

**Analysis Of Achievement Guidance Of Martial Arts Sports In Pekalongan City****Aris Ariyadi ^{1✉}, Hermawan Pamor Raharjo ², Ipang Setiawan ³**^{1,2,3} Sports Education, Faculty of Sports Science, Semarang State University, Indonesia**Article Info***History Articles*

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This research is motivated by the fact that martial arts competed in various competitions have not achieved the targets that have been set. This study aims to analyze the development of martial arts achievements in the city of Pekalongan. This study uses a qualitative method with an exploratory approach. Data sources come from KONI, sports coaches, and athletes, as well as supporting documents and the location of the research. Data were collected through observation, interviews, and documentation. Data validity techniques use source and method triangulation and are analyzed using SWOT analysis. The study results show the strength of martial arts achievements in Pekalongan, such as a well-organized development organization, structured and sustainable training programs, sufficient funding, and synergy between development elements. Weaknesses include inadequate facilities and infrastructure, the welfare of coaches and athletes not being guaranteed, the academic burden of athletes' interference with the consistency of training, and the monitoring system for athletes outside the region not being optimal. Opportunities for achievement achieved by athletes, Public and media support, Tiered development system, and Availability of certified coaches. Threats of Competition between clubs and coaches, fluctuating funding, policy changes and decentralization of sports, Lack of mental coaching support, and Lack of mechanisms for selection and distribution of aid. This study concludes that [martial arts sports coaching in Pekalongan City has the potential to develop through organizational structure, competent coaches, and targeted training programs. However, it is still constrained by funding, facilities, and welfare. Optimal management of opportunities and threats is needed to achieve sustainable coaching.

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INTRODUCTION

Sports achievement development is a significant pillar in achieving sports success in a region, including producing superior athletes who can compete at national and international levels (Raharjo & Kusuma, 2022). Within the framework of national sports development, KONI (Indonesian National Sports Committee), as the parent organization of sports at the regional level, has a central responsibility in formulating effective and sustainable policies, programs, and development strategies (Rahmadani & Sulistyarto, 2024).

The main objective of the achievement coaching program is to improve the abilities and potential of athletes to improve the dignity and honor of the nation Law No. 11 of 2022. Sports coaching is a very important factor in advancing sports achievements because the world of sports depends on sports coaching itself, coaching in the community, school, regional, national, and international environments (Salabi & Hasanuddin, 2022).

Pengcab plays a strategic role in achieving the best performance because of its position at the forefront of the coaching process. As the spearhead, Pengcab is responsible for developing the potential of athletes through various targeted and sustainable coaching programs so that they can contribute to achieving achievements at a higher level (Galatti et al., 2017).

Martial arts sports development is an important part of the national achievement sports development system, which aims to form tough, characterful, and highly competitive athletes (Nugroho & Setiawan, 2023). The development in question includes a systematic and continuous process, from talent recruitment and identification to technical and physical training, psychological assistance, and athlete achievement management (Putri & Rasyid, 2025).

This process begins with the talent search stage, where potential athletes are discovered and guided from an early age to master the basics of self-defense. Furthermore, athletes undergo a more intensive training program according to the martial arts discipline they pursue. Among others

are karate, taekwondo, pencak silat, judo, or muay thai. This coaching relies on physical training alone and develops technical skills, endurance, and an understanding of the rules and philosophy of the martial arts they participate in (Khybyrtov & Kulikov, 2022).

Pekalongan City has eight martial arts sports that KONI legally fosters. However, until now, these sports have not been able to produce many optimal results. Based on the results of initial observations conducted by researchers on martial arts sports in Pekalongan City, it was found that the number of martial arts sports competed in various competitions has not reached the target set. This is a special concern related to the development of competitive sports in Pekalongan City and the athlete development efforts carried out by KONI Pekalongan City.

The results of interviews with the coaches showed that one of the main factors causing the failure to achieve the target number of martial arts branches competed was limitations covering various aspects, ranging from inadequate budgets, training facilities, and infrastructure that did not meet standards to the Lack of professionally trained athletes and coaches. Furthermore, several specific obstacles were identified, including the Lack of certified and qualified coaches, the limited implementation of tiered competitions to evaluate and develop achievements, and the weakness of a structured coaching monitoring and evaluation system.

