

Soccer School Coaching System as a Nursery Base Soccer Club Players in PERSIK Kendal

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Abstract

Problem with this research is that there has not been a maximum level of coaching at the Soccer School in Kendal Regency. This study aims to analyze: Curriculum and training programs, Coaches, Athletes, Facilities and infrastructure, Management, Coaching system at the Soccer School in Kendal Regency. This research is qualitative research with data triangulation on data analysis techniques. The results of the study show that: Not all SSBs in Kendal Regency make curriculum and training programs, Not all SSB trainers in Kendal Regency have football license levels, Athletes/students of SSB in Kendal Regency have been classified according to age, facilities and infrastructure at SSB in Kendal District have fulfilling to carry out the coaching program, There is a management or organizational structure with a clear division of tasks at SSB in Kendal District, the Coaching System at the Football School in Kendal Regency has not been going well. The conclusion of this research is: The preparation of curriculum and training programs on SSB in Kendal Regency has not been implemented well. The trainers at SSB in Kendal Regency have not yet qualified as good trainers. Athletes, infrastructure, and management at SSB in Kendal Regency are good enough. The guidance system at SSB in Kendal Regency has not run well.

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INTRODUCTION

Sport is a worldwide phenomenon that cannot be separated by people's lives. Sports is also used as one of the programs to build the character of a nation (national character building), so that sport becomes a means to build self-confidence, national identity, and national pride. Sports coaching and development are efforts that are carried out systematically to achieve sports goals, namely improving sports performance (National Sports System Act 2015, Article 1).

Sports coaching system refers to the development of potential, and early childhood talent is determined as the primary foundation, then coaching is carried out systematically, tiered, and sustainable so that it can achieve high performance (Dinpora Central Java, 2014). Sports guidance should be carried out by increasing the quality of competitiveness in a gradual, measurable, comprehensive, and sustainable manner by optimizing the participation of existing stakeholders (Wahjoedi, 2010).

Football is the most popular and most popular game in the community around the world. Football is one of the big popular soccer games in the world, which is played by two teams, each with eleven people (Feri Kurniawan, 2011). The development of football until now has been unstoppable, from one country to another, from city to city, to remote areas, one of which is in Kendal Regency. From observations made some time ago, the development of football is very rapid in Kendal Regency. That is because many Football Schools were established in the Kendal Regency.

Kendal Regency has a soccer club that follows the 2018 Indonesia League 2 namely PERSIK Kendal. From the sources I have obtained, it turns out that players from outside the Kendal Regency dominate the Kendal PERSIK Club. The lack of dominance of soccer players from Kendal Regency illustrates that the quality of players from outside Kendal Regency is better than local players. So there is a need for an early age athlete training program that is tiered and

sustainable through the Soccer School (SSB) to produce quality local players/athletes. Athletes are sportsman following a race or competition. (<http://kbbi.web.id>).

This is what makes researchers interested in contributing ideas or ideas about the soccer coaching system in Kendal Regency. Soccer coaching at the Soccer School (SSB) was chosen because, at the Soccer School, there was coaching for players or early age athletes (Belhaj, 2015). The extracurricular, taekwondo, and sports development system in Ogan Ilir Regency, which is not yet running is the impact of various obstacles that need to be resolved (Rasyono, 2012). Coaching at the Football School (SSB) as a basis for player nurseries requires serious attention from various parties to be managed into a coaching system that is tiered, directed, structured and sustainable. Nurseries are an effort to attract talented athletes, namely to find individuals who have the potential to achieve high achievements in the future (Setya Rahayu, 2014). Sam Snow (2011) states that "The development of a football player is a long process in which the player develops from simple to complex involvement in a game." This development requires proper guidance and direction from trainers who have ethics, knowledge, and are licensed.

The focus of the problem of this study is the soccer school coaching system as a basis for breeding football players PERSIK Kendal, which aims to analyze the training program, the role of coaches, athletes, infrastructure, management, and coaching systems at the Football Schools in Kendal Regency.

METHODS

The research method used in this study uses a qualitative approach that is descriptive-analytical, namely research that aims to explain the phenomena that exist using numbers describing the characteristics of things as they are and the main source comes from scientific documents (Syamsudin, 2009).

This research is located in the Kendal Regency area, there are 16 Football Schools

(SSB) which are officially registered as SSB members of the PSSI AsKab Kendal, but the research subjects in this study were selected 7 Soccer Schools (SSB). This was based on the activity of the SSB in participating in the competition in Kendal Regency. The seven SSBs in this study were SSB Persik Putra, SSB Roda Remaja, SSB Dikpora, SSB Putra Mororejo, SSB Bhayangkara, SSB Putra Agung, and SSB Persit Triharjo. In addition to the SSB, related institutions such as the PSSI AsKab Kendal, and the PERSIK Kendal Football Club were also used as research subjects in this study.

