



The Evaluation of Athletes' Achievement Coaching Program of Measurable Sports (Athletics, Weightlifting, Archery, and Swimming) in Lampung Province

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Abstract

This research aimed at: (1) evaluating the *antecedent* of athletes' achievement coaching program of measurable sports which covered background (management, coach, and athletes), purposes, and coaching programs, (2) evaluating the *transaction* of athletes' achievement coaching program of measurable sports which covered management board selection, coach selection, athlete selection, training program and appropriate working program, sources availability, and the availability of supporting facilities and infrastructures, (3) evaluating the *outcomes* of athletes' achievement coaching program of measurable sports which covered coach performance or coaching results (medals results). This research used descriptive qualitative method by considering *Countence Model of Stake* which covers antecedents, transactions, and outcomes. Informants in this research were KONI management board of Lampung Province, provincial administrator of Lampung (Pengprov), coach, and athletes and parents. The results of the research: (1) Antecedent which covered equipment completeness was well structured, where there was clear management structure and the existence of athletes' coaching program was clear, but it was not well programmed, (2) Transaction on the athletes' coaching program of measurable sports in Lampung Province was not good, (3) Outcomes, in this case, the results were not good enough. Athletes' achievements were less stable since they did not get medals every year and also they were not routinely participating in championships every year.

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INTRODUCTION

A systematic, planned, organized and sustainable coaching process requires evaluation since through evaluation any field jobs can be evaluated and categorized as good or bad. Evaluation is considered as a process which determines the accomplishment of the goals of the planned activities. (Satria, 2012)

One of the organizers of the coaching process is a club which is under the branch administrator (Pencab). In the coaching process towards the highest achievement, the sports association (club) is in a strategic position since it is in a leading position and becomes a spearhead of achievement coaching. (Sari, 2017)

Optimum sports achievement can be achieved through good and right coaching program. It is not an easy thing to ascertain which factors are dominantly contributed since there are so many factors contribute to the achievement accomplishment. Thus, achievement accomplishment needs to be elaborated in more precise and comprehensive concept in a tiered coaching pattern. (Assalam, 2015)

To this respect, a top sport achievement can be achieved through a pattern of sport coaching which relies on a planned, organized, and continuous coaching process. To keep an athlete's performance, it needs a national sports coaching system which covers ten pillars of policy, including (1) financial support, (2) sport institution consisting of structure and content integrated sport policy, (3) procurement (foundation and participation), (4) achievement coaching (promotion and talent identification), (5) top mark or achievement (appreciation and security system), (6) training facilities, (7) coach/trainer procurement and development, (8) national competition, (9) research, and (10) media and sponsors. (Ranto, 2012)

Program evaluation is a process which is carried out in order to determine policy direction by firstly considering positive additions and benefits of a program, and considering the processes and techniques that have been used to conduct assessment. The most important aspects and need to be emphasized in determining a

program are (1) the realization or implementation of a policy (2) occurs in relatively long period of time since it is a continuous activity, (3) occurs in an organization that involves a group of people. (Arikunto, 2009)

Measurable sport is a kind of sports in which its results can be seen from the distance travelled or its results can be seen directly and accurately. There are various types of measurable sports. Some of them are archery, athletics, gymnastics, weightlifting, paragliding, rock climbing, swimming, artistic swimming, water polo, platform diving, etc. (Idris, 2013)

The measurable sport in Lampung Province is a branch that has contributed a lot to the province achievement since there are many championships have been followed whether on the regional level, national, or international level. Even though, this type of sport still faces some obstacles in increasing performances the result it leads to unstable achievements of Lampung Province.

