

The Management Of Achievement Coaching Of Indonesian Pencak Silat Association (IPSI) Central Java

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Abstract

Research objectives: 1) planning system (planning), 2) organizing system (organizing), 3) implementation system (actuating), 4) supervision system (controlling) Performance Development of the Indonesian Pencak Silat Association (IPSI) Central Java. This research uses a qualitative approach. Data collection techniques using observation, interviews, and documentation. The data sources are administrators, coaches, athletes and parents. Data analysis techniques use data triangulation with 1) data reduction, 2) data presentation, 3) conclusion drawing. The results of this study: planning system (Planning) has met the categorization criteria, namely clear who, what, when, where and how is done; organizing system (Organizing), management meets the categorization criteria, namely complete management, there is a work mechanism, there is no clear job description in writing, there are routine activities that are discussed at the beginning of the year; Actuating, management meets the categorization criteria, namely program implementation, achievements achieved, carrying out planned activities, and completing 5M (man, money, method, material, mechine); Controlling, management meets the categorization criteria, namely supervision, reporting, evaluation and monitoring. It is concluded that the planning system (Planning) and (Organizing) of Central Java pencak silat management is very good, the implementation system (Actuating) and (Controlling) of Central Java pencak silat management is quite good.

Introduction

Sport is an activity that is needed by every human being, by exercising people get physical fitness, freshness of thought and excel in their work so as to increase their work productivity (Lengmani, Soegiyanto, & Wahyudi, 2022). On the other hand, sports can also be used as a competition to race in achieving an achievement both individually and in groups. Martial arts sports are very important to protect the human self and to do good to help others (Winata, Rahayu, & Pramono, 2015). One of the original martial arts sports from the Nusantara is Pencak Silat. Sports achievement is a sporting activity that aims to provide opportunities for talented sportsmen to achieve optimal performance (Candra & Rumini, 2014). Coaching is a process to get better. Sports coaching means an effort to optimize training from early childhood to adulthood which is carried out gradually and continuously which hopes to increase interest and develop talent so that later it can achieve optimal performance in the future. (Setiyarani & Junaidi, 2022).

Through proper achievement coaching, which is tiered and continuous and conducts a gradual evaluation of the training program and the peak point of achievement, therefore it is necessary for a coach to understand good coaching science and a coach must also be able to read the character and abilities of each individual or athlete so that they can support good training management (Putra & Hafidz, 2021). The development of an athlete cannot be carried out instantly, but with several processes and stages within a certain time scope. The achievement of maximum achievement results is maximally supported by the role of proper and appropriate coaching, with competent coaches, supporting facilities and infrastructure, training programs that are in accordance with their respective characters, and so on.

In an effort to achieve the desired achievement, coaching must start from early age coaching and talented young athletes are very decisive towards achieving optimal achievement quality in sports (Rumini, 2015). Sports exist in almost every province in Indonesia. In Central Java Province alone, there are almost 66 sports that are accommodated in the coaching

organization under the members of the Central Java Indonesian National Sports Committee (KONI). In the members of KONI Central Java, sports are divided into 4 categories namely Accuracy sports, Measured Sports, Team Sports and Martial arts sports.

In Central Java Province, there is a Student Sports Education and Training center, one of which is pencak silat. Pencak silat is a superior sport in Central Java province, proven by always contributing medals to the organization of multi-events both nationally and internationally. To become an outstanding young athlete starts from an early age level, pre teens, teens and adults. For this reason, Central Java has been helped by the role of the government which has routinely organized Regional Sports Week (POPDA), National Student Sports Olympics (O2SN) which are held annually starting from Elementary School (SD), Junior High School (SMP), Senior High School (SMA) or equivalent.

Tabel 1. Pengprov Achievements IPSI Java

Championship	Number of Medals			Description
	Gold	Silver	Bronze	
PON XIX 2016	2	1	3	
Kejurnas PPLP 2017	6	2	1	Grand Champion 1
POPNAS 2017	8	2	2	Grand Champion 1
Kejurnas PPLP 2018	2	1	4	Grand Champion 2
POPWIL 2018	10	3	1	Grand Champion 1
Kejurnas PPLP 2019	4	2	0	Grand Champion 1
PRA PON XX 2019	3	3	3	Grand Champion 2
POPNAS 2019	4	2	3	Grand Champion 1

PON XX 2021	1	0	6
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It can be seen that the achievements of Central Java provincial pencak silat from the last seven years before the covid 19 pandemic have been consistent in winning medals and overall champions. After the pandemic in 2021, the achievements of pencak silat in Central Java province have decreased quite drastically. The lack of pencak silat competition in the Central Java region makes athletes not enthusiastic about practicing. The implementation of pencak silat matches must be rolled out again from the elementary, junior high, high school and student levels, it aims to encourage young seeds as a successor to pencak silat achievements in Central Java province. Revitalization of pencak silat training infrastructure after the Covid pandemic is part of supporting the achievements of Central Java athletes.

