



## Human Resource Analysis of Amateur Boxing Organization in Regional Student Sports Week Central Java

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### Abstract

Human resources are a major factor in organizing amateur boxing at the Regional Student Sports Week in Central Java Province. This research aims to analyze the resources of athletes, trainers, and judges/referees in amateur boxing organization at the Regional Student Sports Week in Central Java. This study employs analytical research with a qualitative descriptive approach. Data sources include human resources involved in amateur boxing organization at the Regional Student Sports Week in Central Java. Data collection techniques consist of observation, interviews, and documentation. Source triangulation was used to ensure data validity. Data analysis followed four steps: data collection, data condensation, data display, and conclusion drawing/verification. The research findings reveal three key aspects: First, the majority of athletes demonstrate inadequate abilities, particularly in mental preparation and competition strategies. Contributing factors include limited training facilities, insufficient sparring opportunities with experienced opponents, and lack of mental training programs. Second, most coaches have not been able to provide holistic and effective training. Major obstacles include time constraints, inadequate facilities, and limited coaching methodologies. Coaches' capabilities in mental preparation require significant improvement. Third, judges, juries, and referees demonstrated high professionalism with objective and transparent assessments, effectively managing conflicts and protests with modern technology support. The study concludes that significant challenges exist in athlete and coach development, specifically regarding mental readiness, competition strategies, and limited resources. Athletes require enhanced mental and technical skills, while coaches need further training for comprehensive coaching. Conversely, judges and referees have demonstrated commendable professionalism in executing their duties objectively.

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## INTRODUCTION

In sports coaching and development is a shared responsibility between the government, local government and society. Sports coaching and development must be carried out systematically, measured, directed and sustainable in order to achieve optimal achievements. Coaching and development of sports achievements should be directed towards the achievement of sports achievements at the regional, national and international levels.

Explanation of Law No. 11 of 2022 which contains Sports Sports Development must be able to guarantee equitable sports opportunities, improve the quality and relevance and efficiency of sports management to face challenges in accordance with the demands and dynamics of change in Sports including changes in global challenges that are more dynamic and adapted to the digital industrial era. In its development, the existing legal basis (Law No. 11 of 2022:2).

In the technical instructions for amateur boxing in Regional Student Sports Week Central Java Year 2024 it is stated that sports coaching at the student level has an important and strategic role as an effort to capture talented prospective athletes who have the potential to be developed into athletes who excel at the Southeast Asian, Asian and World levels in the future. Various student age athlete coaching programs have been implemented starting at the District / City, Provincial, National and even International levels. The student sports coaching process that is carried out continuously in the form of routine training must be measured to what extent the achievement is through competition, including amateur boxing in Regional Student Sports Week. However, boxing achievements at POPNAS that followed by the province of Central Java have decreased. Seeing the above situation, it is very necessary to find the cause.

Boxing is an unmeasured sport, meaning that the determination of achievement is not measured by time,

distance, weight, points or accuracy. Determination of the champion is done by defeating his opponent. Boxers throw punches at each other with speed and target objects that are always moving, making referees and judges who lead matches often have difficulty giving assessments. In non-measurable sports, the level of subjectivity of judgment is very high, whereas to be able to judge properly requires the objectivity of referees and judges in interpreting the rules. (Soedjatmiko, 2019: 13). The objectivity of the judges and referees will result in a fuss in a match.

The organization of boxing at Regional Student Sports Week in Central Java needs to be known to determine the level of human resources in organizing the boxing championship. Measuring human resources in the organization of boxing is not easy to do because the quality of boxing is something abstract.

## METHODS

The research subjects used were athletes, coaches, and judges, judges and referee judges. This research focuses on analyzing human resources. The method approach in this research is qualitative descriptive method. Qualitative descriptive methods are used by involving interviews, observations, and documents to understand the context and gain in-depth understanding. Data collection instruments in the form of primary data and secondary data were used to support the results of this study. Primary data was obtained through interviews, observations and direct documents on human resources. While secondary data is obtained through previous research, such as books, journals, articles and the like related to documents on the implementation of amateur boxing in Regional Student Sports Week Central Java. Research indicators include the organization of amateur boxing in Regional Student Sports Week Central Java. The data validity test in this study uses triangulation, namely a combination of various data sources (interviews, observations, documents) to

ensure the validity and reliability of the research results. While the data analysis process that researchers use is to use SWOT analysis by collecting data from athletes, coaches, and judges, judges and referee judges. Followed by a structured data presentation process, and followed by a conclusion drawing process based on qualitative data analysis. This methodology tries to provide a comprehensive approach, so as to provide a deeper understanding of human resources in the organization of amateur boxing in Regional Student Sports Week Central Java.