In addition, managerial issues are also significant obstacles, such as the Lack of optimal coordination between related institutions, including KONI, the Youth and Sports Office, educational institutions, and pengcab, which results in a lack of integration of coaching programs. The availability of an unsustainable budget is also an inhibiting factor.

This aligns with research conducted by Suhariyanto (2023), which shows that sports achievement coaching, especially in martial arts, is greatly influenced by the synergy between internal and external factors. According to Syah and Wismanadi (2020), internal factors influencing martial arts achievement coaching include various important elements.

Among them is the coach's competence, which plays a key role in directing and guiding athletes technically and mentally. In addition, the quality of a well-designed training program is also essential in improving athletes' abilities systematically and measurably (Parena et al., 2017). No less important is the availability of adequate facilities and infrastructure, which allows the training process to take place optimally and supports the development of athlete skills to the maximum (Kurniawan & Fithroni, 2024).

Meanwhile, external factors also play an important role in determining the success of athlete achievement development. Support from related institutions, such as KONI, sports federations, and other institutions, is key to providing a conducive ecosystem for athlete development (Permadi & Wijono, 2021). In addition, local government policies that support strengthening the sports sector will provide a regulatory basis and adequate resource allocation (Sobarna et al., 2024).

No less important, the dynamics of the social environment, including community participation, parental support, and sports culture in the surrounding environment, also significantly influence athletes' motivation, participation, and overall achievement (Pranata, 2021).

To solve the above problems, a strategic approach is needed that can comprehensively analyze the condition of the organization or program. Evaluation is a systematic process of collecting information related to program implementation. Each program needs to be evaluated to identify weaknesses or errors that may occur (Aziz & Kumaat, 2021). The evaluation results are then used as a basis for improvement so the program can be improved and run more optimally. (Labib & Setiawan, 2023).

One of the evaluation approaches used is SWOT analysis, which is considered effective in identifying various factors that influence success or obstacles in achievement coaching (Pranata, 2021). Through SWOT analysis, internal factors such as strengths and weaknesses and external factors such as opportunities and threats can be

mapped systematically to formulate a more targeted and sustainable coaching strategy (Pamungkas & Siantoro, 2024).

SWOT analysis is a very relevant and strategic tool in coaching sports achievements, especially in martial arts in Pekalongan City. Through this approach, coaching managers, in this case sports administrators, can recognize internal strengths such as the availability of potential athletes, experienced coaches, or high fighting spirit from athletes. On the other hand, internal weaknesses such as limited training facilities, Lack of certified coaches, or minimal internal Competition can be identified more objectively. Based on the description above, it is necessary to research the Analysis of Coaching Achievements in Martial Arts in Pekalongan City.

METHODS

This study uses a qualitative method. In analyzing the data, this study adopts the SWOT (Strengths, Weaknesses, Opportunities, and Threats) approach, which is used to identify the strengths, weaknesses, opportunities, and threats that affect the process of developing martial arts achievements in Pekalongan.

Descriptive qualitative methods are research that aims to explore or search for problems or situations to gain insight and a broad understanding of the causes or things that influence the occurrence of an event.

The primary focus of this study is the development of martial arts achievement sports in the city of Pekalongan. The subjects of this study are all parties directly involved in developing martial arts achievement sports in Pekalongan City in 2025 and actively playing a role in its planning. The respondents or subjects of the study include: 1) the Chairman of Koni and Bimpres of Pekalongan city, 2) coaches of martial arts sports consisting of silat, taekwondo, and karate, 3) athletes of martial arts sports consisting of silat, taekwondo, and karate.

The data included in this study includes the development of martial arts achievement sports in the city of Pekalongan in 2025, including information management, human resource

management, facilities and infrastructure management, and funding management. Data sources were obtained from KONI, coaches, and athletes.

