



Analysis of the Implementation of the Sports Achievement Development System in Koni, Kendal Regency

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Abstract

This research aims to analyze the implementation of the achievement sports development system at KONI Kendal Regency using the 9 pillars of SPLISS Model 2.0. This research used mixed methods. The research sample consisted of 40 athletes, 8 coaches and 10 administrators, consisting of sports administrators, government and non-government sports institutions. Data collection techniques were carried out using interviews, questionnaires, observation and documentation methods. The research results show that from all 9 pillars quantitatively the athlete's score is 65.2% in the quite good category, the coach's score is 68.8% in the quite good category. The conclusions of this research are: 1) Involvement with the private sector, sponsors and the general public provides additional funding support; 2) policy synergy that is not yet aligned; 3) Lack of an effective system in identifying potential athlete talent; 5) The need for increased athlete and post-career support for athletes; 6) There is not yet optimal support for training facilities that support the training of high performance athletes; 7) Competition networks that do not support athlete sustainability. The researchers' suggestions are: 1) There is a need to understand policy strategies in sports funding; 2) There is a need to align sports structures and sports policies; 3) Needs strengthening in aspects of foundation and participation in the development and scouting of athlete talent; 4) Need support and guarantees for sports players; 5) Standardization of sports facilities based on sports science; 6) It is necessary to facilitate certified trainer human resources, and strengthen policies for organizing sustainable competitions;

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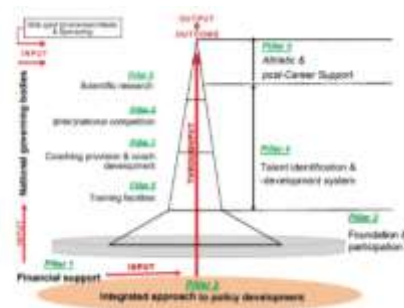
INTRODUCTION

The development of elite sports requires an elite approach and support from all elements in a country through sports policy. The sports coaching system cannot be implemented instantaneously, let alone random management, but requires totality and commitment to develop sports in a systematic and supportive manner.(Prasetyo et al., 2018). Sports coaching in achieving maximum sports performance requires continuous stages(Helen Purnama Sari et al., 2017). Achieving better sporting achievements needs to be supported by supporting infrastructure and facilities. For this reason, improving sporting achievements is not only supported by funding, but also by coaching from sports clubs in each region and repetition or at least holding of championships at the regional level.(Rizka Nugraheni et al., 2017). Coaching is an effort and activity carried out to achieve change with hard work for better results through planning, organizing, financing, coordinating, implementing and monitoring and evaluating activities that are used to measure the success of the coaching process(Br Nababan et al., nd). Sport is a systematic process in the form of all activities or efforts that can encourage, develop and foster the physical and spiritual potential of a person as an individual or member of society in the form of games, competitions/competitions and peak achievements in the formation of fully qualified Indonesian people based on Pancasila. , according to Cholik Mutohir in(Yunis Bangun, 2016).

The Regional Government of Kendal Regency, through the Department of Youth, Sports and Tourism and through KONI Kendal Regency, has a sports achievement development program as planned every year. However, in the realm of implementation there are still many obstacles encountered in the realm of policy, implementation and technical guidance. The logical consequence is that Kendal Regency has not been able to achieve the maximum achievement target while Porprov was held. There needs to be an objective,

methodological and transparent evaluation and study. The model for nurturing and developing sports achievements has not been integrated into a single program. So far, the orientation of the PPLOPD program and Puslatkab have not been part of a sustainable, integrated and synergistic development system under the control of Disporapar, KONI and Pengprov for sports. The success of an athlete or team increasingly depends on its performance, the capacity of the national system and its effectiveness in using all relevant resources for the benefit of high-performance (elite) sport. (De Bosscher et al., 2006).

After reviewing several analysis models, the researcher decided to use the Sport Policies Factor Leading to International Sporting Success (Spliss 2.0) method. Sport Policies Factor Leading to International Sporting Success (Spliss 2.0) provides a multidimensional approach to evaluating elite sports coaching systems starting from Input (system resources), Throughput (process) and Output (achievement results) by involving athletes, coaches and organizational administrators. (De Bosscher et al., 2009).