The obstacles to athlete development during a pandemic must be resolved immediately at this time. With good coaching after the covid 19 pandemic, it is hoped that the achievements of martial arts, namely pencak silat in Central Java province, can return to the general champion trend in national and even international level matches. From this description, the researcher wants to discuss the development of pencak silat achievements in Central Java Province. In terms of planning, organizing, actuating, and controlling IPSI Central Java. Through this, the researcher took the title of the thesis research "Management of Achievement Development of the Central Java Pencak Silat Association (IPSI)".

Method

The approach used in this research is the management of the achievement of pencak silat athletes in Central Java Province using a qualitative research approach that produces descriptive data. The qualitative approach used in this research is a program management

analysis using POAC (Planning, Organizing, Actuating, Controlling), which means to obtain accurate and objective

information and compare what has been achieved from the sports program management of Central Java pencak silat athletes with what should be achieved based on predetermined standards.

The research design used is a qualitative approach which is descriptive-analytical in nature, meaning that the data obtained (in the form of words, pictures, behavior) is not poured in the form of numbers or statistical numbers, but in qualitative form which has a richer meaning than just numbers or frequencies. The data sources are administrators, coaches, athletes and parents. The data analysis technique uses data triangulation with 1) data reduction, 2) data presentation, 3) conclusion drawing.

Results and Discussion

This research has several important components for researchers to uncover, namely: management of the Indonesian Pencak Silat Association of Central Java, planning, organizing, implementing, supervising and supporting the community or parents of athletes in Central Java.

1) Planning

The management of the Central Java pencak silat team strongly upholds discipline and responsibility in all matters related to the implementation of the competition. The following is an interview with the Management of the pencak silat team on Monday, June 03, 2024 at the KONI Central Java Office, namely regarding their duties and explanations regarding management:

"...My position in the Pencak Silat team is as Secretary, and in terms of management I also take part in forming a pencak silat team in accordance with organizational requirements. So that later it can support the Central Java Pencak Silat team to achieve the expected achievement progress, as well as organize the procedures for organizing branch deliberations (muscab) or extraordinary branch deliberations (muscabclub) and so on. As for the management in the Central Java martial

arts team, all have been running in accordance with their respective main duties.”

Quotations from the interview above, in accordance with the results of observations and documentation data, the management system in the pencak silat team has been running in accordance with the previously established program planning, because the management works with responsibility according to their respective duties and refers to the schedule that has been programmed.

As information obtained by researchers from interviews with the management of the Central Java pencak silat team on Monday, June 03, 2024 at the Central Java Provincial KONI Office, namely regarding their duties and explanations regarding human resources in the Central Java pencak silat team:

“.. The human resources we have in the Central Java Pencak Silat team are coaches and athletes. Their recruitment begins with a meeting between administrators to determine the requirements that must be met by prospective coaches and athletes. For example, prospective coaches must already have a license, have clear training goals and programs. As for prospective athletes, the requirements that must be met include having good achievements, high discipline and good management...”

Based on the interview excerpt above, the information is in line with the results of observation and documentation data. The human resource planning system in the Central Java pencak silat team has been running according to procedures, especially in the recruitment of human resources in the form of coaches and athletes of the Central Java pencak silat team.

2) Organizing

Organizing is the process of dividing work into small tasks, assigning tasks to people according to their abilities, and allocating resources and coordinating them in order to effectively achieve organizational goals. This function creates a

formal structure in which work is assigned, divided, and coordinated.

The following is an interview with the secretary of the Central Java pencak silat team on Monday, June 03, 2024 at the indoor tennis court:

“...As for the administrators in this martial arts team, the first is the Chairman of the Management, Secretary, Treasurer, and there are fields: The field of coaching, the field of competition, and many more administrators who are involved in the field of the Central Java Pencak Silat team.”

The results of the interview above, according to the results of observations and documentation data, it can be said that the management organization system owned by the Central Java pencak silat team is complete and structured according to a clear task decision letter (SK) according to their respective fields.

3) Actuating

The division of the training schedule has been adjusted to the activities of the participants based on the school schedule which starts in the morning at 07.00-13.00 WIB. In accordance with this schedule, the administrators and coaches set a training schedule that starts in the afternoon from 15.00-18.00 WIB. The administrators and coaches work in accordance with their respective fields for the smooth implementation of training or a match. The following is an interview with the Central Java pencak silat team coach on Wednesday, June 05, 2024 as follows;

“...The training schedule starts at 15.00 WIB which is held on Tuesdays, Thursdays, Saturdays, for Sundays the training starts at 08.00. training and games after the administrators arrive, they immediately prepare all the equipment and files that will be used for training. For the PON XXI regional training team there are 20 athletes, 4 coaches and 2 assistant coaches, who have started TC at the end of January 2024 which is carried out every day. The equipment management prepares the tools that will be used for training, if

there is a match the administrators and coaches prepare the athletes who have been trained”.

