

Development of PERVOS Volleyball Club Achievements in Kendal Regency 2026

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Abstract

The development of volleyball achievements requires systematic coaching management, supported by a structured training program, adequate facilities and infrastructure, stable funding, and good organizational coordination. This study aims to analyze the advantages and disadvantages of the achievement coaching system at the PERVOS Volleyball Club of Kendal Regency by using a qualitative approach through observation, interviews, and documentation involving administrators, coaches, and athletes. The results of the study show that clubs have experienced considerable development through the recruitment of athletes, participation in tournaments, match training, and promotions through social media which contribute to the achievement of achievements at the regional level. However, the club still faces several obstacles, such as the implementation of inconsistent training programs, limited facilities and infrastructure, unstable funding, and organizational management that has not run optimally, affecting the achievement of higher achievements. Therefore, improved coaching management, organizational coordination, facilities, and funding systems are important foundations to support the sustainable development of athletes and achieve higher volleyball achievements in the future.

Keywords: volleyball; achievement; sports management

1. Introduction

Sports achievement is an important part of human resource development and the improvement of the quality of athletes through a planned, sustainable, and well-managed nurturing process. The harmony of physical and spiritual life in humans can be achieved, among other things, by exercising (Tuwianto, 2018). There are several types of sports such as game sports, martial arts, measured sports and accuracy sports. According to (Rudiansyah, 2017) the goals of sports are not the same from one individual to another, there are four human goals to do various sports such as creative sports, educational sports, professional sports, and commercial sports. One of the sports that is in great demand in Indonesia is volleyball which has been growing rapidly. In volleyball, this is included in the sport of achievement.

Based on Law of the Republic of Indonesia Number 11 of 2022 concerning sports, coaching is an achievement sport that fosters and develops sportsmen in a planned, tiered, and sustainable manner through competitions to achieve achievements with the support of sports science and technology. Coaching can be carried out from the district, provincial to national levels. According to (Nailufar & Hartono, 2022), this coaching plays a role so that the organization in the implementation of the planned program can be carried out optimally. Athletes must have several supporting factors of sports coaching characteristics such as physical, technical, mental, facilities and infrastructure, as well as an environment that can support achievement. An achievement is

also certainly inseparable from performance and a series of efforts, namely from the training process and management of coaching programs (Wardani & Soenyoto, 2025).

Sports coaching according to (Nailufar., 2013) that sports coaching is part of efforts to increase the physical, mental, and spiritual freshness of the community, in the formation of character and personality, high discipline and sportsmanship, and increased achievements that can increase the pride of the nation. In sports coaching, there are general stages, including massage, nursing, and performance (Susilawati & Kusuma Atmaja, 2023). In a sport, coaching plays an important role in the athlete's achievements, without coaching it would not be possible to achieve high achievements. The implementation of coaching in a sport requires an organization and programs that have been created to regulate all athletes' activities to achieve achievements. According to (Andara, 2021) Achievement coaching is used for multi-level sports.

The game of volleyball is one of the sports played by 2 teams and each team consists of 6 people (Destriana, 2021). According to (Amin, 2021) volleyball is a competitive sport that requires strong physical, technical, and mental strength. Not only that, to be able to play volleyball, it is necessary to master basic techniques which include serves, passing, smash, and blocks (Alficandra, 2018), the basic technique of volleyball is a very important element in the game of volleyball. Volleyball has become a sport that is in great demand in Central Java, one of which is in Kendal Regency. Many clubs have developed in Kendal Regency, one of which is the PERVOS Volleyball Club located in Sukorejo, Kendal Regency. The first establishment of this Club was started in 1983 by Mr. Hasanudin, but Mr. Hasanudin himself is now the Chairman of Kendal Regency Volleyball and Central Java Sand Volleyball. The PERVOS Club is currently organized or managed by Mr. Eddy Sanyoto and Mr. Andi, so from year to year there needs to be an organization so that the PERVOS Club grows. PERVOS Club focuses on operational and training activities that take place at the Agus Sakti Sukorejo Panembangan Sports Center with the aim of producing quality athletes who can compete at a higher level in the future.

In Kendal Regency, one of the Volleyball Clubs that is still active in coaching athletes of the PERVOS Volleyball Club located in Sukorejo. The PERVOS Club consistently participates in various regional and inter-club championships. Based on the results of initial observations and interviews with Mr. Eddy as the Club Administrator, PERVOS has shown quite good progress with several championship achievements at the regional level and has athletes from various age groups ranging from early to senior. In 2019 the PERVOS Club participated in the POPDA championship, the men's team won third place but the women's team did not win the championship. This is because clubs still face various obstacles in sports coaching, such as limited funding, lack of optimal organizational management, lack of licensed coaches, limited training facilities and infrastructure, and training programs that have not run consistently. The training program that has been prepared has also not been implemented consistently, affecting the effectiveness of athlete coaching. In addition, some training facilities have not met the standards of sports achievement coaching, such as inadequate field conditions and limited supporting training equipment.