## RESULTS AND DISCUSSION

By using the SWOT analysis method, the results and discussion of human resources in the organization of amateur boxing in Regional Student Sports Week Central Java shows that:

### The athlete

Based on the analysis, the athletes possess a number of key strengths, such as a mastery of basic techniques, particularly jabs and straights, which serve as a strategic advantage in matches. Stamina maintained through structured physical training is also an important factor that supports their performance. Coaches play a significant role in guiding athletes through training programs that cover physical, technical, and mental aspects. However, there are several weaknesses that need to be overcome, such as the lack of flight hours, limited facilities, and injury constraints that hamper training consistency. In addition, the lack of structured mental training makes athletes more vulnerable to pressure when competing. In terms of opportunities, national and international level competitions provide space for athletes to develop further, supported by government coaching programs and sponsors. Local competitions also play an important role in increasing athletes' experience and confidence. However, threats such as crowd pressure, social stigma, and unfairness in

referee decisions can be challenges that affect athletes' performance in the ring.

Internal factors show that athletes have advantages in mastering basic techniques and maintaining stamina, supported by the role of coaches who guide consistently. Structured training programs contribute to the gradual improvement of athletes' physical and technical abilities. However, weaknesses such as lack of competition experience, limited facilities, and injuries are still obstacles that need serious attention through intensive coaching and improved training facilities. From the external side, sponsorship support and coaching programs provide great opportunities for athletes to compete at higher levels. Local competitions are also an effective platform to build confidence and competition skills. However, pressure from the audience, social stigma, and bias in referee decisions can affect athletes' mentality and focus. Therefore, mitigation strategies involving mental training, coach mentoring, and more equitable support are needed to create optimal conditions for athletes' development.

### The coach

Analisis terhadap pelatih shows that they have several advantages, such as intensive physical training methods and regular sparring that support the development of athletes' endurance, strength, and technical skills. Coaches also implement strict training strategies with a disciplined approach and regular evaluations to build a winning mentality. In addition, the variety of training methods helps prevent athlete boredom, while the harmonious relationship between coaches and athletes creates a supportive training environment. However, there were some weaknesses identified, such as limited training facilities, lack of time to give full attention to each athlete, and challenges in dealing with undisciplined athletes. Limited financial support is also an obstacle in providing modern equipment and expanding competition opportunities. On the opportunity side, coaches have the chance to improve the

quality of coaching through certification training, collaboration with other coaches, and athlete participation in prestigious championships. Tiered coaching programs are also an effective means of monitoring the development of athletes from an early age to the senior level. However, pressure from club expectations, budget limitations, and training schedules that often clash with academic activities are threats that must be overcome to maintain coaching stability.

The coach has successfully created a structured and adaptive training program, integrating physical, technical and mental training in a holistic manner. Disciplinary approaches and personal motivation are important elements in building athletes' character and helping them cope with the pressure of competition. The success of coaching is also supported by good collaboration between coaches and athletes, creating trust and a spirit of togetherness within the team.

However, several obstacles such as limited facilities and financial support affect the effectiveness of the training program. To overcome this, coaches try to find sponsors and make the most of available facilities. In addition, threats such as conflicting schedules and external pressures require flexible solutions through good communication with relevant parties. By utilizing existing opportunities, such as additional training and tiered coaching, coaches can improve the quality of training and support optimal athlete development.

#### **Board of Judges, Jury and Referee Judges.**

This research shows that the Judges, Juries and Referee Judges have several key strengths, such as the ability to maintain objectivity in judging by being guided by official rules and clear scoring standards, including aspects of the athlete's attack technique, strategy, number of effective punches, and defense. Long experience in officiating supports quick and accurate decision-making, even in high-pressure

situations. A commitment to professional integrity and the use of supporting technology, such as electronic scorekeepers, are also factors that strengthen the accuracy and credibility of the scoring process.

