



Talent Identification and Its Implementation in the Selection of North Gondar under Fifteen Volleyball Project players

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Abstract: The objectives of this study has been assessing the practice of talent identification in the selection of under fifteen volleyball project players in north Gondar administrative zone. Adopting mixed approach particularly explanatory design, a total of 48 participants (male=31 female=17) were taken from volleyball projects of Gondar Zuria, Dembia, Adiarkay and Lay Armachiho woredas as samples of the study. Both quantitative and qualitative data were collected. To this end, quantitative data were collected using self-developed questionnaire. Whereas, qualitative data were collected using semi-structured interview. After data collection, analyses were undertaken both in quantitative and qualitative terms. Specifically, quantitative data were analyzed using statistical software SPSS version 20. On the other hand, qualitative data were analyzed by summarizing thematic findings that are in line with the research questions. Results of the study revealed that except passing and spiking techniques, other technical/tactical variables such as ball handling technique were not considered during the selection. Except vision or hand-eye coordination, other physiological variables such as coordination and reaction speed were not taken in to account during selection. Results indicate that psychological variables such as problem solving were tested during selection. However, psychological variables such as determination were overlooked during selection. Results also show that physical variables as height of the players were critically considered during selection. Others like somatotype were also examined to some extent. On the contrary, variables such as size were rejected during selection. Results also confirmed that project teams' success in short period of time and promoting the volleyball sport are some of the positive outcomes achieved as result of implementing some of the talent identification criteria. Whereas, failure to get enough number of new volleyball players and occurrence of irregular attendance to trainings by volleyball players are some of the negative outcomes observed as result of absence of most of the scientific talent identification criteria among other factors. Lack of training opportunities and standardize selection manuals are some of the factors that prohibit the full realization of scientific talent identification practices in the indicated project teams. Based on the findings of the study, recommendation such as EVF, regional, zonal and woreda sport governing bodies should facilitate ample education and training opportunities for existing coaches and sport experts, have been given to narrow the gaps observed.

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Key words: Talent identification, Volleyball, under fifteen volleyball projects and North Gondar.

Introduction

Background

The sport of volleyball originated in the United States. It was invented by William G Morgan in 1895. Volleyball is a team sport in which two teams of six players are separated by a net. Each team tries to score points by grounding a ball on the other team's court under organized rules. It has been a part of the official program of the Summer Olympic Games since 1964 A scene of volleyball play in an Erwadi village (Jump up to: *a b.*, 2007).

Today, volleyball is one of the most amazing sports, includes fast movements, jumping, landing and sudden shifts which need high power and strength for optimized performance. Physical structures of volleyball players are mainly assessed through measuring anthropometric parameters such as standing height, body mass index and some other physical factors related to performance skills like jumping ability, agility, strength and endurance. Numerous studies have investigated anthropometric parameters of volleyball players. In volleyball, technical and tactical skills, anthropometric characteristics and individual physical performance capacities are most important factors that contribute to the success of a team in competitions (Hakkinen, 1993).

In realizing the above factors, in the process of volleyball team development, talents of the players should go through the process of talent identification and assessment of anthropometric characteristics. Thus, talent identification becomes the critical point in the outset of volleyball and other team development processes.

Moreover, the early identification of talented players is an important consideration for coaches, researchers, federations, parents, sponsors, etc. Once talented individuals have been detected, it allows the involved persons to optimally arrange the resources required. Therefore, it is important to recognize talent with a high level of success and secondly to organize the proper support and training which will help them achieve their full potential.

In line with the above ideas, Williams & Reilly (2000) suggested that "objective data collected by sports scientists can help confirm practitioners' initial intuition with regard to players' strengths and weaknesses" and that the retrospective analysis of the development of talented players provides the best data for the construction of an "ideal" player development system.

Talent identification could be seen as sum total process that incorporates multiple philological, psychological, technical and tactical criteria.

Talent identification is a process that involves making a judgment about a performer's qualities and offering that individual an opportunity to do something for which he or she is suited. Talented youngsters must be identified on their ability to be the best players in the future, not their current abilities. Talent is a marked innate ability defined as artistic accomplishment, natural endowment or an ability of a superior quality. Talent in sport can be defined as an individual's special aptitude that is above average for specific functions. Physical talents may be functional, expressive or athletic (Peltola, 1992). Talent detection refers to the detection of athletes who are not currently participating in the sport (Williams and Reilly, 2000). In volleyball, it may be possible to take on athletes from football, handball, or basketball aged between 12 and 16 years and put these athletes into a specific development plan. This concept requires further investigation. Williams and Reilly (2000) also emphasized that talent identification refers to the process of recognizing current participants with the potential to become elite players.

Working as a teacher and sport expert in different woredas, the current researcher has had the experiences

of realizing football, volleyball and players of other kinds of sports ineffective. Specially, for many occasion, project volleyball teams were found ineffective for many reasons. Consequently, coaches and other government offices working in the area lost their time, energy and money for nothing. Thus, I personally thought that there should be problems in the process of talent identification and selection process. Moreover, as per to the knowledge of the current researcher, there are no research results concerning talent identification practice and its application for the selection of volleyball teams in north Gondar administrative zone.

Thus, the current study has tried to assess problems related with talent identification and its implementation for selection of north Gondar under fifteen volleyball project players. The study particularly focuses on four woredas namely, Gondar Zuria, Adiarkay, Lay Armachiho and Dembia woredas of North Gondar administrative zone.

Statement of the problem

The sport of volleyball incorporates highly specific movement patterns while emphasizing on lower body power, speed, and agility as important indicators of volleyball performance (Vescovi & Mcguigan, 2008). Volleyball requires athletes to be explosive in the lower limbs; this is especially emphasized in the front row hitting positions when attacking on offense or blocking on defense. These ideas clearly indicate the nature of volleyball sport which thereby needs players to fit its requirements and this clearly urges for assignment of athletes who are endowed with true nature to fit for volleyball.

Moreover, there should be effective structural arrangement beginning from the highest level to the lower project members. In other words, trainers and players need to have a common vision of their projects. Trainers need to identify the special talent of each and every player. The effectiveness of volleyball is also determined by the active participation of the concerned bodies including administrators, coaches, athletes / players and the community. They need to continuously monitor and support their volleyball project to ascertain the strength and to determine areas where improvement needs to be made. All concerned bodies mentioned above should provide what are expected to realize the goals of volleyball project.

However, scholars, in the field pointed out many problems or challenges which face youth volleyball project especially in the developing country like Ethiopia. These challenges may include: economic

factor, social factor, coaching style, management system, method of coaching, nutrition's, and sport facility and others. Similarly, the researcher's personal experience and observations in the study area witness the existence of many challenges on volleyball games. Some of them are lack of training equipment's, less team organization, lack of follow up, lack of players' psychological preparation, lack of consistent and effective training principles and lack of professionally trained coaches

Let alone the study area, even at national level, our volleyball players have never qualified even for East African Championships. Thus, particularly, the issue of talent identification and selection of volleyball teams among other factors is a burning issue in the entire national volleyball arena. This has been aggravated by the fact that most of the coaches do not apply scientific and standardized talent identification and selection process.

In line with the above idea, in Ethiopia in general in the study area in particular coaches and other sport experts usually do not to apply scientific and standardized procedures in recruitment and selection process of volleyball teams.

However, when we look at the outside world, there are numerous researches on talent identification and development that strengthen the importance of multivariate approach through which potentially rich athletes are identified and developed through scientific and standardized procedures. (Côté, 1999; Starkes & Ericksson, 2003 & Lynn, 2003).

In addition, as far as the knowledge of the current researcher is concerned, in the study area there is lack of research works conducted in the area and hence no finding and conclusion drawn on talent identification and selection process in developing volleyball players. Thus, this study has been conducted to narrow at least some of the gaps indicated above.

Research questions

Having the above ideas in mind, the study has tried to address the following basic research questions.

1. Is talent identification carried out by applying scientific methods and following universal criteria of talent identification in North Gondar Volleyball projects?
2. What positive outcomes are achieved as related to the implementation of talent identification criteria during selection of players?
3. What negative outcomes are observed as related to absence of talent identification practice during selection of players?

4. What are the major challenges facing coaches and sport experts to implement talent identification criteria in the selection of North Gondar Volleyball project players?

Objectives of the study

The objectives of the study have been classified as general and specific. Thus, the study has one general objective and five specific objectives drawn from the general objective.