Theory of 9 pillar factors that influence the level of sports success SPLISS Models(De Bosscher et al., 2006)

- 1) **Inputs** reflected in pillar 1, as financial support for sport and elite sport: countries that invest more in (elite) sport can create more opportunities for athletes to train in ideal conditions.

- 2) **Throughput** is the process (“what” is invested in and “how” it is realized) in elite sports policy, which can lead to increased success in international sports competitions. This refers to the efficiency of sports policy; it is the optimal way that inputs can be managed to produce the required output. The other pillars (2–9) are indicators of the throughput stage
- 3) **Outputs** is an indicator of a country's success in elite sports competitions resulting from a combination of factors located at the micro, meso and macro levels. (De Bosscher et al., 2009)

METHODS

Mixed methods are a research method that combines quantitative and qualitative methods in collecting data to answer one problem formulation (Riantoni, C. 2021). This research uses an explanatory type approach which is included in the sequential model. This research uses qualitative research steps as the primary method and quantitative as the secondary method, as shown in the concurrent embedded design graphic below:



This research design intends to find out data based on qualitative results and to explore more deeply using quantitative data. The 9 Pillars and 96 'Critical Success Factors (CSF)' are operationalized through two types of research instruments namely:

- 1) Overall sports policy inventory for each of the nine (9) Pillars. This Instrument is an extensive semi-structured inventory of all the indicators in the nine Pillars (and their evolution over the last

4 years).

- 2) Elite sports climate survey targeting elite athletes, elite coaches and performance directors (federations). This structured questionnaire is filled in by (a) athletes, (b) coaches. Such surveys have two aims: (1) to collect information about indicators or 'facts' that cannot be easily measured (using dichotomous questions) (De Pelsmacker and Van Kenhove, 1999) and (2) to measure indicators of success perceived by users their principal (using a five-point Likert scale).

The development of the assessment system consists of several stages:

- 1) In the 96 CSFs across the nine Pillars, a total of 750 sub-factors were measured. All sub factors are adjusted from the nine Pillars and given a final score between 0 to 1. Qualitative information about the elite sport system for each Pillar must be converted into a score.
- 2) For quantitative data from the overall sport policy inventory, data were standardized. A 'Z-score' is created for all quantitative data sets, Next the Z-score is converted into a 'cumulative probability score' to arrive at a final total (between 0-1) for each CSF.

$$Z\text{ Score} = \frac{(X - \mu)}{\sigma}$$

Information:

X: Observed value

μ : Average

σ : Standard Deviation

- 3) In data surveys using questionnaires, quantitative data is available based on two types of questions: dichotomous questions (yes / no) and five-point Likert scales (ordinal). For five-point Likert scale questions, a 'rating' is calculated, by multiplying the respective response value by: 1 (strongly agree), 0.75 (agree), 0.5 (disagree less), 0.25 (disagree), 0 (strongly disagree) .

The subjects of this research consist of:

- 1) Kendal Regency Youth, Sports and Tourism Service (Disporpar): Head of Sports Achievement Development Division (1 person)
- 2) Indonesian National Sports Committee (KONI) Kendal Regency: General Chair/Deputy Chair of the Sports Development Section (1 person)
- 3) Main Sports:

Type	Sport	Amount	Coach
Game	Sepak takraw	5 athletes	1 person
	Handball	5 athletes	1 person
Measurable	Athletics	5 athletes	1 person
	Bike racing	5 athletes	1 person
Concentration	Esports	5 athletes	1 person
	Horse riding	5 athletes	1 person
Self-defense	Fencing	5 athletes	1 person
	Sambo	5 athletes	1 person

Data sources in research

- 1) Primary data is data obtained directly from primary sources. Researchers used primary data with semi-structured interview methods and questionnaires to collect qualitative and quantitative data.
- 2) Secondary data is research indirectly or through intermediary media in the form of observation and documentation results.

Data collection technique

Interview

Semi-structured interviews are a type of interviewing technique that is carried out by first asking the researcher questions that have been structured so that then one by one they delve deeper into extracting further information in depth about the research topic they want to study (Arikunto, 2010). In this research, interviews were conducted with informants directly using research instruments based

on the 9 pillars of SPLISS 2.0 indicators to collect qualitative data.