RESULTS AND DISCUSSION

1. Strength (*strength*) of martial arts sports coaching in Pekalongan city

The results of the study indicate that the organizational structure of KONI Pekalongan City has been formed in a structured and systematic manner. The division of tasks between fields, such as technical, evaluation, planning, and facilities, is well-organized and clear. Each field has a specific role and responsibility, so there is no overlapping of tasks. This condition supports the creation of optimal coordination between work units within KONI Pekalongan City. According to Langitan (2024), organizational functions must include planning, organizing, directing, coordinating, and controlling, and a good organizational structure is the main prerequisite for successfully implementing these five functions. An organizational structure that is systematically arranged is the primary foundation for creating effective and accountable organizational performance.

This is in line with research conducted by Husain et al. (2024), which shows that each field in the KONI organization can carry out its functions and responsibilities in a focused, directed manner and by the authority that has been determined. In the context of sports organization management, a clear and precisely defined division of roles, especially in the technical, evaluation, planning, and facilities fields, not only forms an efficient workflow but also contributes significantly to preventing role conflicts or overlapping authority.

The implementation of organizational functions by KONI requires an organizational management system that is effective and measurable to ensure the achievement of organizational goals optimally and sustainably (Maruta et al., 2023). In carrying out its

functions, the organization requires an allocation of tasks that align with the capacity and competence of individuals, accompanied by synergistic coordination, to realize the results that have been mutually agreed upon (Hervi & Qorih, 2021). Collaboration between individuals in an organization is formed through a systematically designed division of labor and responsibilities. Forming work units based on similar functions and types of tasks facilitates the coordination process and increases the efficiency of activity implementation (Rahmi & Pramono, 2019).

Organizing acts as a fundamental element in managerial practice, where this process unites various tasks, authorities, and responsibilities of individuals in an integrated structure. This structure works like an orchestra that moves harmoniously towards a common goal to lead the organization to peak performance (Anto et al., 2022).

In addition, the coaching strategy applied to the three martial arts sports in Pekalongan City, such as pencak silat, taekwondo, and karate, showed different effectiveness but were adaptive to the needs of each branch. This approach reflects the implementation of *needs-based training* that is adjusted to the sport's characteristics and the Competition's demands. In line with the views of Bompa and Buzzichelli (2019), the coaching program's success is primarily determined by specific, systematic, and measurable training planning according to the athlete's needs and the type of sport being played.

Pencak Silat emphasizes a gradual approach that strengthens basic techniques and mental aspects. This approach supports the research results of Prabowo & Soedjatmiko (2023), which state that martial arts coaching must be integrated between the formation of techniques, tactics, and psychological resilience to achieve optimal performance. This strategy has been proven to shape athletes' fighting spirit and mental readiness in facing the pressure of Competition. Meanwhile, the sport of taekwondo has integrated the principles of *sports science* through the use of performance data and video analysis. This reflects the application of the

evidence-based coaching model, as stated by (Rubiana et al., 2017), which emphasizes the importance of objective data in designing and evaluating training programs. Analytical technology in training has been shown to increase technical accuracy and coaching efficiency.

The Karate sports branch is trying to transition towards a more adaptive coaching approach by combining conventional and modern methods. Although the organizational structure has been formed, the synergy between sections in the management still needs to be strengthened so that long-term programs can be implemented optimally. This finding is supported by Zubaida et al. (2024), who stated that integrating traditional and scientific training methods provides flexibility in developing athlete potential.

The availability of human resources for coaches is essential to coaching success. Several coaches in the three sports have national certification and relevant coaching experience. Pencak silat and taekwondo routinely participate in tiered training facilitated by the parent organization, while karate is trying to improve the competence of coaches through advanced coaching training. This supports the study by Suharjana (2018), which states that the quality and competence of coaches greatly affect the results of athlete coaching, especially in monitoring athletes' performance, motivation, and character-building.

The training program is arranged periodically to cover technical, physical, mental, and strategic aspects, and it is equipped with general and specific preparation phases before the Competition. This model aligns with the principle of training periodization proposed by Issurin (2010), where structured training in specific time blocks can increase the adaptive capacity of athletes and reduce the risk of injury.

Regarding funding, support from KONI has been sufficient to meet the basic coaching needs. However, strengthening is still needed through strategic partnerships with the private sector and educational institutions to support superior programs such as overseas training and sports science development. Harsono (2020)

stated that cross-sector partnerships are one of the levers in achieving national sports achievements, especially in innovation and sustainability of coaching programs.