General objective

The general objective of this study has been assessing talent identification and its implementation in selection process of north Gondar volleyball project players.

Specific objectives

The study has the following specific objectives

1. To investigate whether coaches/sport experts of North Gondar Volleyball projects use scientific and universal criteria in talent identification and implementation processes
2. To determine what positive outcomes are achieved as related to the implementation of talent identification activities in the volleyball projects
3. To determine what negative outcomes are observed as related to the absence of talent identification activities in the volleyball projects
4. To identify the major challenges facing coaches and sport experts in implementing talent identification criteria in North Gondar Volleyball project?
5. To forward appropriate recommendations as per to the results of the study

Significances of the study

Talent identification and its implementation in selection process have a paramount significance for the success of all types of sports. Similarly, talent identification and its implementation in the selection of volleyball project players have many advantages for positive development of volleyball sport. Thus, studying talent identification and its implementation in selection process of North Gondar volleyball project players and its result will have the following fundamental significances.

1. Results of the study could inform north Gondar sport experts, coaches & responsible bodies about the importance of talent identification and its implementation in the selection process.
2. Results of study will offer guidance to the level of influence that talent identification process has on overall volleyball players' performance improvement, thus supporting

the project improvement process and development.

3. The study could be used as a review of literature for further investigation around talent identification and its implementation in the selection process of volleyball players.

Delimitation of the Study

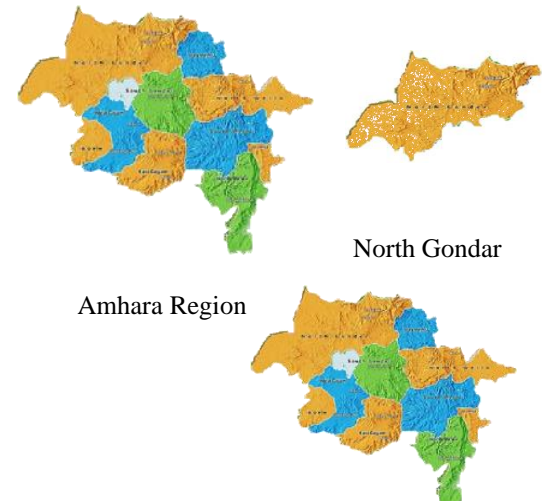
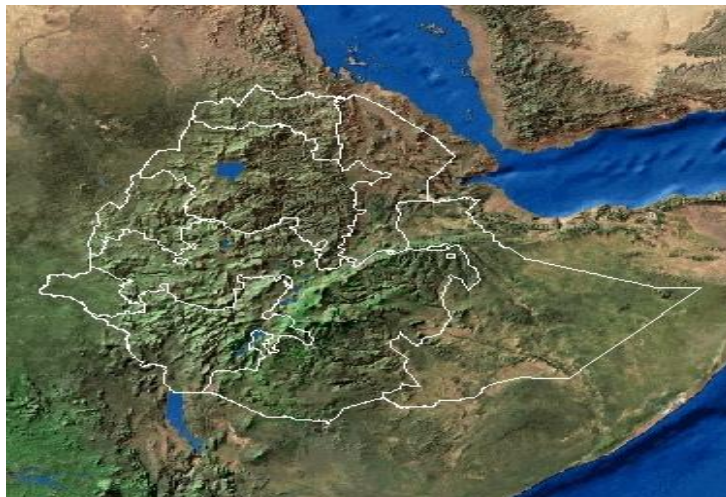
This paper focuses on the practice of talent identification and its implementation for the selection of North Gondar under fifteen volleyball projects in the year 2016. Thus, geographically, the scope of the study has been delimited to four volleyball projects in north Gondar administrative zone where as conceptually, its scope focuses on talent identification and its implementation for the selection of North Gondar under fifteen Volleyball project players' technique/tactical, physiological, psychological and physical variables.

Limitations of the study

Although an attempt has been made to address the objectives set fourth using the available resources, this study is not without limitations. Therefore, the study has the following major limitations.

1. It was planned to employ document analysis as data collecting instrument but it was not practical because of lack of cooperation from the concerned bodies.
2. Shortage of materials, especially materials related to the implementation of scientific talent identification criteria during selection and shortage of previously conducted literature on volleyball sport
3. The study employed semi-structured interview to collect qualitative data, thus, this might have an influence to the researcher objectivity during data coding and analysis.

KEY



Research design

The researcher believed that to explore the practice of talent identification in the selection of north Gondar volleyball project players under fifteen, both quantitative and qualitative data are important because these data could substantiate each other and could give rich description to answer the research questions raised. Thus, first quantitative and then qualitative data were gathered. Thus, the study assumed mixed approach, particularly explanatory design.

Study area

North Gondar is found in the North West of Ethiopia and one of the zones of Amhara regional state. This Zone is named for the city of Gondar, the capital of Ethiopia until the mid-19th century, which has often been used as a name for the 20th century province of Begemder. North Gondar is bordered on the south by Lake Tana, West Gojjam, Awi and the Benishangul-Gumuz Region, on the west by Sudan, on the north by the Tigray Region, on the east by Wag Hemra and on the southeast by Debub Gondar. Based on the 2007 Census conducted by the Central Statistical Agency of Ethiopia (CSA), this Zone has a total population of 2,929,628, an increase of 40.26% over the 1994 census, of whom 1,486,040 are men and 1,443,588 women; with an area of 45,944.63 square kilometers. (Wekipedia.com information and statistics)

Most of the places of the zone are situated at highlands surrounded by mountainous topography. And it is one of major social, political and economic center of the regional state. North Gondar is composed of 22 woredas. In north Gondar there are many sport projects undertaken by the government such as football and volleyball projects. In volleyball there are about 9 woredas that run the volleyball projects such as Gondar Zuria and Adiarkay woreda.

Target population

The target population of this study was all volleyball projects undertaken in north Gondar administrative zone.

More specifically, both male and female volleyball players, coaches and sport experts who are operating in those projects were considered as the target population of the study.

Participants

Principally, participants of this study were male and female players who participate in north Gondar under fifteen volleyball projects, project coaches and sport experts of woreda youth and sport office. Hence, a total of 48 participants of whom 32(male=16 female=16) were volleyball players, 9 (male=9 female=0) were coaches and 7(male=6 female=1) were sport experts.

Sampling techniques and procedure

The study employed purposive sampling technique to select some of the woredas the descriptive nature of the information describes idiosyncratic experience of the group. this sampling method is the ability to gather large amount of information by using a range of different technique in addition of this to concentrate on people with particular characteristics who would better be able to assist with the relevant research, Due to the reason that all the woredas chosen for this study are potential area for volleyball sport; from the hole 22 woredas only 9 woredas at which volleyball project is being undertaken,4 of them include both sex categories; because of the chosen woredas less remoteness to my living area, to manage time and budget constraints thought it is from these woredas that I could get reliable and valid data. Moreover, after selecting those woredas, simple random sampling technique was employed to select individual participants (volleyball players and coaches) of the study from already selected woredas this type of sampling is expected to give equal chance to every players and coaches to be chosen as a representative. Last but not least, the study involved 7 sport experts from woreda sport office for interview sessions.

Instruments for data collection

Both qualitative and quantitative data were collected. To this end, Three kinds of data collection instruments were used. Namely, questionnaire,

observation rating checklists and semi-structured interview were employed.

Instruments for quantitative data

To collect quantitative data, the study employed questionnaire focusing on technical/tactical, physical, psychological and physiological tests.

Instruments for qualitative data collection

To collect qualitative data, semi-structured interview was employed. Specially, this instrument was used to address the positive outcomes related with the implementation of talent identification criteria; those negative outcomes emerged due to absence of talent identification practice in the projects and the challenges coaches and sport experts face in their efforts to implement scientific talent identification criteria during selection of the volleyball players.

Data analysis

Data that were gathered using questionnaire, observation rating checklists and semi- structured interview were analyzed in qualitative and quantitative terms.

Questionnaire:-

The researcher is planned to use a questionnaire to collect data related to talent identification and its implementation under fifteen volleyball projects in north Gondar. The questionnaire would be employed to help the researcher to assess the extent at which trainers/coaches of north Gondar volleyball projects are applying the scientific and universal talent recruitment criteria.