Questionnaire

A questionnaire is a data collection technique that is carried out by giving respondents a set of questions or written statements to answer. A questionnaire is an efficient data collection technique if the researcher knows exactly the variables to be measured and knows what to expect from the respondent (Sugiyono, 2012: 199).

Observation

Observation is an observation activity carried out by researchers, where the researcher plays an active role at the research location so that he is truly visible in the activities being researched. In this observation the researcher is involved with the daily activities of the person being observed or used as a source of research data (Harsono, 2008: 164).

Documentation

The documentation method is a technique for obtaining data by collecting data through written materials. Documentation is seen as having many uses and benefits. Documents can be public documents such as newspapers, papers, office reports (Creswell, 2014: 255)

Data analysis technique

The data analysis techniques used in this research are qualitative and quantitative. Quantitative data were analyzed using descriptive statistics. The data obtained was then subjected to statistical tests using the SPSS statistics application for Windows version 23.0, while the qualitative data in this research was analyzed with the help of QSR NVivo 12 software.

RESULTS AND DISCUSSION

Quantitative Analysis

Results of quantitative analysis on pillars 1-9 of the Spliss model

No.	Pillar SPLISS Models Athlete	Percentage	Information
1	Budget support	62.5%	Pretty good
2	Governance, organization and structure of sports policy	62.5%	Pretty good
3	Foundation and community participation	62.5%	Pretty good
4	Talent identification and talent development of athletes	62.5%	Pretty good
5	Athlete and post-career athlete support	75%	Pretty good
6	Training Facility Support	50%	Pretty good
7	Coaching and development of coaches	75%	Pretty good
8	Inter (National) Competition	75%	Pretty good
9	Scientific research	62.5%	Pretty good

No.	Pillar SPLISS Models Coach	Percentage	Information
1	Budget support	70%	Pretty good
2	Governance, organization and structure of sports policy	70%	Pretty good
3	Foundation and community participation	67.5%	Pretty good
4	Talent identification and talent development of athletes	67.5%	Pretty good
5	Athlete and post-career athlete support	75%	Pretty good
6	Training Facility Support	62.5%	Pretty good
7	Coaching and development of coaches	62.5%	Pretty good
8	Inter (National) Competition	70%	Pretty good
9	Scientific research	75%	Pretty good

The statistical data above is used to determine the level of athlete questionnaire data related to the implementation of the sports performance development system at KONI Kendal Regency in terms of aspects from pillars 1 to pillar 9 of the spliss model, then grouped into poor, quite good and good scores. The following is the data distribution calculation carried out.

- Good category if the value is $>Mx+1.SDx$
- Poor category if the value is $<Mx-1.SDx$
- The category is quite good if the value is $Mx-1.SDx$ and the value is $Mx+1.SDx \geq$

Quantitative data description was carried out using the SPSS Statistics application to analyze secondary data in the form of questionnaires. Questionnaire research data was obtained from 40 athlete respondents from various sports.

The results of research on quantitative analysis of athletes show the following results:

Thus, in general it can be seen that based on research findings from athlete questionnaires, the implementation of the sports performance coaching system at KONI Kendal Regency in terms of the 9 pillars of the Spliss Models can be stated in the "fairly good" category.

Quantitative data description was carried out using the SPSS Statistics application to analyze secondary data in the form of questionnaires. Questionnaire research data was obtained from 8 coach respondents from various sports.

The results of research on quantitative analysis of coaches show the following results:

Thus, in general it can be seen that based on research findings from the trainer questionnaire, the implementation of the sports performance coaching system at KONI Kendal Regency in terms of the 9 pillars of the Spliss Models can be stated in the "fairly good" category.

Qualitative Analysis

Interview data was obtained from 10 informants, namely the Head of the Sports Division of the Kendal Regency Disporapar, Deputy Chair of the

Kendal Regency KONI, and administrators of the PSTI, ABTI, IKASI, ISSI, PASI, PERSAMBI, ESI and PORDASI organizations. This qualitative data was processed using the Nvivo 12 application, and obtained the following results:

Pillar 1: Budget Support (Financial Support)

Diagram analysis highlights various aspects related to budget support, including government, sponsors, budget additions, forms of support, budget determination, equipment assistance, athlete fees, funding reductions, coach training, and other funding sources. KONI Kendal Regency has designed a comprehensive strategy to obtain financial support from various parties. The collaboration with the government and sponsors reflects a commitment to the sustainability and development of the achievement sports development system at the district level.