The results of the interview above, based on observation and documentation data, it can be said that the movement system carried out by the management is in accordance with the predetermined activity program and works according to their respective duties with full responsibility and cooperation for the smooth running of the Central Java pencak silat team..

4) Controlling

The funds obtained by the Central Java pencak silat team are sufficient to facilitate the team. The funds obtained from the APBD plus funds from sponsors are sufficient to facilitate all the things needed by the Central Java pencak silat team. The chairman and treasurer always communicate an agreement to analyze the needs of the Central Java pencak silat team. The following is a researcher interview with the management:

“...The source of funds comes from the APBD, sponsors and sometimes from personal funds. Funding is done transparently to avoid unwanted things happening. As treasurer, I am always open with other administrators regarding matters required by the team and make detailed reports related to the income and expenditure of funds in this Central Java pencak silat team. And for now, funding is relatively safe and stable, both from the source of funds and the management that the management does, so there are no problems in facilitating the fulfillment of needs in this Central Java pencak silat team.”

The results of the interview above, based on the results of observation and documentation data, it can be said that the funding system run by the management in the Central Java pencak silat team has been carried out with full responsibility, because the management communicates with each other about what needs will be used, as well as clear bookkeeping of income and expenditure of funds.

Discussion

Competition Organizations That Meet The Criteria Of A Good Competition, Of Course, Have All The Complete Files Regarding The Entire Contents Of The Competition. Simply Put, The Competition Organization Has A Minial Ad / Art And Has A Notary Deed. The Central Java Pencak Silat Team In This Case Has Been Said To Have A Complete File, Both An Overview Of The Competition Organization, The Rules Of The Central Java Pencak Silat Team, (Ad / Art) To The Completeness Of The File According To The Reinforcement Of Legal Protection (Notary Deed), The Board's Letter Of Assignment.

The Implementation Of The Central Java Pencak Silat Team Management Has Been Running In Accordance With The Letter Of Assignment. In Accordance With Its Objectives, The Central Java Pencak Silat Team Aims To Coordinate All Administrators In Central Java Province To Excel. Coordination Is An Internal Information System That Is A Must In The Running Of An Organization Which Aims To Ensure The Availability Of Clear And Effective Information And To Ensure The Smooth Running Of A Program In Order To Avoid Miscommunication Problems. (Alhuda, 2020).

In Implementing All Activities, The Program Is Very Important And Main, So That With A Comprehensive Program It Will Be Able To Contribute To The Implementation Of Activities In The Central Java Pencak Silat Team. The Training Program Or Match Schedule Compiled Leads To Activities That Do Not Conflict With The Schedule Outside The Match. The Activities Carried Out Are Activities That Are Programmed Directly By The Match Management To Be Carried Out In Accordance With The Match Schedule. To Achieve Optimal Athlete Performance, It Requires Effort And Training Power As Outlined In A Training Program Plan That Is Systematically Arranged As A Guideline For The Direction Of Activities To Achieve Goals Effectively And Efficiently (Nurchahyo, Soegiyanto, & Rahayu, 2014).

A Budget Is A Plan For A Program Described In Financial Terms. It Is An Estimate Of Income

And Expenditure, Usually For A Period Of One Year (Mutholib, Nurharsono, & Raharjo, 2013). Most Indonesian National Olympic Committees (Koni) Develop Both, Namely A One-Year Budget For Short-Term Plans And A Four-Year Budget To Support Long-Term Plans. For This Reason, The Availability Of Adequate Funds Is One Of The Supporting Factors That Have An Important Role In The Management Process. Funds Are One Of The Factors That Support The Results Of Coaching Because Without Funds, It Will Be Difficult For Coaching To Run Towards Maximum Achievement (Triyasari, Soegiyanto, & Soekardi, 2016).

Conclusion

The conclusion of the management of achievement coaching of the Indonesian Pencak Silat Association of Central Java can be concluded as follows: planning system (planning) achievement coaching management of Indonesian Pencak Silat in Central Java is very good, because it meets all aspects in the existing category, organizing system (organizing) achievement coaching management of Indonesian Pencak Silat in Central Java is good, because it meets 4 of the 5 aspects of the existing category, implementation system (actuating) achievement coaching management of Indonesian Pencak Silat in Central Java is very good, because it meets all aspects in the existing category, supervision system (controlling) achievement coaching management of Indonesian Pencak Silat in Central Java is very good, because it meets all aspects in the existing category.

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