The questionnaire were prepared deliberately to measure the technical/tactical test; physical test; psychological test and physiological test which have been applied by the coaches while they recruit and implement North Gondar volleyball players. The questionnaires were prepared on the basis of Reginier *et al.*, (1993) recommendation. Thus, researcher were planned to used adapted some items prepared by Buckley *et al.*, (2009). The questionnaire utilize a two point Scale (1-2) self-administration yes or no questionnaires.

Unstructured-Interviews:-

The researcher is planning to conduct an interview for volleyball project coaches and sport experts invited in North Gondar administration zone. This

interview is designed to obtain information on talent identification and its implementation for selection of volleyball players in North Gondar under fifteen volleyball projects. Thus, this interview is primarily aimed at addressing the research question-2:-“What positive outcomes are achieved as related to the implementation of talent identification criteria during selection of players?”

3. What negative outcomes are observed as related to absence of talent identification practice during selection of players?

4. What are the major challenges facing coaches and sport experts to implement talent identification criteria in the selection of North Gondar Volleyball project players? In addition it has also a supporting role of addressing research question. This part of un- structured interview contains 8 open ended questions.

Analysis of quantitative data

Quantitatively the study used descriptive statistics such as frequency and percentages to analyze the data obtained through questionnaire. Thus, SPSS version 20 was used for analysis.

Analysis of qualitative data

With the aim of supporting quantitative findings, using semi-structured interview, qualitative data was gathered. After collecting the data, themes were built based on responses of the items on positive outcomes as related to the practice talent identification, negative outcomes as related to the absence of talent identification and the challenges facing coaches and

sport experts during the implementation of talent identification criteria during selection. Then, qualitative descriptions were made for major themes. Then, these thematic findings were incorporated and discussed in sections where they are relevant.

Results

In this chapter of the paper, results of the study as per to the orders of the research questions have been presented. Thus, first results related with the demographic characteristics of respondents have been presented. Next, results concerning the practice of talent identification have been presented. This particularly emphasizes the implementation of talent identification with respect to technical and tactical, physiological, psychological and physical variables during the selection of volleyball players. Third, results related with the positive outcomes as related with the implementation of talent identification criteria during selection of players have been presented. Finally, results concerning the negative outcomes due to the absence of talent identification practice have been presented. Moreover, discussions of major findings of the current study in light of the previous research findings have been made.

Demographic characteristics of respondents

Demographic characteristics of volleyball players

Characteristics		Frequency	Percentage (%)
Sex	Male	16	50
	Female	16	50
	Total	32	100
Age	Below 13 years	0	0
	13-14 years	32	100
	Above 15 years	0	0
	Total	32	100
Height	1.38–1.45 Meter	11	34.3
	1.46-1.53 Meters	5	15.6
	1.54–1.62 Meters	12	37.5
	1.63 Meters ≤	4	12.5
	Total	32	100
Weight	37-42 Kg	10	31.2
	43-47 Kg	6	18.75
	48-52 Kg	10	31.2

	53- 58 Kg	6	18.75
	Total	32	100
Educational level	Primary (1-8 grades)	27	84.3
	Secondary (9-10 grades)	5	15.6
	Total	32	100
Position(Role in the team)	Spikier	21	65.6
	Setter	11	34.3
	Total	32	100

Table 4.1.1 illustrates the demographic characteristics of volleyball players who participated in the study. According to the table participants have equal sex proportion i.e. 16(50%) participants are male and 16(50%) are female volleyball players. With respect to the age of participants, results indicate that all (100%) are under the age range of 13-14 years old. Concerning the height of study participants, 11(34.3%) participants are found to have 1.38-1.45 meters of height, 5(15.6%) of the participants are found to have 1.46-1.53 meters of height, 12(37.5%) of the participants have 1.54-1.62 meters of height and 4(12.5%) participants are found to have 1.63 meters and above. The table also portrays the weight of volleyball players who participated in the study. Thus, according to the results, 10(32%) of the participants are under the weight ranges of 32-42 kg, 6(18.75%) of the total participants are found to have 43-47 kg, 10(31.2%) are under the weight range of 48-52 kg and 6(18.75%) participants have a weight of 53-58 kg. As far as the educational level of participants is

concerned, the majority (84.3%) of the volleyball players are at elementary level of education. On the other hand, 5(15.6%) are at secondary level. Participants of the study were also asked about their role (position) in their team, 12(65.6%) stated that they are spikers (in spiking position) and the rest 11(34.3%) are setters.

Volleyball coaches and sport experts

This study has also made volleyball coaches of the participated clubs as the other participants of the study. To this end, 9(Male= 9 Female=0) coaches of the selected clubs participated in the study. Moreover, the study also made wordas' sport experts as participants of the study. Thus, 7(Male=6 Female=1) wordas' sport experts were made to participate in the study. The following table portrays their demographic characteristics.

Table 4.1.2. Demographic characteristics of coaches and sport experts of the selected clubs

No	Characteristics	Frequency	Percentage (%)
1	Sex		
	• Male	15	93.7
	• Female	1	6.2
	Total	16	100
2	Age		
	• 26-28 years	12	75
	• 29-30 years	4	25
	Total	16	100
3	Educational level		
	• 12 complete	3	18.75
	• Certificate	-	-
	• College diploma	8	50

No	Characteristics	Frequency	Percentage
	<ul style="list-style-type: none"> First degree 	5	31.2
	<ul style="list-style-type: none"> Second degree 	-	-
	Total	16	100
4	Work experience		
	1. Coaches		
	<ul style="list-style-type: none"> 2-4 years 	6	66.6
	<ul style="list-style-type: none"> 5-7 years 	3	33.3
	Sub-Total	9	100
	2. Sport experts		
	<ul style="list-style-type: none"> 5-7 years 	4	57.1
	<ul style="list-style-type: none"> 8-11 years 	3	42.8
	Sub-Total	7	100
	Total	16	100
5	Coaching level		
	<ul style="list-style-type: none"> First level 	5	55.5
	<ul style="list-style-type: none"> Second level 	-	-
	<ul style="list-style-type: none"> Third level 	-	-
	<ul style="list-style-type: none"> Other 	4	44.4
	Total	9	100
6	Terms of employment		
	1. Coaches		
	<ul style="list-style-type: none"> Permanent 	-	-
	<ul style="list-style-type: none"> Par time 	9	100
	Sub-total	9	100
	2. Sport experts		
	<ul style="list-style-type: none"> Permanent 	7	100
	<ul style="list-style-type: none"> Par time 	-	-
	Sub-total	7	100
	Total	16	100

Table 4.1.2 consists of sex, age, educational level, work experience, coaching level (license) and terms of employment as the demographic features of coaches and sport experts who participated in the study. According to the results indicated in the table, 15(93.7%) of the participants are male and 1(6.2%) of the participants are female. As far as the age of the participants is concerned, 12(75%) of the participants are under the age range of 28-28 years and the rest 4(25%) of them are under 29-30 years of age. Regarding the educational level of respondents, the majority (50%) have college diploma, 5(31.2%) participant are first degree holders and 3(18.75%) of the total participants have certificate. Similarly, the table depicts the work experience of study participants. As per to the results, coaches who have work experience in coaching and coaching related

position from 2-4 years account for 66.6%. Again, coaches who have work experience in coaching and coaching related position from 5-7 years account for 33.3%. On the other hand, sport experts who have work experience of 5-7 years account for 57.1% and those who have work experience of 8-11 years constitutes 42.8%. Coaching level (license) is the other demographic features of coaches who took part in this study. According to the results, 5(55.5%) of the coaches have first level coaching license whereas 4(44.4%) coaches have no any level (license) but are coaching simply by experience. Concerning terms of employment, all (100%) participated coaches are hired on par time base. On the other hand, all (100%) sport experts who participated in this study are hired on permanent base.

Practices of talent identification during selection processes in North Gondar under fifteen volleyball projects

In this section of the paper, an attempt has been made to deal with the analysis of the practice of talent identification during selection processes of North Gondar under fifteen volleyball project players. Thus, in the preceding parts, the technical/tactical, physical, psychological and physiological variables have been

analyzed separately. The data on these issues were analyzed based on the responses obtained from volleyball players, coaches and sport experts through questionnaires, interviewees and observation checklist. Participants were asked whether their coaches or other coaches have used scientific talent identification criteria when they were selected. Results have been summarized as follows

Table 4.2.1. Volleyball players' views whether they were tested for technical/tactical talents during their selection.