Training facilities and infrastructure are also important components in supporting the effectiveness of achievement coaching programs. Taekwondo already has facilities close to the eligibility standards, while pencak silat and karate have adequate basic facilities but still need equipment updates and improvements to support spaces. According to Winario et al. (2023), adequate facilities and infrastructure are critical in supporting athlete achievement coaching programs; this affects athletes' comfort during training and supports motivation during training.

2. Weakness (weaknesses) City martial arts sports development in Pekalongan City

The research data results show that the martial arts coaching system in Pekalongan City still faces several significant weaknesses, both in terms of structural, technical, and operational aspects. One of the main weaknesses in coaching is limited funding. Although funds come from the Youth and Sports Office and several other sources, the amount is insufficient to meet important needs, especially when entering the training camp period ahead of major championships such as the Kejurda and Kejurnas. As a result, training intensity is less than optimal, tryouts are limited, and support for athlete nutrition and health is not optimal. In addition, limited funds hinder participation in non-official championships, even though these events are important for adding competitive experience for athletes.

This aligns with research conducted by Wijaya and Siantoro (2025), which revealed that limited funding is one of the most dominant weaknesses in sports achievement development. This condition is also reflected in the context of developing martial arts in Pekalongan City, where the available funding sources, both from the Youth and Sports Service, KONI, and other sources, have not been able to accommodate all the important needs in the development process.

According to Hasyim (2024), the impact of this limited funding is quite significant, including the low intensity of training, limited implementation of match tests (tryouts), and less than optimal support for athletes' nutritional needs and welfare. In addition, limited funding also hinders athlete participation in non-official championships, which are very important for increasing flying hours and competition experience. This situation ultimately impacts the Lack of athlete readiness when facing official competitions regarding technique, physicality, and mentality (Fauzi & Raharjo, 2023).

The second weakness in developing martial arts achievements in Pekalongan City is training facilities and infrastructure. Some of the equipment used during the training process has decreased in quality and is unusable, but it is still used due to the absence of routine funds for procurement or periodic maintenance. This suboptimal infrastructure not only impacts the effectiveness of training but also reduces the comfort and safety of the training environment, which can ultimately weaken the spirit and motivation of athletes. This finding aligns with the research results by Yuliawan et al. (2022), which emphasize that limited facilities and infrastructure are the main obstacles to developing sports achievements. This condition limits the application of effective and innovative training methods and can reduce the spirit and motivation of athletes undergoing training. Moreover, the low adequacy of facilities and infrastructure also has the potential to endanger the safety of athletes during the training process (Maldi & Komaini, 2020).

According to Cahyati et al. (2025), limited facilities and infrastructure in the process of coaching sports achievements can significantly impact various aspects of athlete development, both in terms of technical, physical, and psychological. In the context of coaching, facilities, and infrastructure are the main supporting elements in implementing structured and standard-based training programs. The availability of adequate facilities allows coaches to apply appropriate training methods to strengthen athlete skills and adjust the training

load according to the periodization stage. Conversely, if the training facilities are inadequate, such as outdated equipment, narrow training rooms, or poorly maintained infrastructure, the effectiveness of the implementation of the training program will decrease significantly (Akhtar & Ahsan, 2017). The impact is not only limited to the technical quality of training but also touches on athletes' motivational and psychological aspects. A less conducive training environment reduces training enthusiasm, increases the risk of injury, and hinders achieving optimal performance.

Stephenson et al. (2022) added that uncomfortable training conditions and minimal supporting facilities can disrupt training consistency, weaken athlete discipline, and ultimately slow overall ability development. Therefore, providing adequate facilities and infrastructure is not just a compliment but an essential foundation for building a sustainable and competitive achievement coaching system. In the long term, this condition has the potential to hinder performance improvements and limit the application of modern training methods that require adequate supporting facilities. On the other hand, coaches said they do not have the authority or resources to carry out updates independently, so they depend entirely on organizational support, which is currently inadequate.