Data subjects in this study include the Soccer School in the Kendal district, as well as organizations related to soccer coaching in the Kendal district, namely PSSI AsKab Kendal and the PERSIK Kendal soccer club. The data sources in this study: (1) As informants were football coaches, athletes, athlete parents, SSB administrators, chairpersons and sessions of PSSI AsKab Kendal achievement management, and administrators of Kendal PERSIK Football Club, (2) SSB Infrastructure Facilities namely availability of fields, balls, goalposts, cones, and other equipment, (3) Documents on aspects of coaching in SSB namely curriculum, training programs, and learning outcomes reports, (4) Funds used for the SSB coaching program.

Suharsimi Arikunto (2010) data collection instruments are tools that are chosen, and used by researchers in collecting data, so that these activities become systematic, and simplified their acquisition. Research instruments in qualitative research are researchers themselves assisted by tools such as voice recording devices, cameras, stationery, and interview guidelines (Sugiyono, 2012).

In the interview activity, the researcher only asked several questions that contained answers from informants freely. Moleong (2010) explains that interviews are conversations conducted by two parties, namely the interviewer (the person asking the question), and the interviewee (the person who gives answers to the issues raised by the interviewer). The answer can be in the form of opinions or views, attitudes, and

beliefs of informants not much influenced by the interviewer, and usually takes place formally.

In this study, researchers conducted a triangulation method by combining the results of observations, interviews, and documentation as needed data reinforcement, so that the data collection techniques are more directed, and as required. Observation to present a realistic picture of an event and information obtained in the form of activities or events, objects, actions, places, behaviors, as well as time and feelings (Saryono, 2010). Sugiyono (2010) explains that triangulation of sources is done by checking data obtained through several data sources, from several data sources obtained then described, categorized, to produce conclusions.

Researchers used an interview model that was adjusted to the existence of data in the field. Lincoln and Guba in Sugiyono (2012) stated that it is necessary to classify the forms of questions that need to be prepared in a research interview. Therefore, structured interviews, a set of questions has been prepared in advance by classifying the forms of questions.

In this study, researchers conducted data triangulation with direct observation of SSB in Kendal Regency. Interviews were conducted to obtain information from informants, namely SSB trainers, KONI Management, PSSI Management AsKab Kendal, relevant officials in the Dinpora, and Kendal PERSIK Management ranks as a cross-check of information. The research activities carried out are documented directly by researchers, in addition to that documentation is also carried out on documents related to soccer coaching activities in SSB in Kendal Regency.

The data analysis technique used in this study is an interactive qualitative analysis. Qualitative data analysis is an effort that is carried out continuously, repeatedly, and consistently. Matthew B. Miles and A. Michael Huberman (2007) explain that data analysis consists of three lines of activities that co-occur, namely data reduction, data presentation, and concluding.

RESULTS AND DISCUSSION

The results of this study indicate that there are no policies relating to coaching football at the Soccer School (SSB) in Kendal Regency. PSSI Association of Kendal Regency, as the coach of soccer, has entirely handed over soccer coaching activities to the Football School (SSB). Starting from the curriculum, recruitment, and qualification criteria for coaches, recruitment of athletes, and infrastructure are left entirely to the respective Soccer Schools (SSB) so that the process of coaching athletes at the Football School in Kendal Regency has not been carried out optimally.

Data from research findings found that not all Soccer Schools in Kendal Regency compile curriculum and training programs.

Table 1. Curriculum Development and Training Program

Soccer School (SSB)	curriculum		exercise program		document checking	
	Use	Not use	Use	Not use	Exist	Not exist
Bhayangkara	√		√		√	
DIKPORA	√		√		√	
Persik Putraa	√		√		√	
Persit Triharjo		√		√		√
Putra Agung		√		√		√
Roda Remaja	√		√		√	
Putra Mororejo	√		√		√	

The results of the table above show that of the seven Soccer Schools, only five Soccer Schools (SSB) made the curriculum and two Soccer Schools (SSB) did not make. While making training programs in only five Soccer Schools (SSB) whose trainers make training programs, and two Soccer Schools (SSB) whose trainers do not make training programs. The curriculum and training programs at each Soccer School (SSB) are indeed different, because there is no standard reference from PSSI as the parent of soccer coaching, so that each Soccer School (SSB) develops its curriculum, and training programs according to the human resources trainers available, and based on the Philosophy of Indonesian Football (Filanesia).