Item	Yes	Percent	No	Percent	Total
Ball handling technique	0	0	32	100	32
Passing technique	26	81.25	6	18.75	32
Spiking technique	20	62.25	12	37.5	32
Basic consistency	0	0	32	100	32
Learning new skill quickly	3	9.37	29	90.62	32

Table 4.2.1 presents the responses of the volleyball players who participated in the study. Players gave different responses on whether they were tested for technical/tactical talents during the selection processes. As it can be inferred from the table, all (100%) of the participants revealed that they were not tested for their talent in ball handling technique. On the other hand, 26(81.25%) of the players explained that they were tested for their talent in passing technique. However, 6(18.75%) stated that they were not tested for their talent in passing technique during selection process. Concerning spiking technique, 20(62.25%) participants confirmed that they were tested for their talent in spiking technique. Whereas, 12(37.50%) revealed that they weren't tested for spiking technique when they were selected. With respect to basic consistency, all (100%) participant players attested that they were not tested for their talent in basic consistency. The majority (90.62%) of the participants indicated that they were not tested for their talent in learning new skill quickly. Contrary to this, some participant players 3(9.37%) confirmed that they were tested for their talent to learn new skills quickly.

The above quantitative findings clearly show that coaches of the volleyball projects considered the spiking and passing techniques during selection of project volleyball players and consequently they tested these qualities of the selected volleyball players. In line with these findings, coaches from Adiarkay woreda also revealed that they apply, though to some extent, common test that have scientific bases.

On the contrary, the table indicates that coaches do not apply tests of ball handling, basic consistency and learning new tasks quickly. This implies that coaches do not consider these technical qualities of the volleyball players during selection. In supporting these findings, coaches from Dembia woreda explained the following:

I am not qualified and trained trainer rather I give trainings simply based on my experience. Moreover, I have never been given training chances. Woreda leaders don not support and give supervision to sport sector. Thus, I simply select project players without scientific criteria and there is no selection manual (COTWO, Kolla Diba, 7/4/2016).

However, empirical findings from Falk *et al.*, (2004) and Bloom Field (1994) argued that talent identification in any sport especially amongst young participants is of importance to make sure players are guided to the kind of sport or specific event which will suit them best.

Thus, from the above findings of this study, it is easy to understand that technical/tactical variables were not given appropriate consideration during the selection of project volleyball players. This potentially affects the success of the volleyball players in particular and the volleyball sport development in general. More it would be meaningless to expend scarce and limited resources to volleyball projects which do not consider the crucial role of talent identification practice in the overall volleyball success.

Table 4.2.2. Volleyball players' views whether they were tested for physiological variables during their selection

Item	Yes	Percent	No	Percent	Total
Coordination	0	0	32	100	32
Reaction speed	0	0	32	100	32
Ability	6	18.75	26	81.25	32
Strength	0	0	32	100	32
Power	0	0	32	100	32
Balance	0	0	32	100	32
Flexibility	0	0	32	100	32
Endurance	0	0	32	100	32
Speed(general)	1	3.12	31	96.87	32
Vision or hand and eye coordination	17	53.12	15	46.87	32

Table 4.2.2 summarizes volleyball players' responses on testes of physiological variables during selection time. According to the table, all (100%) participants disclosed that they were not tested for their talent in coordination. Similarly, all (100%) participants made clear that they were not tested for their talent for reaction speed. Looking upon ability, the majority (81.25%) stated that they were not having test on their ability during selection process. Whereas, 6(18.75%) claimed that they were tested for their ability in times of selection for volleyball projects. Considering the strength test of participants, all (100%) made clear that they were not having strength tests during selection process. Similarly, players' power tests were not administered during selection period as confirmed by all (100%) participant players of the projects. On the same track, all (100%) participants notified that they were not tested for their talent in balance. Likewise, all (100%) participants explained that tests for flexibility were not give when they were selected for project teams. Again, all (100%) participants sated that they were not tasted for endurance during the selection phase. Concerning general speed, the majority (96.87%) of the participated players revealed that they had not a test of general speed. However, 1(3.12%) participants made clear that he had general speed test during selection. Finally, 17(53.12%) of the total participants revealed that they had tests of vision or

hand and eye coordination. On the other hand, 15(46.87%) stated that they were not tested for their vision or hand and eye coordination.

These findings confirm that the majority of physiological variables which are critical foundation for effectiveness of volleyball players were rejected. Coordination, Reaction speed, strength, power, balance, flexibility, endurance and speed were not considered during selection.

Coaches who participated in interview sessions also stressed that lack of standardized equipment's and selection manual forced them not to give testes of these physiological variables during selection. Moreover, as they explained they don't have up to date knowledge to perform these tests if they have those equipment's. These findings strictly clashes with the current philosophy of talent identification as attested by different authors of scientific researches on the area. For instance recent studies by Norton *et al.*, (2005) claim that physiological traits are acknowledged as having an influence on competitive success in many sports and in volleyball players such as strength, power, and endurance being found to have a correlation with participation and success (or the potential to be successful) in sport and in volleyball players. Physiological testing is common talent identification and development process (Bompa, 1999, Helsen *et al.*, 2000)

Table 4.2.3. Volleyball players' views whether they were tested for psychological variables during their selection.

Item	Yes	Percent	No	Percent	Total
Decision making	11	34.37	21	65.62	32
Problem solving	3	9.37	29	90.62	32
Relationship with coaches and teammates	15	46.87	17	53.12	32

Acceptance of rules	13	40.62	19	59.37	32
Desire to compute	21	65.62	11	34.37	32
Determination	1	3.12	31	96.87	32
Self confidence	12	37.5	20	62.5	32
Motivation	24	75	8	25	32
Game intelligence	0	0	32	100	32
practice focused	0	0	32	100	32

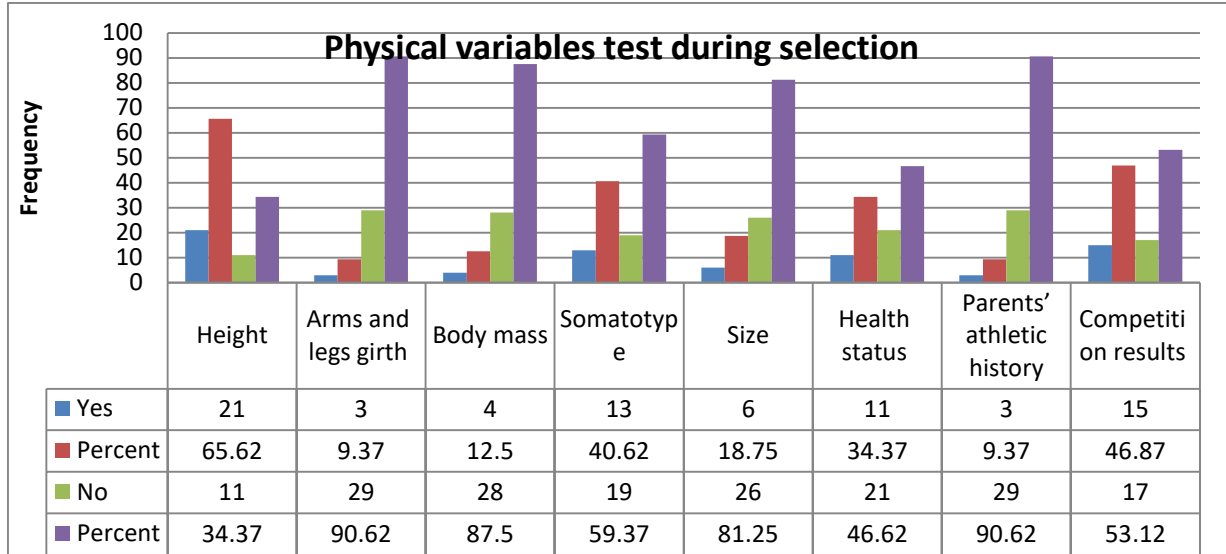
Table 4.2.3 presents the responses of the volleyball players who participated in the study. As it can be inferred from the table, 11(34.37%) of the participants revealed that they were tested for their decision making skills when they were selected. On the other hand, 21(65.62%) of the players explained that they were not tested for their decision making skills. Regarding problem solving skills, 3(9.375%) stated that they were tested for their problem solving skills during selection process. However, 29(90.62%) stated that they were not having tests on their problem solving skills. Concerning relationship with coaches and teammates, 15(46.87%) participants confirmed that they were tested for it. Whereas, 17(53.12%) revealed that they weren't tested for it when they were selected. With respect acceptance of rules, 13(40.62%) participant players attested that they were tested for acceptance of rules. Whereas, 19 (59.37%) stated that they were not tested for acceptance of rules. With respect to desire to compute, the majority (65.62%) of the participants indicated that they were tested for their desire to compute. However, 11 (34.37%) of the participants players attested that they were not tested for desire to compute. Looking at determination, the majority (96.87%) confirmed that they were not tested for

their determination whereas; some (3.12%) stated that they were tested for it. Concerning, self-confidence tests, 12(37.5%) verified that they were tested for self-confidence during selection process. Contrary to this, 20(62.50%) participants notified that they were not tested for their self-confidence when they were selected for their project teams. Motivational tests were given to volleyball players as confirmed by 24(75%) of the participant players. However, 8(25%) of the participants made clear that they were not give tests of motivation during selection. Concerning game intelligence and practice focus of participants, all (100%) notified that they were not tested for these psychological qualities in times of selection.