The third weakness lies in the welfare aspect of athletes and coaches, which is still a serious challenge and has not been addressed systematically. Coaches' honorariums are not commensurate with the responsibility and dedication given, without career guarantees or ongoing incentives. This has an impact on decreasing motivation in the long term. On the other hand, athletes often have to bear their own transportation and accommodation costs when participating in championships, especially at the local or regional level. The incentives are situational and only appear after achieving an achievement, not as continuous support. This condition clearly affects athletes' physical, mental, and financial readiness when competing. In addition, the recruitment process for new

athletes has not been carried out systematically. The Lack of Competition between schools, the Lack of extracurricular martial arts activities in educational institutions, and the absence of an organized talent search system make the development of young athletes very dependent on the initiative of individual coaches or clubs. Of the three martial arts, only taekwondo actively organizes early-age tournaments as part of a grassroots strategy. Pencak silat and karate are still relatively passive and have not developed a sustainable scouting or talent identification system.

The interview results showed that several coaches, especially those from martial arts, still did not have official coaching certification. The absence of this license is a serious concern because it directly impacts the quality of the training process provided to athletes. Coaches who are not certified generally do not fully understand important concepts in modern coaching, such as training periodization, principles of sports science, and the right approach to coaching young athletes. This can certainly hinder the optimal development of athletes in terms of physical, technical, and psychological aspects (Alvian & Syafi'i, 2021).

The findings from interviews with coaches also show that many athletes from Pekalongan City choose to continue their education while participating in training programs outside the region. This decision is generally influenced by the support of their parents and the Lack of opportunities to participate in representative competitions in their home regions. This phenomenon poses challenges in terms of monitoring and supervising the training process. The absence of athletes physically under the supervision of coaches can make it challenging to monitor the implementation of training programs directly and continuously (Wijayanti et al., 2016). The absence of a structured and integrated monitoring system also weakens control over implementing basic principles of sports coaching, such as periodization, performance evaluation, and timely adjustment of training loads. Without a systematic monitoring mechanism, coaches have difficulty ensuring that athletes continue to

follow the training program according to the plan that has been prepared (Ghozali et al., 2017). In the long term, this can cause inconsistency in performance, stagnation in development, and even increase the risk of injury due to uncontrolled training loads.

From the athlete's perspective, limited training time caused by academic demands, parental support, or work is a significant obstacle in maintaining the consistency of the coaching program. According to Liu & Tareh (2024), athletes who are students are faced with the need to divide their focus between educational obligations and training schedules. This condition causes the frequency and duration of training not to be maintained optimally, ultimately affecting athletic performance development (Burlot et al., 2018).

In addition, problems in the distribution of logistical support are felt unequal among team members. Supporting facilities such as vitamins, training equipment (including uniforms), consumption, and transportation are often not distributed proportionally. This inequality creates a perception of injustice among athletes, especially those who do not receive support according to their needs and contributions to the team.

According to Patrick et al. (2008), inequality in providing logistical support, including access to medication, nutrition, equipment, and transportation, can lead to unequal treatment among athletes. This imbalance affects not only the physical condition and health of athletes but also the perception of fairness, solidarity, and a sense of togetherness in the team environment. Suppose resource allocation is not carried out fairly and transparently. In that case, this could reduce individual motivation and disrupt collective dynamics, ultimately hurting the training process's effectiveness and achievement.

3. Opportunities for developing city martial arts sports in Pekalongan City

The study results indicate that the martial arts coaching system in Pekalongan City has

great potential to be developed sustainably. KONI Pekalongan City emphasized that the various achievements that athletes have achieved are not only a symbol of regional success but also an important foundation for building motivation and long-term coaching commitment. These achievements are used as a reference in systematically formulating medal achievement targets and athlete development strategies.

According to (Telaumbanua et al., 2024), In achievement coaching, the results that have been achieved are used as a benchmark for success and become the basis for determining the target for medals in the next Competition. In addition, achievement data is used to develop a systematic athlete development strategy, including potential mapping, compiling training programs based on needs, and determining priorities for coaching superior sports (Komarudin & Rahmat Fadhli, 2023).