Based on the description above, the curriculum and training programs of Soccer Schools in Kendal Regency have not been implemented well. Sports achievements cannot be achieved instantly, it takes a long process to look for potential seeds, educate, develop them

until athletes can reach peak performance. All of that can be obtained one of them through the curriculum, and training programs that are directed, structured, systematic, continuous, and sustainable. The training program also affects determining the intensity of the training, namely the length of practice time, the game, the size of the field, and the ball to be used, to obtain physical abilities, techniques, tactics, and the spirit of togetherness in athletes.

Table 2. The number of trainers on SSB

Soccer School (SSB)	Coach qualifications			Number of trainers
	License D	Sports student / teacher	Former coach	
Bhayangkara	2	5	-	7
DIKPORA	4	2	1	7
Persik Putraa	5	2	5	12
Persit Triharjo	-	-	5	5
Putra Agung	-	-	6	6
Roda Remaja	3	-	2	5
Putra Mororejo	3	-	1	4
Total	17	9	20	46

Based on the table above shows that not all coaches at the Football School (SSB) have a soccer coaching license. Some of the coaches chosen to handle the Football School (SSB) come from students majoring in sports or Sports Teachers as well as former soccer players/athletes who have trained at SSB.

Based on the description above, that the coaches at the Soccer School in Kendal Regency have not met the qualifications as good trainers. Because more than fifty percent of trainers at the Soccer School in Kendal Regency does not yet have a coaching license as standardized by the central PSSI which is a minimum of a National D license for Football School trainers. A trainer is a professional person who guides and helps reveal the potential of the athlete (Sukadiyanto, 2014). Thus the legality of a soccer coach's professionalism is to have a soccer coaching license or certificate.

The results of interviews with administrators and coaches at the Soccer School (SSB) stated that athletes/students who attended education at SSB were divided into age groups. Each Soccer School has an average of four age groups that contain athletes with an age range of two to three years, for example, the age group of 8-9 years or 8-10 years, and so on. Different trainers handle each group.

Based on the description above, that the athletes at SSB in Kendal Regency are good enough. Because athletes are already grouped by age. The development of athletes based on age groups is expected to be a place for athletes to gather according to their talents (Assalam, 2015). Aggregation based on age will facilitate the trainer in determining program plans and training materials according to the stages or phases of their age. The accuracy of the program and the training materials that are appropriate to the stages of the age group will make athletes not feel burdened in training, and will even be more motivated to do the exercises. So that athletes will be able to reach the peak of achievement according to their age stages, namely at the age of 23-29 years.

Table 3. SSB Facilities and Infrastructure

Soccer School (SSB)	Facilities and Infrastructure				
	Field	Big goalpost	Small goalpost	Cone (1set = 20 piece)	Ball
Bhayangkara	Rent	2	2	5 set	15
DIKPORA	Rent	2	2	4 set	30
Persik Putraa	Rent	2	2	4 set	15
Persit Triharjo	Own	2	2	3 set	20
Putra Agung	Own	2	2	3 set	25
Roda Remaja	Own	2	4	4 set	20
Putra Mororejo	Own	2	4	4 set	20

Based on the table above that not all Football Schools (SSB) have their field. The data above also shows that the equipment to support soccer training at the Soccer School in Kendal Regency is still inadequate. Facilities and infrastructure owned by the Soccer School in Kendal Regency include the field, large goal, small goal, ball, and cone with different conditions. Other training equipment also includes ball number four and five, large and small goal, cone, uniform, and vest.

Based on the description above, that the facilities and infrastructure of the Football School in Kendal Regency are good enough to carry out soccer coaching. The availability of adequate training facilities and infrastructure will support the planned training program, and the training process runs smoothly so that it can support football achievements.

The interviews conducted show that in the management of SSB in Kendal District there are management or management arrangements.

The athlete's parents/students said that "... in this SBB (Bhayangkara, DIKPORA, Persik Putra, Persit Triharjo, Putra Agung, Roda Remaja, Putra Mororejo) in addition to the trainer there is also managers/management..." (interview, 13-23 June 2019). The management also stated that "... for the management of the Football School there is an organizational structure, along with the duties and functions so that the coaching program at SSB can run well ...". (interview, 13-23 June 2019).

In order for the coaching program to run smoothly the Football School in Kendal Regency makes an organizational structure. The composition of the organizational structure is generally as follows: (1) Chairperson, (2) Secretariat, (3) Bendaraha, (4) Section Section, (5) Head of Trainers, (6) Trainers of each age group. The goal is that there is a clear main duty in every position in the Football School. However, there is still a Soccer School in Kendal Regency which is managing the SSB as one or join a club that houses the Soccer School.