From the above results we can infer that important psychological variables such as decision making, problem solving, game intelligence and practice focused were overlooked during selection. This has negative practical implementation

Moreover, some researchers like Abbot and Collis (2002) underlined that certain psychological skills, abilities and attributes are needed, used and/or possessed by performers in achieving high levels of performance in elite sport.

Graphy-4.2.4. Volleyball players' views whether they were tested for physical variables during their selection.



Regarding the height of study participants, Graphs-4.2.4 indicates that 11(34.37%) of the volleyball players responded 'No' whereas the remaining 21(65.62%) of the volleyball players responded 'yes'. This shows that the majority of respondents assured that height of volleyball players was considered during selection. Similarly, 29(90.62%) of the volleyball players confirmed that their arm and leg girth were not tested up on selection. Some 3(9.37%) participants responded that they were tested for their arm and leg girth. Concerning body mass, 4(12.50%) participants stated that their body mass was not examined while others 28(87.50%) attested that their body mass index was calculated when they were selected to their teams. 19 (59.37%) Participants confirmed that their somatotype was not seen when they were selected to project teams. On the contrary, 13 (40.62%) participants claimed that their somatypes were considered during selection.

The majority (81.25%) of the participants confirmed that their size was not considered during selection process while others 6(18.75%) stated their size was considered during selection. When we see the health status of study participants, 17(53.12%) revealed that their health conditions were checked up on selection for projects. However, 15(46.87%) participants explained that their health conditions were not considered during selection.

From these results we can understand that the level of test administration for the physical variables differs

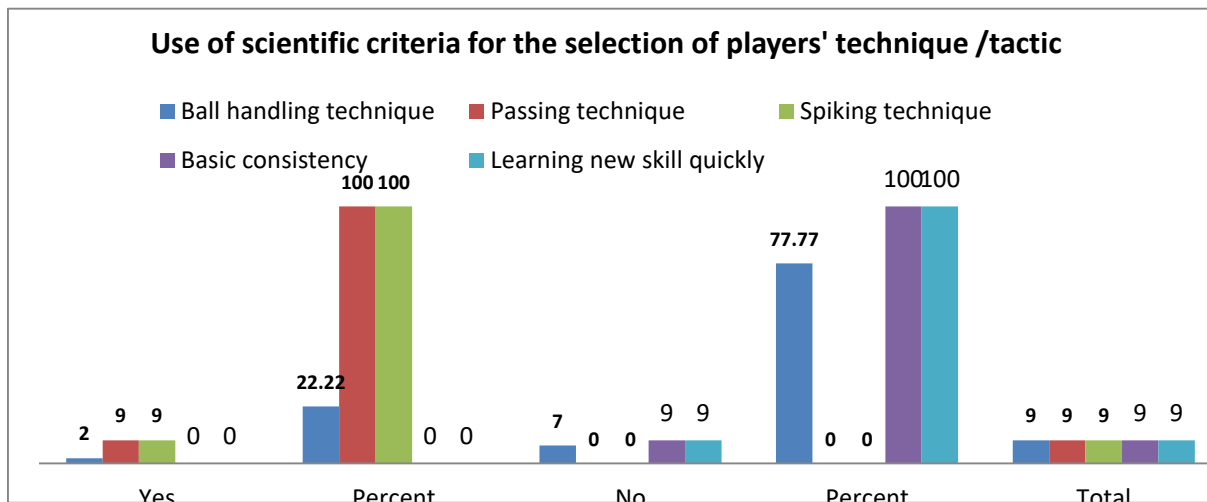
from project to project and there are real but few practices. However, the majority of the research participants (players) confirmed that most of the physical variables are not considered during selection. This is strictly disagree with the ideas by Durand-Bush & Salmela, 2001; Nieuwenhuis *et al.*, 2002; Keogh *et al.*, 2003 that physical variables commonly measured in talent identification protocols consist of combinations of some or an incorporation of all of the following categories: Physiological/physical – motor, anthropometric and skills/technical variables. Therefore, the combination of these variables and skills are all of great importance in success and achievement in sport & volleyball players and these need to be considered when performing talent identification.

Moreover, from researcher's own observation, somatotype tests which do not require as such sophisticated techniques and equipment's are simply rejected and most of the volleyball players are under the same category i.e. most are ectomorph. Moreover, most of the height of the volleyball players is below the minimum requirements (very far from ideal weight for volleyball sport).

Volleyball coaches

In this study volleyball coaches of the selected project teams were also made to participate in the study. A total of 9(Male=9 Female=0) coaches participated in the study and the following table has summarized results as follows.

Graphy4.2.5. Volleyball coaches' views whether they used scientific criteria for players' technical/ tactical talents during selection.



Graphy-4.2.5 indicates the responses of volleyball coaches whether they applied scientific selection criteria when they selected players of volleyball projects. As per to the results talents indicated in the table, 2(22.22%) coaches confirmed that they tested the ball handling talents of volleyball players when they selected them. However, the majority (77.77%) of participant coaches revealed that they did not test the ball handling of players during selection. Looking on passing technique, all (100%) attested that they tested volleyball players for their talent in passing technique during selection. When we see spiking

technique, it is like the passing technique i.e. all (100%) participated coaches assured that they tested players for passing talent during selection. With respect to basic consistency and learning new skills quickly, all (100%) coaches confirmed that they did not test players for both talents.

Findings from volleyball coaches regarding technical and tactical talent identification practice coincide with the volleyball players. Thus, the above findings attested that volleyball coaches do not apply tests of technical and tactical variables during selection.

Table 4.2.6. Volleyball coaches' views whether they used scientific criteria for players' physiological variables during selection.

Item	Yes	Percent	No	Percent	Total
Coordination	0	0	9	100	9
Reaction speed	0	0	9	100	9
Ability	2	22.22	7	77.77	9
Strength	0	0	9	100	9
Power	0	0	9	100	9
Balance	0	0	9	100	9
Flexibility	0	0	9	100	9
Endurance	0	0	9	100	9
Speed(general)	0	0	9	100	9
Vision or hand and eye coordination	9	100	0	0	9

Table 4.2.6 summarizes volleyball coaches' responses on testes of physiological variables during selection time. According to the table, all (100%) coaches confirmed that they did not test players for physiological variables indicated in the table like coordination, reaction speed, strength, power, balance, flexibility, endurance and general speed. Concerning ability test, even though the majority

(77.77%) participant coaches disclosed that they did not test players for it, some 2(22.22%) confirmed that they tested players for physiological ability.

However, all coaches (100%) made clear that they tested volleyball players for vision or hand and eye coordination.

Table 4.2.7. Volleyball coaches' views whether they used scientific criteria for players' psychological variables during selection.

Item	Yes	Percent	No	Percent	Total
Decision making	2	22.22	7	77.77	9
Problem solving	7	77.77	2	22.22	9
Relationship with coaches and teammates	6	66.66	3	33.33	9
Acceptance of rules	4	44.44	5	55.55	9
Desire to compute	6	66.66	3	33.33	9
Determination	0	0	9	100	9
Self-confidence	4	44.44	5	55.55	9
Motivation	5	55.55	4	44.44	9
Game intelligence	0	0	9	100	9
Practice focused	0	0	9	100	9

Table 4.2.7 presents the responses of the volleyball coaches who participated in the study. As it can be inferred from the table, 2(22.22%) of the participants revealed that they tested players for their decision making skills when they selected them. On the other hand, 7(77.77%) of the coaches explained that they did not test players for their decision making skills. Regarding problem solving skills, 7(77.77%) stated that they tested players' problem solving skills during selection process. However, 2(22.22%) stated that they did not test players for their problem solving skills. Concerning relationship with coaches and teammates, 6(66.66%) participants confirmed that they tested players for it. Whereas, 3(33.33%) coaches revealed that they did not test players' for relationship with coaches and teammates. With respect to acceptance of rules, 4(44.44%) participant coaches attested that they tested players for acceptance of rules. Whereas, 5(55.55%) stated that they did not test them for acceptance it.