On the other hand, disseminating athletes' success stories through various mass media platforms plays an important role in shaping the public's positive perception of martial arts. The publication of athletes' achievements is a means of appreciation for hard work and dedication and is an educational and inspirational tool for the younger generation. Research conducted by Durlević et al. (2024) shows that media exposure to athletes' successes directly increases public interest in participating in martial arts as athletes, coaches, or supporters. In addition, the narrative of success consistently conveyed through the media also strengthens the legitimacy of the coaching program run by related institutions, including KONI and the Youth and Sports Service.

From a coach's perspective, a tiered and structured coaching program that groups athletes based on ability provides excellent opportunities for progressive improvement in technical, physical, and mental quality. According to Lazorenko et al. (2021), a tiered and structured coaching program that groups athletes based on ability level is a very relevant pedagogical strategy in developing modern sports achievements, including martial arts. This approach allows the training process to be specifically tailored to the

development needs of each athlete, both in terms of technique, physical, and mental aspects. Coaches can design more targeted training materials by grouping athletes into homogeneous ability levels to achieve optimal motor learning and physical adaptation (Jensen, 2019).

Furthermore, this tiered System also supports the principle of more measurable training periodization and performance monitoring because each level of coaching has clear success indicators and can be evaluated periodically (Bompa & Buzzichelli, 2019). In addition, this tiered coaching allows coaches to more easily identify potential talents early on and provide special treatment through individual development programs (Setiawan & Kurniawan, 2023).

The martial arts coaches expressed their appreciation for the support that had been given, especially in providing training facilities and funding for coaching activities. However, they also emphasized the importance of maintaining training facilities and infrastructure on an ongoing basis to ensure the availability of a safe and appropriate training environment. In addition, the coaches emphasized the need to increase the number of certified coaches and implement advanced training programs.

According to Santoso et al. (2017), the availability of representative training facilities and human resources of trainers who have the appropriate competence and certification are two crucial elements in supporting the success of the athlete achievement coaching program. Adequate facilities include the availability of training rooms, standard equipment, and aspects of comfort, safety, and accessibility that allow the training process to run optimally and sustainably (Purwati & Mahardika, 2021).

From an athlete's perspective, the opportunity to participate in regional and national competitions is an important part of coaching to hone skills and mental readiness to face the pressure of the match. However, the frequency of competing is felt uneven, and opportunities at national events are still limited due to strict selection and limited funds. According to Markin & Soparev (2024), The

opportunity to participate in regional and national competitions is an important part of the coaching process because it provides real competitive experience, as well as being a means to hone athletes' technical skills and mental readiness to face the pressure of Competition.

A structured and responsive coaching approach to athletes' needs not only improves the quality of training but also helps shape their self-confidence and competitive readiness in facing the pressure of the match. Through a training system tailored to the stages of individual abilities and needs, athletes can develop optimally in terms of technique, physicality, and mentality.

4. Threat (*thread*) for the development of martial arts in the city of Pekalongan

The study results indicate that the martial arts coaching system in Pekalongan City still faces several threats that can hinder optimal performance and disrupt the continuity of long-term coaching programs. First, the main threat identified in the martial arts coaching system in Pekalongan City is the increasing intensity of Competition between clubs and coaches in terms of athlete recruitment and retention. According to Green (2005), this phenomenon creates complex dynamics, where the struggle for potential athletes often causes internal friction between coaching institutions.

The absence of clear, consistent, and structured regulations regarding the recruitment mechanism and athlete transfers is a significant root of the problem. Without an effective control system, athlete transfers can occur freely without considering the impact on the continuity of the coaching program designed in stages. As a result, athlete loyalty to the club or coaching institution decreases, and the regeneration process is threatened to stagnate (Ronkainen et al., 2022).

In addition, uncoordinated athlete transfers can lead to unequal distribution of human resources between clubs, weaken synergy between coaching stakeholders, and create unhealthy competition conditions. Therefore, comprehensive policy interventions are needed,

such as preparing standard guidelines on athlete transfers and contracts, so coaching can run fairly, sustainably, and be oriented towards building long-term achievements.

Second, funding support that is still fluctuating and is allocated chiefly for large event activities results in difficulties in planning and implementing systematic long-term coaching. Dependence on government funds and minimal involvement of private sponsors in program financing limits the flexibility of implementation, especially in procuring training equipment, funding tryouts, and organizing additional training essential for increasing athlete capacity (Trysetiowati & Rahayu, 2024).