One of the management of the Football School is funding for the operation of the Football School, which comes from self-help or SSP contributions from athletes. Helen Purnama Sari (2018) showed that the cause of failure of athletes in the National Sports Week of the badminton branch of South Sumatra province was due to funding factors, training programs, welfare, consumption and athlete's achievements. So that funding needs to be prepared properly so that all operations can be maximized. For the involvement of donors and sponsorships in Football School funding is still very minimal. Funds derived from SPP contributions are allocated as follows: (1) trainer fees, (2) financing of facilities and infrastructure, (3) maintenance of training infrastructure, namely the field, (3) administrative costs. For competition funding, all operational costs are borne by parents whose children compete.

In addition to funding, management also carries out promotions to have many athletes/students. With so many students, besides more possibilities to get seeds of potential players, also about financial matters. Promotion is carried out by Football School management

through PJOK teachers in schools, social media, and through athletes or coaches.

Based on the description above, that the role of management in the Football School in Kendal Regency is quite good. Judging from the clear division of roles in the organizational structure. In terms of limited funding sources, soccer coaching at the Football School goes according to plan. The success of sports coaching programs is not only determined by technical factors such as training programs, athletes, coaches, facilities, and infrastructure. But non-technical factors, namely the role of management, with the planning, organizing, movement, and supervision of the development program, will achieve success.

PSSI Kendal Regency Association as the parent of a football sports organization in the Kendal Regency region which is responsible for the development of football in Kendal Regency. Facts on the PSSI AsKab Kendal field fully surrender the soccer coaching program to the Soccer School (SSB) and Club members of PSSI AsKab Kendal. *"... for the SSB curriculum there is already a reference from ASprov, SSB has compiled and developed it himself..." (interview, 25 June 2019).*

The efforts of PSSI AsKab Kendal in the context of fostering football are through organizing competitions between member clubs and tournaments between the Soccer Schools (SSB) on a regular basis every year as well as giving permission recommendations to other parties if they wish to hold tournaments both between clubs and Football Schools (SSB). The competition between the club members of PSSI AsKab Kendal is in the form of Division III, Division II, Division I, and Main Division. As for the level of the Soccer School (SSB), AsKab annually holds a tournament in the form of the U-15 ASKAB Cup. *Soccer School administrators and coaches (SSB) said, "... for the tournament held by ASKAB at the SSB level it is still lacking, SSB needs a competition such as the SSB league in all age groups ..." (interview, 12-25 June 2019).*

PERSIK Kendal as a professional club that follows the National level league there is no coaching program in which there are members of the SSB.PERSIK U-17 who competed in the

Soeratin Cup is still short-term. Kendal PUSLAT which was originally formed as a bridge between PERSIK U-17 towards PERSIK Kendal seniors are not going well.

Based on the description above, the coaching system at the Football School in Kendal Regency has not been going well. Not all Soccer Schools in Kendal Regency develop training programs and coaching programs conducted by PSSI AsKab Kendal and PERSIK Kendal. There is no coach criteria or qualifications required by the Soccer School. The soccer coaching system as a basis for breeding PERSIK Kendal club players must be supported by the implementation of a good training program in a structured, directed, and sustainable manner. The coaching process carried out in a structured, directed, and sustainable manner is expected to improve and bring up athletes / players who have achievements at the PERSIK club level Kendal and at the level of the Indonesian national team.

CONCLUSION

In this study we can conclude that the preparation of curriculum and training programs at the Soccer School (SSB) in Kendal Regency has not been implemented well, there are several SSBs that have not compiled curriculum and training programs. The trainers at SSB in Kendal Regency have not met the qualifications as good trainers, more than five 50% of trainers at the Football Schools (SSB) in Kendal Regency do not yet have a training license that is following the central PSSI standards, namely at least a D license. Also, the recruitment of trainers does not go through a selection process. Athletes at SSB in Kendal Regency are good enough; each Soccer School (SSB) athlete/student is grouped based on their age. Target infrastructure at SSB in Kendal Regency is good enough, at SSB in Kendal Regency already has adequate facilities and infrastructure to carry out soccer coaching programs. Management at SSB in Kendal Regency is quite good, and there are an organizational structure and division of roles and duties in running the organization of the Football School. The guidance system at SSB in Kendal

Regency has not run well, the cause is PSSI AsKab Kendal handed over the coaching entirely to SSB, the application of the curriculum and training program has not been fully implemented, the trainers who handle Soccer Schools do not all have a training license and are collaborated without prior selection process, PERSIK U-17 was formed in the short term, not through a tiered coaching process, Kendal PUSLAT did not run as it should, Kendal PERSIK Club did not have a coaching forum for early age players/athletes.

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