With respect to desire to compute, the majority (66.66%) of the participants indicated that they tested players for their desire to compute. However, 3(33.33%) of the participants coaches attested that they did not test players for desire to compute. Looking at determination, all (100%) coaches confirmed that they did not test players' determination during selection. Concerning, self-confidence tests, 4(44.44%) verified that they tested players for self-confidence during selection process. Contrary to this, 5(55.55%) participants notified that they did not test players for their self-confidence when they selected them for project teams. Motivational tests were given to players as confirmed by 5(55.55%) of the participant coaches. However, 4(44.44%) of coaches made clear that they did not give tests of motivation during selection. Concerning game intelligence and practice focus of participants, all (100%) coaches notified that they did not test for these psychological qualities in times of selection.

Table 4.2.8. Volleyball coaches' views whether they used scientific criteria for players' physical variables during selection.

Item	Yes	Percent	No	Percent	Total
Height	7	77.77	2	22.22	9
Arms and legs girth	0	0	9	100	9
Body mass	0	0	9	100	9
Somatotype	3	33.33	6	66.66	9
Size	0	0	9	100	9
Health status	3	33.33	6	66.66	9
Parent' athletic history	3	33.33	6	66.66	9
Competition results	0	0	9	100	9

As it has been portrayed in table 4.2.8 the physical variables were the other components of the criteria considered in this study. Results indicate different levels of agreement by coaches on whether they applied tests of these variables during selection. Thus, according to the table, 7(77.77%) of the respondents explained that they administered tests of height during selection. But, 2(22.22%) of the respondent coaches made clear that they did not consider the height of volleyball players during selection. Observing the test of arm/leg girth, body mass, size and competition results, all (100%) participant coaches indicated that they did not give tests of these physical variables. The majority (66.66%) of the coaches confirmed that they considered the somatotypes of volleyball players during selection process. However, 3(33.33%) of coaches revealed that they did not consider the somatotype of volleyball players during selection. 6(66.66%) of participant coaches indicated that they tested the health conditions of volleyball players when they selected them. Whereas, 3(33.33%) of the participants attested that they did not consider the health conditions of the volleyball players when during selection. With respect to the parents' athletic history, 6(66.66%) of the respondents notified that they did not considered the athletic history of parents of the volleyball players.

Positive outcomes of implementing talent identification criteria during selection of players in North Gondar volleyball projects

To assess whether there are positive outcomes achieved as result of the implementation of scientific talent identification criteria, data were collected through semi-structured interview from coaches and sport experts.

Actually, the above quantitative analyses have revealed that both volleyball players and coaches confirmed the impracticality of most of the technical/tactical, physiological, psychological and physical variables during selection. However, the following analysis summarized some of the positive outcomes gained as result of the application of some of the scientific talent identification criteria during selection as attested by both coaches and sport experts.

Volleyball coaches

Talent identification in any sport or in volleyball especially amongst young participants is of importance to make sure players are guided to the kind of sport or specific event which will suit them best. If potential players can be identified at an early age as potential stars in a particular sport or event, it will allow coaches and sport scientists to spend more time and effort on these individual players to give them the opportunity to become elite players in the sport in which they have the best opportunity to excel. In line with the above ideas, interview participants (coaches) from Dembia and Adiarkay woredas stated the following:

The practice of talent identification has many positive values. For instance, in our project we always do talents identification practices in some qualities of players before they become actual members of the teams. I can mention some of the practices such as we measure players' height, we consider their ages and we consider their family background. This has brought many advantages to our project teams in particular and to our woreda in general. We are able to become effective within short period of time, we are able get

volleyball players who represent their woreda, zone and at regional level. Moreover, we are able expand the popularity of volleyball sport in many parts of our woreda. Above all, we are able secure good number of successors to be enrolled in the next volleyball projects (COONE, Kolla Diba, 10/4/2016; COTHREE, Adiarkay, 14/4/2016).

As it has been explained by the above interview participant, early practice of talent identification has many advantages. Bloomfield *et al.*, (1994) for instance stated that with identification of talent, good results are achieved and that pleasure, experience and participation are involved. Furthermore, they maintain that it is essential that talent in sport be identified at an early age in order to make certain that the correct exercise and training methods are employed to ensure peak performance at a later stage. Similarly, interview participant (coach) from Lay Armachiho woreda supported this idea by explaining the following:

In the contexts of our projects we use some criteria during selection. These criteria focus more on the skills of candidate player. For instance we test players' vision, ability; their self-confidence. These have helped us to develop the awareness of players about the nature of volleyball sport. However, this does not mean that we have fully employed all the necessary scientific criteria during selection programs. We are still left with many strides to go but generally speaking early implementation of talent identification saves time, money, labor (COTWO, Tikile Dingay, 2/4/2016).

Once potential talented individuals have been detected, crucial but limited resources can be optionally deployed to further refine and develop these talents. Without such support, the needs of talented children may not meet and their gifts remain undeveloped. Abbot & Collins (2002) also supported this finding by stating that an effective talent identification system is an essential precursor to talent development, as it will direct support to those individuals who have the greatest potential to achieve senior international success in sport (Abbott & Collins, 2002).

Moreover, in their effort to explain the importance of talent identification, two participant coaches from Gondar Zuria woreda stated the following:

Despite the fact that we do not use pure scientific criteria, in our projects we apply some talent

identification methods during selection such as measuring weight, height and checking the vision of the would be volleyball players. We also make players to have health examination before selection. This has resulted in many advantages for our teams such as we have got healthy and competitive volleyball players for our worda, we day to day see good results of our players for instance last year our volleyball project team was champion form among Amhara region under fifteen volleyball projects (COFOUR and COFIVE, Enfiraz, 18/4/2016).

Sport experts

Sport experts who are assigned in each woreda were also made to participate in the study. Specially, these experts were involved in interview sessions. Their opinion and suggestions have been summarized as follows.

At it has already been explained in the preceding sections, appropriate practice of talent identification has positive outcomes for athletes (volleyball players), coaches, sport experts, federations, parents and to the overall development of the volleyball sport because once talented individuals have been detected, it allows the involved persons to optimally arrange the resources required and the volleyball players will get proper support and training which will help them achieve their full potential.

Supporting this idea, two sport experts from Dembia and Gondar zuria woreda stated the following:

Our ability to identify talented individuals for volleyball projects helped us to get better athletes, helped us to achieve better results in regional volleyball projects championship in 2014. Thus, the importance of implementing scientific talent identification criteria during players' selection has an immense contribution for the positive development of not only in volleyball sport but also for other types of sports. But in our woreda we have a shortage of trained man power and material constraint. As result, the practice of talent identification during selection is very limited (SPEONE, Kolla Diba; 8/4/2016; SPETWO, Enfiraz, 12/4/2016).

Supporting the above finding, Williams & Reilly (2000) also suggested that "objective data collected by sports scientists can help confirm practitioners' initial intuition with regard to players' strengths and weaknesses" and that the retrospective analysis of the development of talented players provides the best data for the construction of an "ideal" player development system.

Similarly, sport experts from Adearkay and Lay Armachiho explained the positive outcomes achieved in their projects as results of the application of some of talent identification criteria during selection. They stated the following:

In the past either we simply selected (we used natural selection) or we selected volleyball players with the help of school teachers. But, that had brought many problems for projects' sustainability because the selected players unexpectedly dropped themselves from the program. Currently, to some extent, we are using some of the common talent identification criteria such as testing their motivation, interest and self-confidence. This helped us to lessen the high dropouts from the competitive programs.

In addition, we are able to use our scarce resources efficiently (SPETWO, Adiarkay; 15/4/2016; SPEFOUR, Tikile Dingay, 16/4/2016).