This condition shows that there is a gap between the club's potential achievements and the quality of the coaching system that is run. On the one hand, clubs are able to maintain active participation and achieve achievements at the regional level, but on the other hand still face various obstacles in achieving higher achievements in a sustainable manner. Problems such as limited funding, organizational quality, and consistency of training programs are common problems in regional

sports clubs. However, if not handled properly, these conditions can hinder the development of athletes and reduce the quality of sports coaching in the long term.

In the development of modern sports, club management based on sport science and sports management is one of the important approaches in improving the quality of achievement coaching. Sports clubs no longer only focus on physical training and competitive participation, but also require a professional organizational system, good human resource management, and facility support and ongoing funding. Therefore, achievement coaching requires synergy between coaches, club administrators, athletes, and other supporting parties so that the coaching process can run more effectively and in a more directed manner.

Based on this description, this research is important to analyze the Kendal Regency PERVOS Volleyball Club Achievement Development system in 2026. This study aims to identify the advantages and disadvantages of the coaching system applied and analyze the factors that affect the development of athletes' achievements. The results of the research are expected to be evaluation and recommendations for club managers in improving the quality of sports coaching management in a sustainable manner so as to be able to support the achievement of higher volleyball achievements in the future.

2. Method

This study uses a qualitative approach with a descriptive design to analyze the achievement coaching system at the PERVOS Volleyball Club in Kendal Regency 2026. The research was carried out at the Panembangan Agus Sakti Sukorejo Sports Hall, Kendal Regency, which is the center of training and coaching activities for PERVOS Club athletes. The focus of the research is directed at the implementation of training programs, athlete coaching, organizational management, human resources, coaching, as well as facilities and infrastructure that support the development of club achievements.

The research team consisted of club administrators, coaches, and athletes who were directly involved in the achievement development process at the Kendal Regency PERVOS Club. The research informants were selected using purposive sampling techniques based on their involvement and understanding of the club's coaching system. The main informants in this study included the club chairman, two active coaches, and six athletes from different age groups, bringing the total number of informants to 9. The selection of informants was carried out to obtain in-depth data on the conditions of achievement coaching that took place at the club.

Data collection was carried out through observation, in-depth interviews, and documentation. Observations are carried out directly on training activities and club organizational activities to find out the implementation of coaching programs, the condition of facilities and infrastructure, as well as interactions between coaches and athletes. Interviews are conducted in a semi-structured manner to administrators, coaches, and athletes to obtain information about training programs, athlete coaching systems, organizational constraints, funding, and club achievements. Documentation is used to support research data in the form of club achievement archives, training schedules, organizational structure, athlete data, as well as photos of training activities and matches.

The data obtained was then analyzed using an interaction analysis model, which included data reduction, data presentation, and conclusion drawn. At the data reduction stage, the researcher

selects and focuses the data from observations, interviews, and documentation in accordance with the research focus. Furthermore, the data is presented in the form of a descriptive description so that the relationship between the data is easier to understand. The final stage is carried out through conclusion drawing and verification on an ongoing basis to ensure consistency of research results with data obtained in the field.

The validity of the data in this study was tested using the triangulation technique of data source triangulation technique. Source triangulation is carried out by comparing information obtained from administrators, coaches, and athletes, while technical triangulation is carried out by comparing the results of observations, interviews, and documentation. The technique is used to increase the validity of the data so that the results of the study can describe the conditions of coaching the achievements of the PERVOS Volleyball Club of Kendal Regency in a more objective and in-depth manner.

3. Result

The results of the study show that the coaching of achievements at the PERVOS Volleyball Club of Kendal Regency has a fairly good tense in the development of athletes and the achievement of regional achievements. The club actively recruits athletes through tournaments, club sparring, and social media promotions so that it is able to attract athletes from various age groups. In addition, the club consistently participates in regional championships and conducts regular training four times a week as well as pre-match training camps. Several achievements obtained in the regional championship show that the club is able to maintain competitiveness in inter-club competitions.

The achievements obtained by the club show the development of athletes' performance in recent years. In addition, the large number of athletes from various age groups shows the high interest of the public in volleyball coaching at the PERVOS Club of Kendal Regency.

Table 1. PERVOS athlete achievements

No	Year	Championships	Performance
1.	2019	General Championship POPDA SD	3rd Place (Women) 3rd Place (Men)
2.	2021	Umun Championship	1st Place (Women) 2nd Place (Women)
3.	2024	General Championship	3rd Place (Women) 2nd Place (Women)
4.	2025	General Championship	2nd Place (Women) 2nd Place (Women)

Source: Observation Results (December 18, 2025)

Table 2. Number of PERVOS athlete age groups

No	Category	Quantity
1.	Age Group 8-10 years	27 people
2.	Age Group 13 years	25 people
3.	Age Group 16 years	35 people
4.	Age Group 19 years	14 people

However, the study also found several internal obstacles that affect the optimization of achievement coaching. The training program has not run consistently as planned, organizational coordination is still not optimal, and training facilities and infrastructure are still limited. Field conditions, training equipment, and building facilities have not fully supported the coaching process to the maximum. In addition, club funding still depends on athletes' dues, parental support, sponsorship so it is not stable to support long-term coaching.