According to (Zulfikar et al., 2024), funding supports development results because development goals will be challenging to achieve the best results without funding support. Furthermore, it is regulated in Law of the Republic of Indonesia No. 3 of 2005 in article 69, which states that regional governments and communities are responsible for funding sports. Although mitigation efforts through preparing strategic partnership policies and increasing media exposure have been carried out, funding constraints remain a real obstacle that requires more serious attention from all stakeholders.

Third, the dynamics of changes in sports policies and regulations at the central level, especially related to the shift in authority between the Indonesian National Sports Committee (KONI) and the Ministry of Youth and Sports (Kemenpora), as well as the process of sports decentralization, have created new dynamics in the regional coaching system. Although intended to increase efficiency and regional autonomy in managing sports, these changes have created uncertainty in the planning and implementation of coaching programs.

A significant obstacle is the Lack of comprehensive and targeted socialization during this policy change. Coaches and coaching managers in the regions have difficulty adjusting to new procedures in terms of athlete selection mechanisms, program reporting systems, and distribution of coaching assistance and incentives. The unclear flow of coordination

between institutions also slows down the response to needs in the field (Amali, 2022).

Fourth, Competition between athletes, both within their team and with athletes from other regions who have superior facilities and coaching programs, is a factor that significantly affects the psychological condition of athletes. In the context of achievement coaching, internal and external Competition can function as a trigger for increasing motivation, ability, and performance.

According to Wibowo et al. (2017), continuous pressure without proper management risks causing excessive stress, emotional exhaustion, and even a decline in overall well-being. This condition not only affects the quality of training and performance during matches but can also hinder the long-term development process of athletes. Therefore, the coaching system must seriously include aspects of psychological assistance as an integral part of the program. The provision of counseling services, stress management training, and strengthening of competitive mentality need to be designed systematically and sustainably. That way, athletes are equipped with physical and technical abilities and strong mental readiness to face the increasingly complex competition dynamics in competitive sports.

CONCLUSION

The conclusion regarding the development of sports achievements in the martial arts branch of sports in Pekalongan City using the SWOT analysis method approach can be concluded as follows:

1. Strength (*strength*) The development of achievements in martial arts sports in Pekalongan City has a strong foundation through the support of a well-organized organization, the availability of competent coaches, a structured training program system, and adequate basic funding, which synergistically become the main capital in developing achievements in martial arts sports at the regional level.
2. Weakness (*Weaknesses*) The process of coaching martial arts achievement sports in

Pekalongan City still faces various interrelated weaknesses, especially in funding, infrastructure, and welfare. Limited funds cause less intensive training and limited tryouts. Outdated training equipment and minimal maintenance reduce the effectiveness and comfort of training. Coaches have not received proper incentives, while many athletes must bear their costs to participate in championships. Some coaches also do not have official certification, which impacts the quality of coaching. The monitoring system for athletes outside the region has not been running effectively, and the academic burden also disrupts the consistency of training.

3. Opportunities for martial arts development in Pekalongan City have great potential to continue to be improved. Athletes' achievements are important in preparing more targeted development targets and strategies. Public support through the media also strengthens the legitimacy of the development program and encourages the participation of the younger generation. Holding regional and national competitions is also an important opportunity to hone athletes' technical and mental abilities. In addition, several certified coaches, a tiered development system, and adequate training facilities are supporting factors in improving the quality of training.
4. Threat (*thread*) for the development of martial arts sports in the city of Pekalongan faces various threats that can hinder the achievement of achievements and the sustainability of long-term programs. Competition between clubs and coaches in recruiting and retaining athletes occurs without clear regulations, so it can cause internal conflict, reduce athlete loyalty, and hinder the regeneration process. This condition is exacerbated by fluctuating funding and tends to be focused on organizing significant events so that basic coaching needs, such as the provision of training equipment, tryouts, and advanced training, are less fulfilled. In addition, changes in policy and shifts in authority between KONI and Kemenpora, and the process of sports

decentralization, have not been followed by comprehensive socialization. This confuses the implementation of coaching programs in the regions, including the mechanism for athlete selection, activity reporting, and assistance distribution.

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