Negative outcomes of the impracticality of talent identification criteria during selection of players in North Gondar volleyball projects

It is essential that talent in sport be identified at an early age in order to make certain that the correct exercise and training methods are employed to ensure peak performance at a later stage. Talent identification involves making a judgment about a performer's qualities and offering that individual an opportunity to do something for which he or she is suited; talented youngsters must be identified on their ability to be the best players in the future, not their current abilities. However, in our contexts, most of the time athletes are selected simply based on their interest and some of their previous competition results. This has led to the wastage of time, resources and the underdevelopments of many sport types for instance volleyball sport. In relation to this, participants of this study (coaches and sport experts) have indicated the negative outcomes

that resulted from the impracticality of talent identification criteria.

In strengthening this view, Gabbard, C. (1992) said that coaching without the practice of talent identification is waste of time and efforts of coaches and sport scientists.

Volleyball coaches

Let alone developing countries like Ethiopian, even the most developed nations of the world, athletes are commonly selected in a range of sports or specific events by 'natural selection' methods. For instance Wolstencroft (2002) stated that the screening criterion applied most frequently in Germany, Canada, Sweden and Brazil, for selection into development squads and sport schools, is competition results and this culminated to the failure of many sport programs.

In relation to the above idea. Coaches from Gondar Zuria revealed the following:

Currently, in our projects we are not able to upgrade volleyball players to national teams and even we are not getting adequate number of new players that will replace the previous players. This is primarily due to lack of appropriate talent identification practice (COTWO, Eneferaz, 15/4/2016)

Moreover, participant coaches from Dembeya and Lay Armachiho supported the above idea by stating the following:

Our inability to apply scientific selection criteria has caused us not be effective (change) in short period of time and this in turn has created negative feelings both on volleyball coaches and players. For instances, some players do not attend training programs appropriately and even some sense feelings of shame. In addition, some of the project players are frequently facing physical injury during competitions and trainings and the occurrence of frequent disagreement between players and coaches. Generally, due to many factors, lack of the scientific talent identification practice among them, are driving many volleyball projects to have premature phase-out incidents (COONE, Koladiba, 11/4/2106; COTHREE, Tikile Dingay, 10/4/2016).

Sport experts

Sport experts of the selected woredas were also involved in interview sessions to share what negative outcomes (problems) have occurred as related to lack of proper practice of talent identification in volleyball under fifteen projects.

Sport experts from Adiarkay, Lay Armachiho and Dembia woredas stated similar ideas which have been summarized as in the following:

The absence of scientific talent identification practice during selection forced many volleyball project programs to miss international standard and usually problems occur when players have completions in other new places like at zone and national level. Generally, it is waste of money, labor and time (SPEONE, Adiarkay, 9/4/ 2016 SPETWO, Tikile Dingay, 3/4/2016; SPETHRE, Kolla Diba, 6/4/ 2016).

Major challenges facing coaches and sport experts in implementing talent identification criteria in North Gondar Volleyball project?

Scientific practice of talent identification in any sport brings success in short period of time. Moreover, players, coaches, parents and others get mental and physical satisfaction as their overall investments in time, labor and resources become fruitful. However, most of the times, in many parts of the world athletes are not selected based on their talents. For instance, Wolstencroft (2002) underlined that athlete around the world are commonly selected into a range of sports or specific events by “natural selection” methods. For example, the screening criterion applied most frequently in Germany, Canada, Sweden and Brazil, for selection into development squads and sport schools is competition results. Here, players continue only if they can ‘produce the goods’. This school of hard known approach may bring success but is accompanied with several down-sides as the over-emphasis at all age levels on winning is thought to contribute to the high dropouts from the competitive programs

Similarly, in our country the practice of talent identification in many sports can be said nonexistent for many reasons and athletes are selected simply based on their interests. Thus, in this study, the researcher tried to assess what challenges coaches and sport experts face in their effort to practice talent identification during selection in North Gondar under fifteen volleyball projects. To this end, interview

sessions were held with selected project coaches and sport experts from the selected woredas.

Volleyball coaches

A total of 9 coaches of the selected projects teams were involved in the interview session to share their opinions on challenges they face in the implementation of talent identification during selection. Their responses were summarized as follows:

Coaches from Dembia and Adiarkay explained the following:

What commonly do in the selection of project players is we post notifications and interested youths get registered and we assign them in to different sport types. Likewise, volleyball project players are selected based on their interest and we don't use those scientific selection criteria; instead we simply proceed our training having those interested youth. The reasons why we don't apply most scientific selection criteria are material constraints, lack of training opportunities and trained professionals and lack of standardized selection manual(COONE, Kolla Diba,6/4/ 2016; COTHREE, Tikile Dingay, 3/4/2016).

Similarly, interview participant coaches from Gondar Zuria and Lay Amrachiho woredas also supported the above ideas by forwarding the following;

Skill and knowledge gaps from coaches, material constraints, inability of political leaders to support the sport sector up to the required level, lack of sport facilities and schools' reluctance as string board to support selection of project volleyball players in scientific ways are major problems that prohibit us from implementing scientific selection criteria (COTWO, Enfraz, 12/4/2016; COFOUR, Tikile Dingay,7/4/2016).

Sport experts

Sport experts from the selected woredas were also participated in the interview sessions. A total of 7 sport experts were made to participate in the interview sessions and their opinions have been summarized as follow. When asked about the

challenges of practicing scientific talent identification criteria, sport expert from Dembia woreda revealed the following:

The practices of talent identification in most volleyball projects are run by the experience and it possible to say that coaches are not competent enough to meet the objective of the programs. Because they have no any exposure for scientific trainings, there are serious shortages of materials and sport facilities. Coaches are simply working voluntarily (SPEONE, Kolla Diba, 8/4/2016).

Similarly, sport expert from Gondar Zuria woreda stated the following:

Talent identification practices not only in volleyball projects but in others sport projects of our woreda also are better to take as nonexistent. Because players are selected based on their interest. The main reasons are the absence training manual, incompetency of trainers, materials shortage, familial influence on the selected players and knowledge gap concerning scientific selection criteria (SPETHREE, Enfraz, 10/4/2016).

Sport experts form Adiarkay and Lay Armachiho also shared similar ideas on the challenges that prohibit the implementation of scientific talent identification criteria during player's selection. Their responses have been presented as follows:

Cultural imposition like the prohibition of girls to participate in sport activities by their families, serious material constraints, shortage of sport facilities and inability of the string committee to function properly and absence of training opportunities for coaches are the basic reasons that hinder the implementation of scientific selection criteria during the selection of volleyball players (SEPTWO, Adiarakay, 15/4/2016; SPEFOUR, Tikile Dingay, 11/4/2016).

Summary

The general objective of this study has been examining the practice of talent identification criteria

during the selection of North Gondar under fifteen volleyball project players. The study specifically focuses on the following basic research questions:

1. Is talent identification carried out by applying scientific methods and following universal criteria of talent identification in North Gondar Volleyball projects?
2. What positive outcomes are achieved as related to the implementation of talent identification criteria during selection of players?
3. What negative outcomes are observed as related to absence of talent identification practice during selection of players?
4. What are the major challenges facing the implementation of talent identification criteria in the selection of north Gondar Volleyball project players?

A total of 48(male= 31 female= 17) participants of whom 32(male=16 female=16) were volleyball players, 9 (male=9 female=0) were coaches and 7 (male=6 female=1) were sport experts of the selected woredas were made to participate in the study. To collect the data, both quantitative and qualitative data collection instruments were employed. To this end, quantitative data were selected using questionnaire focusing on technical/tactical, physiological, psychological and physical variables. On the other hand, qualitative data were collected using semi-structured interview. After collecting the intended data and analyzing it both quantitatively and qualitatively, the following major results have been identified and summarized as follows:

- In terms of their age, all volleyball players of the selected projects are found to be in the age range of 13-14 years old
- With respect to their height, 34.3% of the selected players are found to have height range of 1.38-1.45 meters, 15.6% are found to have height range of 1.46-1.53 meters, 37.5% are under the height category of 1.54-1.62 meters and 12.5% are found to have 1.63 meters and above.
- 32.2% of the selected volleyball players are under the weight range of 37-42 kg, 18.75% are under 43-47 kg weight range, 31.2% are from 48-52 kg and 18.75% fall under the weight range of 53-58 kg.
- The majority(84.3%) of the selected volleyball players are at the primary(1-8 grades) level of education

