds, and mobilize, promote and advertise the important of sport to the government in order to get manual budget.
- In order to, flourish Basketball in the city, government and non-government organization should give attention to basketball sport.
- The concerned body should allocate budget to the federation so that coaches should be paid.

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