Pillar 2: Governance, organization and structure of sports policy

Development of sports achievements with a focus on three main aspects: governance support, organization and sports policy structure. The long-term plan is the main focus, organizing sporting events, coaching athletes, improving performance, training international athletes, and plans to include new sports at the POPDA level. The aspect of conveying aspirations is a concern in conveying constraints and policies outside the control of the organization, showing that KONI Kendal Regency is responsive to dynamics and changes in the environment that influence the running of the organization. It can be seen that the organization is running well in accordance with the vision and mission that has been set.

Pillar 3: Foundation and participation (Foundation & Participation)

This foundation support is realized through initiatives that include promotion and collaboration with schools to create active involvement from the educational environment in developing athletes' talents. Improving quality by involving curriculum, coach training and evaluation of existing programs creates a strong basis for improving athletes' skills

and achievements. Developing programs and organizing events in various programs such as championships, workshops and other development activities can attract community participation.

Pillar 4: Talent Identification and Talent Development

The identification process includes health evaluation, achievement evaluation, and available facilities and infrastructure. Talent identification support includes an in-depth understanding of individual athlete needs, such as training needs, psychological support, and performance aspects specific to each athlete. Supervision of athlete development is optimal support in accordance with their individual development. Talent identification must include mechanisms to provide athletes with encouragement and confidence to overcome challenges and reach their maximum potential.

Pillar 5: Athlete and athlete post-career support

Athlete support includes providing the necessary facilities such as adequate fields according to standards, good and modern sports equipment, and comfortable transit places which are key in creating an environment that allows athletes to develop optimally. Post-athlete insurance is a crucial aspect. Providing work after an athlete's active period is a concrete step in providing ongoing support. It still reflects that there are shortcomings in providing post-career insurance for athletes, so further attention and joint efforts are needed to improve the support system for athletes after ending their active period.

Pillar 6: Training Facilities

Facilities that meet standards for training are an important foundation in ensuring that athletes have an environment that is conducive to skill development and increased performance. With high standard facilities, athletes can train optimally and face competition in the best conditions. Not only that, but the importance of international quality facilities is also reflected in the diagram. International quality facilities not only benefit athletes in their preparation, but also make it possible to host international events in the region. This can create opportunities to increase

exposure, invite the participation of athletes from various regions, and strengthen Kendal Regency's reputation in the national and international sports arena.

Pillar 7: Coaching and development of trainers

The existence of nationally and internationally certified coaches shows KONI Kendal Regency's commitment to providing a professional and high standard approach in athlete development. support for trainer development involves aspects of certification and training. Coach certification is an important step in assessing the qualifications and expertise of coaches, so that they can provide better coaching to athletes. The ongoing training process also creates opportunities for coaches to continuously improve their skills, keep up with the latest developments in sports science, and adopt innovative training methods.

Pillar 8: Inter (National) Competitions

Competition support at national level involves several key aspects. First, athlete development is the main focus, by providing intensive and targeted training to prepare athletes to face national level competition. This includes developing the skills and strategies necessary to compete at a higher level. Efforts to add local and regional competitions also reflect KONI Kendal Regency's commitment to expanding the share of athlete competitions. This not only provides more opportunities for athletes to engage in competition, but also increases their exposure on a broader level. By expanding the competition network, athletes have the opportunity to hone their skills and evaluate their abilities on an ongoing basis.