- Looking at their role (position) in the team, 65.6% of the players are spikers and the rest 34.3% are setters.
- 75% of the coaches and sport experts are found to be under the age category of 26-28 years old and 25% of them are under the age range of 29-30 years old
- The majority (50%) of the coaches and sport experts are found to have diploma whereas 31.2% and 18.75% are found to have first and 12 complete respectively.
- 66.6% of the selected coaches have work experience of 2-4 years and 33.3% have 5-7 years of work experience in coaching
- 57.1% of the sport experts who participated in the study are found to have 5-7 years of work experience and the rest 42.8% have 8-11 years of work experience.
- 55.5% of the coaches are found to take first level courses given by Ethiopian national volleyball federation and 44.4% of the coaches are working merely by experiences.
- Regarding terms of employment, all (100%) the selected coaches of volleyball projects are working in part time basis whereas all (100%) sport experts of the selected woredas are permanent employees.
- The majority of the volleyball players confirmed that technical variables such as ball handling technique, basic consistency and learning new tasks quickly were not considered during selection. However, passing and spiking techniques were examined during selection as assured by 81.25% and 62.25% of the volleyball players.
- Considering the physiological variables, except vision or hand and eye coordination, the majority of volleyball players made clear that physiological variables were rejected during selection.
- Volleyball players declared that psychological variables such as problem solving, determination, game intelligence and practice focused were not taken in to account during selection. On the other hand, decision making, relationship with coaches/teammates, desire to compete, acceptance of rules, self-confidence, and motivation were seen to some extent during selection.
- The majority of volleyball players claimed that physical variables such as height thoroughly considered during selection. Competition results, somatotype and health status were examined to some extent as confirmed by some of the volleyball players. On the contrary, body mass, size; arms/legs girth and parents' athletic history were rejected by coaches during selection as indicated by the majority of the volleyball players.
- The majority of volleyball coaches confirmed that except passing and spiking techniques, they did not consider other technical variables such as ball handling, basic consistency and learning new tasks quickly.
- All (100%) coaches confirmed that they did not test players for physiological variables such as coordination, reaction speed, strength, power, balance, flexibility, endurance and general speed. However, all coaches (100%) made clear that they tested volleyball players for vision or hand and eye coordination.
- The majority of coaches revealed that they administered tests on problem solving, relationship with coaches and teammates, acceptance of rules, desire to compete, self-confidence and motivation during the selection of volleyball players. On the contrary, tastes on determination, game intelligence, practiced focused and decision making were overlooked as revealed by the majority of the coaches.
- Most of the coaches assured that they thoroughly examined the height of volleyball players during selection. Whereas, physical variables such as size, body mass, parents' athletic history and arms/legs girth were rejected as confirmed by the majority of the volleyball coaches. Somatotype, health status and competition results were the other physical variables considered during selection as some of the coaches disclosed
- Regarding the positive outcomes gained as result of the implementation of some of the talent identification criteria during selection, coaches and sport experts made clear that they are able to become effective in relatively short period of time, they are able to get some volleyball players who represent their woredas at zone and regional competitions, they are able to promote the volleyball sport, they are able to get some players that replace the previous players of volleyball projects, they are able to secure good results at zone and regional volleyball competitions and they are able to reduce the

high number of dropouts from the projects are the major positive outcomes gained.

- Regarding the negative outcomes encountered as result of the impracticality of most of the talent identification criteria during selection, coaches and sport experts made clear that they became unable to produce enough number of volleyball players that compete at national level, they cannot get enough number of new players that replace the previous ones, occurrence of irregular attendance to trainings by volleyball players, occurrence of frequent disagreement between coaches and players, occurrence of physical injuries to some of the players during competitions, absence of international standards in most volleyball teams and irregular competition results are the major negative outcomes.
- Observing on the challenges that prohibit the implementation of talent identification criteria in the selection of north Gondar volleyball project players, coaches and sport experts notified that material constraints, lack of training opportunities, lack of trained professionals, lack of standardize selection manuals, skill/knowledge gap form coaches, inability of political leaders to support the sport sector up to the required level, lack of sport facilities and cultural imposition like the prohibition of girls to participate in sport activities by their families are the major challenges facing the implementation of scientific talent identification criteria during selection.

Conclusion

The practice of talent identification during the selection of potential players in every type of sport reduces the costs of time, labor and resources. Moreover, this practice could make the sport industry more likeable by the sport fans. Volleyball sport is one of the popular sports around the world. The selection of talented volleyball athletes should be one of the prerequisite activities in the building of competent volleyball team. However, as much literature pointed out, the practice of talent identification is very much limited in many parts of the world. To this end, since its initial, this study has been assessing the practice of talent identification in the selection of volleyball players in North Gondar under fifteen volleyball projects. The study also tried to see the positive and negative outcomes of the practicality or impracticality of talent identification criteria during selection process and the challenges

encountered by coaches and sport experts in their effort to implement scientific talent identification criteria in selection of volleyball players for North Gondar under fifteen volleyball projects. Using questionnaire and semi-structured interview, data were collected from project players, coaches and sport experts of the selected woredas.

Results of the study indicated that most of the talent identification criteria represented by technical and tactical, physiological, psychological and physical variables were not considered by coaches and sport experts during the selection of volleyball players. However, this does not mean that coaches and sport experts fully neglected those selection criteria because results of the study also assured that technical and tactical variables such as passing and spiking techniques, physiological variables such as vision or hand and eye coordination, psychological variables such as decision making, relationship with coaches/ teammates, desire to compete, acceptance of rules, self-confidence, and motivation and physical variables such as height, somatotype and health status were considered during the selection of players in the indicated volleyball projects. The study has also identified some of the positive outcomes gained from the implementation of some of talent identification criteria. Volleyball teams' success in short period of time, getting some volleyball players who represent at zone and regional competitions, promoting the volleyball sport, getting some player who can replace the previous players of the volleyball projects, securing good results from competitions at zone and regional level and being able to reduce high number of dropouts from volleyball projects are among the positive outcomes achieved as result of the implementation of some of the talent identification criteria during selection. On the other hand, results of the study indicated some of the negative outcomes occurred due to the impracticality of most of the talent identification criteria during selection. Inability to produce enough number of volleyball players that compete for national championship, failure to get enough number of new volleyball players that can replace the previous project players, occurrence of irregular attendance to trainings by volleyball players, occurrence of frequent disagreement between coaches and players, occurrence of physical injuries to some of the players during competitions, absence of international standards in most volleyball teams and irregular competition results are some of the negative outcomes observed due to the impracticality of most of the scientific selection criteria during selection. Last but not least, results of the study also revealed the major challenges volleyball projects faced when trying to implement scientific talent

identification criteria during players' selection. Material constraints, lack of training opportunities, lack of trained professionals, lack of standardized selection manuals, skill/knowledge gap from coaches, inability of political leaders to support the sport sector up to the required level, lack of sport facilities and cultural imposition like the prohibition of girls to participate in sport activities by their families are the major challenges facing the implementation of scientific talent identification criteria during selection at North Gondar under fifteen volleyball projects.

Recommendations

Finally, based on the findings and conclusions drawn, the following recommendations have been forwarded to address the problem/challenges identified by the study.

1. EVF, regional, zonal and woreda sport governing bodies should facilitate ample education and training opportunities for existing coaches and sport experts so that these coaches and sport experts could employ the multivariate approach to talent identification that involves testing anthropometrical, physiological, technical and psychological variables to potential volleyball players.
2. Woreda sport office in particular and North Gondar youth and sport bureau in general should try their maximum effort to supply volleyball projects with basic sport materials and facilities.
3. EVF should work jointly with North Gondar, regional and Federal Youth and Sport Ministry to put volleyball national standards of anthropometrical and physiological variables coaching and selection manual as much as possible.
4. EVF, FYSM, regional sport bureau and north Gondar youth and sport commission should seriously work for the fulfillment of facilities and equipment in volleyball projects. With this, all the stakeholders should follow up frequently and properly carryout activities for which they are responsible.
5. In order to develop and expand volleyball throughout North Gondar and the region, the numbers of qualified coaches are very crucial. Therefore, Regional and FYSM should work jointly in training and producing outstanding coaches at various categories/ levels.

6. Both North Gondar and woreda sport governing bodies should take parents as the major stakeholders in volleyball players' development so that parents can have frequent contact with coaches and the sport experts.
7. Consistent supervision and follow up activities could enhance the performance of both coaches and players, thus, regional; Zonal and woreda sport governing bodies should undertake regular follow up and supervision works to volleyball projects.

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