However, there are some drawbacks, such as difficulties in tight matches that require full concentration, differences in rule interpretations that often lead to misunderstandings, and limited supporting facilities such as video replay. Excessive protests from coaches or contingents are also a challenge, especially when limited match time makes it difficult to clarify decisions in depth.

Opportunities include the use of advanced technology to improve transparency and accuracy of scoring, ongoing training for judges and referees, and collaboration between judges to harmonize standards. In addition, socialization of rules to coaches and athletes can help reduce conflicts during matches. However, threats such as external pressure, potential intimidation, limited facilities, and protest unrest have the potential to disrupt the smooth running of the games if not managed properly.

Objectivity maintained through adherence to official rules is a key foundation in creating fairness and trust in the competition system. Clear scoring standards allow judges to make measured decisions, while their professional experience and integrity are an added value in maintaining the credibility of the match. The use of technology, such as electronic scorekeeping, helps minimize the potential for manual errors, although further investment is needed to expand its use.

Weaknesses such as difficulties in tight matches and differences in rule interpretation point to the need for intensive observation training and rule socialization. Collaboration between judges and continuous training can improve consistency and competence of scoring. To address threats such as external pressure, security support, protection policies, and education to spectators and contingents on the importance of sportsmanship are

needed. By taking advantage of technological opportunities and organizational support, judges and referees can continue to improve their professionalism and quality of judgment in the future.

## **CONCLUSION**

### **The Athlete**

Based on the results of the research and discussion conducted, it can be concluded that amateur boxing athletes at Regional Student Sports Week Central Java have the main strengths in the form of mastery of basic techniques such as jab and straight which are competitive advantages, stamina that is maintained through regular training such as jogging and stretching, as well as significant support from coaches in physical, technical, and strategic aspects. However, there are fundamental weaknesses that hinder their development, including limited training facilities such as punching bags, a lack of competition experience that causes athletes to lack confidence when facing experienced opponents, and a lack of mental training that makes it difficult for some athletes to manage the pressure of competition. Major opportunities include participation in local competitions, athlete development programs provided by the government or clubs, and sponsorship that can improve training facilities and infrastructure. However, significant threats such as pressure from the crowd, controversial decisions from referees that can affect athletes' mentality, and a lack of high-quality sparring partners are challenges that need to be seriously addressed.

### **The Coach**

Based on the results of the research and discussion that has been carried out, it can be concluded that the coaches have varied and effective training methods, supported by harmonious relationships with athletes and a holistic mental approach, which shows great potential in producing competitive athletes. However, there are several obstacles faced, such as lack of athlete discipline, limited

facilities, limited training time, and lack of financial support, which require attention and solutions from various related parties. On the other hand, there are many opportunities that can be utilized by coaches, such as support from clubs and organizations, tiered coaching programs, and opportunities to participate in championships, which will be very helpful in improving the quality of coaching. However, coaches also face threats in the form of pressure from external parties, budget limitations, and referee decisions that are considered controversial, so pressure management and creative solutions are needed to overcome these threats. Overall, despite various obstacles and threats, the potential and opportunities that coaches have in fostering amateur boxing athletes in Regional Student Sports Week Central Java Province are very large, and support from various parties is needed so that this potential can be optimized to produce outstanding athletes in the future.

### **Board of Judges, Jury, and Referee Judges**

Based on the results and discussion, the strengths possessed by the Judges, Juries, and Referees, such as objectivity in scoring, clear scoring standards, experience in decision-making, professional integrity, and use of technology, are the main foundations to maintain the credibility of boxing matches. However, weaknesses such as difficulties in tight matches, different rule interpretations, limited supporting facilities, excessive protests, and lack of time for clarification are still challenges that need to be overcome. On the other hand, opportunities such as the use of technology, continuous training, collaboration between judges and judges, socialization of rules, and support from organizers provide great potential to improve the quality of judging and match organization. However, threats such as pressure from external parties, intimidation, lack of facilities, protest riots, and unsocialized rule changes still require strategic handling. By utilizing existing strengths, overcoming weaknesses, taking advantage of opportunities, and managing

threats effectively, referees and judges can continue to maintain professionalism and fairness in every match.

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