The optimum achievement on measurable sport can be achieved through good and right coaching program. It is not an easy thing to ascertain which factors are dominantly contributed since there are so many factors contribute to the achievement accomplishment of measurable sport in Lampung Province. Thus, achievement accomplishment of measurable sport needs to be elaborated in more precise and comprehensive concept in a tiered coaching pattern. The top achievement in sport can only be achieved through a systematic, planned, regular and continuous coaching process. (Parena, 2017)

Therefore, the accomplishment of top achievement needs to be elaborated in a comprehensive concept in a tiered coaching pattern. In this case, the accomplishment of the top national sport achievement is pursued through a national sport coaching pattern which refers to pyramid system. Based on the above background, it is necessary to conduct a research on the evaluation of athletes' achievement coaching program of measurable sport in Lampung Province.

Good coaching program is needed to improve the achievements on the branch of

measurable sport. In this case, athletes' characteristics, whether it is physically, technically, tactically, psychologically, facilities and infrastructures as well as environmental condition of the coaching need to be considered, so, the top achievement in sport can be achieved.

The success of any organization or sports club depends on the club manager's self-awareness of his work level, human resources' capacity and motivation in achieving the goals. (Nugraheni, 2017)

Another important factor is external factor such as local socio-economic conditions, technology, cultural environment of the surrounding community, and the club's management system.

METHODS

This research was a descriptive qualitative research. It used *Stake's* Countence Model which emphasized on two main focuses: description and judgement. This model consists of three main dimensions, namely: *antecedent*, it is a part of contexts that covers equipment completeness consisting of management board structure, coaching programs, and vision and mission of the organization. The next one is *transaction*. *Transaction* is part of the process consisting of coach selection, athletes selection, training program, facilities and infrastructures, financial support (funding), transportation, food, athlete and coach welfare and coordination. The last dimension is *outcome*. Outcome refers to the results of the process or transaction. It deals with athletes and coach achievements on the measurable sport branch in Lampung Province. (Wijayati, 2015)

The informants of this research were KONI management board of Lampung Province, provincial administrator (Pengprov), coaches, and athletes and parents of the measurable sport branch in Lampung Province. Those informants were selected by using purposive sampling approach, which meant certain terms and conditions were applied in selecting the informants. (Sugiyono, 2010)

Several means of data collecting techniques were applied in this qualitative research. Those were (1) observation, (2) interview, and (3) documentation. To maintain the trustworthiness of the data, two strategies were implemented (1) triangulation, and (2) prolonged engagement. Meanwhile, in analyzing the data several steps were followed: (1) data collection, (2) data reduction, (3) data display, and (4) conclusion drawing. (Akhmad, 2010).

RESULTS AND DISCUSSION

In this model, the data of antecedent (input), transaction (process), and outcome (result) are not only compared to determine the gap between reality and expectation but also compared to absolute standard of measurement, so the benefits of a program can be identified. (Nurchahyo, 2014)

The antecedent evaluation is related to the goals of coaching program and the completeness of equipment in athlete coaching program of measurable sports (athletics, weightlifting, archery and swimming) in Lampung Province. A coaching program should have clear goals in mind, planned, and run the program in accordance with the articles association which have been set and agreed upon. The existence of clear and purposeful program can help the boards control their targets and plans.

The transaction evaluation deals with the implementation of coaching program, facilities and infrastructures, coach selection, athlete selection, funding, and an appropriate welfare standard to support the coaching program. Athletes' coaching program in Lampung Province runs well where athlete and coach selection is done based on their capacities and achievements.

Regarding to athlete selection, maximum achievement is very much influenced by a good athlete selection system. To this point, several variables need to be considered, such as age, talent, and good physical and mental condition. If athletes or prospective athletes have already held those variables, it is likely that they will pass

the selection process since they have had some basic values as consideration for the next stage selection to become professional athletes.

Coach selection is done by considering someone's skills, the licence he or she owned, good physical condition, and the ability to create training program that will be implemented during coaching session. This process of coach selection has been practiced in Lampung Province.