Pillar 9: Scientific research and innovation

Scientific information, which can be accessed via websites and social media, is an important element in supporting scientific research and innovation. The existence of this platform provides faster and wider access to the latest knowledge. Research carried out by students and universities is also an important component in supporting scientific research and innovation. Collaboration between KONI Kendal Regency and higher education institutions creates a

conducive environment for the development of new ideas and research in the world of sports. The results of this research can be a basis for improving coaching programs and making strategic decisions. Collaborative efforts with local campuses are a proactive step in utilizing available research and scientific innovation resources. Involving experts and researchers from various scientific fields can provide diverse and in-depth insights regarding the development of sports achievements. Lack of response and costs related to research are limiting factors, no response or lack of participation from related parties can hinder the implementation of research. It is necessary to pay attention to cost aspects such as procurement of equipment, survey financing and data analysis so that research can be carried out optimally.

CONCLUSION

Based on research findings regarding the Implementation of the Sports Achievement Development System in Koni, Kendal Regency, the conclusions of this research are as follows.

1. The implementation of the achievement sports coaching system at KONI Kendal Regency has demonstrated a strong commitment to managing financial resources efficiently. Budget support, which mainly comes from the Kendal Regency APBD, has been arranged through a careful process, involving an evaluation of the needs of the sports sector every year. Apart from that, the involvement of the private sector, sponsors and the general public also provides significant additional support.
2. The implementation of the achievement sports coaching system at KONI Kendal Regency has shown strong commitment, this support is reflected in the collaboration with commercial parties such as entrepreneurs that has begun, while the organizational structure and coordination in certain sports branches are

- considered good even though they require improvement.
3. The implementation of the sports achievement development system at KONI Kendal Regency has taken significant steps in supporting the sports foundation and community participation. Support from Disporapar and Fencing Sports in organizing achievement and community sports activities, as well as special programs in schools, has provided good encouragement for student participation and the development of sports talent. Even though Cycling does not currently have a development program in schools, plans to implement such a program in the coming year show a commitment to creating potential quality athletes. Likewise with Athletics which focuses on local sporting events and identifying potential talent through national and provincial level selection and training.
 4. The implementation of the achievement sports coaching system at KONI Kendal Regency, especially in the aspect of support for talent identification and the talent development system, shows that the steps taken are in accordance with the theory used as a basis. Although there are several obstacles and a need for improvement, such as the lack of an effective system for systematically identifying potential athletes in Disporapar, several sports, such as Fencing and Sepak Takraw, have succeeded in implementing an effective system for identifying and developing athlete talent, especially at an early age.
 5. The implementation of the achievement sports coaching system at KONI Kendal Regency needs to pay attention to aspects of support for athletes and athletes' post-career. Even though there are efforts from Disporapar to provide support to athletes, especially after they have finished becoming athletes, further development is still needed in the form of special programs. At the sports level, it appears that several sports such as fencing still need to improve mental support for athletes, even though they have plans to collaborate with universities.
 6. Implementation of the achievement sports coaching system at KONI Kendal Regency from the aspect of support for training facilities is an important key to understanding the quality of coaching and development of athletes. Existing sports facilities need to be assessed to ensure that the needs of athletes and coaches are clearly mapped out. Even though they don't yet have detailed facility records, they have made efforts to introduce existing facilities such as tracks, athletic stadiums, martial arts mats and fitness facilities in several places. However, there is awareness of the need to improve the quality of existing facilities.
 7. The implementation of the achievement sports coaching system at KONI Kendal Regency highlights the importance of the support given to coaches in developing their careers. Despite efforts to improve recognition and honor systems for coaches, there is still a need to improve the facilities and support provided to them. Some sports have demonstrated excellence in terms of the quality and number of coaches that meet standards, but there is still work that needs to be done to achieve the desired standards, especially in sports such as Cycling.
 8. The implementation of the achievement sports coaching system at KONI Kendal Regency shows its seriousness in considering international competitions. Some sports have planned to increase the number of annual competitions, with support given to athletes to participate. KONI Kendal also has coordinated plans to increase the number of competitions in the region, including collaboration with the private sector. Although there have been efforts to improve competency standards, KONI Kendal has adopted national rules and

standards in determining sports competitions in the region.

9. The implementation of the achievement sports coaching system at KONI Kendal Regency shows a focus on supporting research and scientific innovation. Disporapar provides limited support for research, mainly from university students. Sports such as athletics and cycling receive research support from students. Even though there are still no facilities to coordinate scientific and innovative information, KONI Kendal continues to develop new programs and innovations through collaboration with external parties.

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