Table 3. Summary of potential positives and internal barriers

Yes	Aspects	Findings
1.	Potential Positive	Active athlete recruitment through tournaments, sparring, and social media Consistently participating in and winning prizes in regional championships Regular training program and pre-match training camp
2.	Internal Barriers	Training programs have not been running consistently Coordination of organization and management is not optimal Training facilities and infrastructure are still limited The club's funding is not yet stable and largely depends on internal sources

4. Discussion

Athlete Recruitment Management

The results of the study show that the PERVOS Volleyball Club of Kendal Regency has a fairly open athlete recruitment system through tournaments, interclub sparring, and social media promotion. The strategy has a positive impact on increasing the number of athletes from various age groups and expanding community participation in volleyball coaching. The open recruitment system allows clubs to acquire prospective athletes with diverse backgrounds so that the coaching process can be carried out on an ongoing basis.

This suggests that a participatory approach in the recruitment of athletes can help the community gain more access to sports coaching. In addition, to attract the interest of young athletes in the current internet era, the use of social media is an effective approach for promotion. To meet the needs of each group, athletes are then grouped based on their age and ability to play.

These findings are in line with recent research on young athlete development that emphasizes the importance of a continuous coaching system from an early age and talent identification. According to the competitor athlete development model, the results of the competition are not the only factor that determines the success of a sports club; organizations must also be able to build a system for recruiting and developing athletes that lasts long (Hadjarati, 2021). Therefore, the recruitment system implemented by the PERVOS Club can serve as a basis for maintaining the performance of the volleyball athletes that are built.

Coaching Patterns and Training Programs

The results of the study showed that the PERVOS Club followed a routine training four times a week as well as preparation before the match. The training program is adjusted to the age group and ability level of the athlete, so that the training process becomes more directed. In addition to physical exercises, coaches also provide evaluations at the end of each training session to improve the athlete's technical skills and teamwork.

However, the study also found that the implementation of the exercise program was inconsistent. Some programs do not go as planned due to limited time, resources, and training facility conditions. Inconsistencies in training programs can have an impact on the development of athletes' performance, especially in terms of technique, physicality, and competitive readiness.

Connectivity of training is an important component in modern sports coaching to improve athlete performance. A new study shows that the development of the physical, technical, and mental abilities of young athletes is greatly influenced by organized and sustainable training programs (Apriyanti & Wahyudi, 2021). In addition, regular training evaluations are also needed so that coaches can adjust the training program to how athletes get better. Therefore, to improve the achievements of the Kendal Regency PERVOS club, improving the quality of planning and implementation of training programs is very important.

Governance and Organizational Resources

The results of the study show that the organizational structure of the PERVOS Club of Kendal Regency has been formed with a fairly clear division of responsibilities between the management and the coach. To improve the athletes' experience of competing games, the club also actively participates in regional competitions. Athletes gain better experience in competition, mental improvement, and encouragement to improve their performance as a result of their involvement in competitions.

However, the implementation and coordination of coaching programs is still not optimal. Due to management issues and lack of resource support from organizations, some programs have not gone as planned. In addition, the club has some inadequate training facilities, such as inadequate field conditions, limited number of training equipment, and a fairly old sports building. This condition shows that the quality of facilities is still a problem for clubs to maximize achievement coaching.

Limited funding hinders the discovery of training facilities, training development, and participation in broader competitions. Finally, clubs are unable to develop long-term coaching programs because their funding still relies on athlete dues, parental support and sponsorship.

These findings are in line with research on sports governance, which found that the sustainability of funding systems, facility support, and according to Law Number 11 of 2022 on the quality of organizational governance are important factors in the success of sports coaching. In addition, in order for the process of coaching athletes to run efficiently and sustainably, modern sports organizations need professional and cooperative management. Therefore, to improve the achievements of the Kendal Regency PERVOS Club in the future, it is necessary to improve organizational coordination, build training facilities, and increase funding sources.

5. Conclusion and Recommendation

Based on the results of the research, it can be concluded that the coaching of achievements at the PERVOS Volleyball Club of Kendal Regency has shown quite good development through the recruitment of athletes, participation in regional championships, and regular training programs. However, achievement coaching still faces several obstacles, such as inconsistent training programs, organizational management that is not optimal, limited facilities and infrastructure, and unstable funding.

The results of this study show that regional sports development requires a change from conventional coaching methods to sports governance based on sport science and modern management. Professional organizational management, structured training programs, and supportive facilities and funding are important factors in improving athletes' achievements in a sustainable manner.

Recommendations that can be given to Club managers are to improve organizational coordination, improve the coaching system, and improve the competence of coaches through the possession of an official coaching license. For future researchers, research can be developed by examining the application of sport science, the model of athletic coaching at a young age, the effectiveness of sports organization management in supporting long-term achievement

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