According to Triyasari (2012), facilities and infrastructures are among supporting factors of a successful coaching program. Currently, the number and quality of facilities and infrastructures for measurable sport in Lampung Province are still less appropriate. For example, facilities and infrastructure for athletes training in athletic branch, such as flags, stopwatch, roll meter, cones and other personal properties, are all belong to PASI. We also propose KONI for equipment such as pole, start beam, goal, relay, track number box, javelin, discs, and bullets for shotgun. For facilities and infrastructures of swimming sport branch PRSI Lampung tries to make their own training tools. Meanwhile, facilities and infrastructures for archery sport branch such as arrows, are mostly ours (PERPANI), those tools do not fulfill national standard yet, since we bought the tools personally and modified them at Padepokan Gajah Lampung.

The implementation of athlete training program and the board working agenda in Lampung Province run in accordance with training program, and is scheduled. But, it is not done maximally yet since some sports infrastructures are publicly opened and it interferes the training programs.

Funding is another crucial factor that influences the success of any training programs since without good funding it is hardly possible to run the training program maximally. Based on this research finding, it is found that all funds obtained are from regional budget (APBD) which is directly handed to KONI of Lampung Province.

A good coordination among provincial administrators (Pengprov) of measurable sport, KONI, coaches, athletes, parents, and other other

related parties is created to maintain and ensure the flow of any activities or programs. It is also useful to avoid communication problems among individuals who are related to the coaching program of measurable sport which is done in Lampung Province.

The welfare status on the athlete coaching program of measurable sport in Lampung Province is passable. Related to this issue, it is found that the current welfare condition is claimed to be relatively "sufficient" since the money received by the athletes is too small, in this case they received the money in the form of honor given every month. In addition, if athletes win a competition, they will receive additional money (bonus), ease on education, job vacancy as honorary at DISPORA or KONI, or else, those whose major is education can be offered honorarium at schools, but unfortunately there is no health insurance or housing matter promised by the government to the athletes.

The outcomes evaluation has been carried out on the results of athletes' achievement coaching program of measurable sport in Lampung Province. There was an aspect evaluated by the researcher, called as athlete coaching program of measurable sport investigated from athletes' achievements on regional or national championships. In general, the achievements of measurable sport branch of Lampung Province have not yet met the target or expectation as set by Lampung Province, where KONI and provincial administrator (Pengprov) target bronze medals at national championships.

Thus, the conclusion is athletes' achievements on measurable sport branch in Lampung Province is not good since the achievement is decreased and also, the performance is not stable which affects the capability in fulfilling the expected targets.

CONCLUSION

The antecedents evaluation which covers administration completeness is well structured, where there are clear management structure and the coaching program has been designed in accordance with KONI's association articles in

conducting athlete coaching of measurable sport. The request to Lampung Province to prepare athletes to compete in national championships on measurable sport has become the genesis of the measurable sport athlete coaching program. The vision isto create reliable and outstanding athletes in national level and the missions are recruiting and continuously fostering athletes since early stage.

Transaction evaluation of athlete coaching program of measurable sport in Lampung Province consisted of coach evaluation is claimed not maximal yet since not all training programs designed by the coaches can be implemented. Athletes who are recruited in the measurable sport training center of Lampung Province are qualified enough since they are competent in the measurable sport and are considered proper to become the representatives of Lampung Province. Facilities and infrastructures, which are national and international standard, are well maintained. The realization of training program and management working agenda have run well..

Outcomes evaluation of the athletes who compete in measurable sport championships in Lampung Province in the last 3 years (2015, 2016, and 2017) tells that the result is not good, where athletes' achievements are not stable since they do not take part in championship every year. Moreover, they do not routinely participate in the competition every year.

This can be seen on the failure of achieving the expected targets in the National Sports Week/Pekan Olahraga Nasional (PON) of 2016 and the National Students Sports Week/Pekan Olahraga Pelajar Nasional (POPNAS) in 2017 where the team should return home with fewer medals compare to the previous years. Thus, coaching program of the measurable sports in Lampung Province needs revisions because there are some parts that need improvement, one of which is the lack of funding which later on affects coaching program and the involvement in any championships. Besides, athletes of measurable sports in Lampung Province also need to be exposed to more competitions to train their competing mentality.

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