

## Evaluation of Futsal Training Program in North Sumatera

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### Abstract

The objectives of this study are context, including background, vision, mission, and the goal of the training program; input, including the human resources, facilities and infrastructure properness, and the financial sources of the training program of North Sumatera futsal team; process, including the implementation of training program, coaches' performance, transportation and coordination among elements; product, including the achievement of North Sumatera futsal. The results of this study are context teaches the vision, mission, and goals of North Sumatera futsal, the input of North Sumatera Futsal Association has quality human resources, excellent facilities, and infrastructure, and limited financial sources, the process of the training program is the authority of the coach and coaches' assistant. The athlete recruitment is included in the coaches' authority; however, it considers the committee's suggestion during the recruitment. Both transportation and coordination are good in North Sumatera Futsal Association, the product of the futsal training program is an achievement, the futsal achievement in North Sumatera is already good, but less stable in maintaining the winner position in 2012-2017. This study concludes that the context, input, and process aspects are already excellent, while the product of North Sumatera futsal has gained good achievement as North Sumatera futsal team often participates in futsal competition in Indonesia. However, the team is not stable to maintain the winner position.

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## INTRODUCTION

Futsal is a team sport. Hence, high collectivity supports achievement. Futsal game has been rapidly developed, indicated by the number of competition events between students and futsal clubs. Related to competitive sports, achievement sports will be good to be developed and applied for the young generation, ranging from early ages to adolescent in the productive ages (Candra, 2016). In this modern era, sports are becoming a parameter of a nation's progress and power. Every nation shows its power by gaining the best achievement in the sports competition multi-events at the international level, such as SEA Games, Asian Games, and the peak achievement of sports is the Olympic Games. The multi-events are indicators of a nation's progress to measure the extent to which human resources are prepared for sports events to gain the best achievement (Habibie, 2016).

This program aims to support the condition where sports activities can be done by the whole society, not limited to ages, gender, or socioeconomic status (Soegiyanto, 2013). To create athletes with high achievement, there must be specific training programs for a particular branch of sports, one of them is by conducting a competition at the amateur level, professional level, to national level among futsal clubs in Indonesia. The efforts to improve human quality as a nation needs to be conducted earnestly; hence, it can provide a real contribution to national development (Aji, 2013). Viewed from the systemic point of view, the quality of the result (output) is determined by the input and the quality of the training process. Achievement is a real consequence of the less optimal subsystem, which is input and process to obtain a good result (output). It requires the quality of input and process (Setyawati, and Rahayu, 2014). One of the issues that cannot be ignored is someone's work achievement is affected by physical ability, meaning that the better physical ability is, the better work achievement will be (Soegiyanto, 2010). Besides, it needs to consider the athlete's characteristics, both physical and psychological, coaches' ability, facilities, and the environment of

the training program (Fataha, Rahayu, and Soegiyanto, 2013).

Achievement training is a systematic attempt conducted to obtain a better result in gaining achievement. The achievement training in sports can be realized through several stages, one of which is athletes' training program (Rumini, 2015).

Sports training is a learning process that is ongoing and continuous, meaning that the sports training process needs to be accomplished from the beginning until the ends based on the arranged program (Bompa, and Calcina, 1994). The training system is started by the smallest institution, which is family, to a wide society/environment such as school, and club/academy. Training is correlated to the implementation process and the training coordination of all coaching scopes, including achievement sports, education sports, and community sports as well as the correlation with another aspect both directly or indirectly correlated. The development of North Sumatera Futsal Association is improved. It is indicated by 28 clubs/academy including male and female semi-professional clubs and one professional club in 2018 as the attempt to train the young generation. Almost every region in North Sumatera, which is Medan, Binjai, Langkat, Deli Serdang, Tebing Tinggi, Nias, Tanjung Balai, and Asahan, has futsal club or futsal academy. However, North Sumatera is not optimal in gaining achievement in the national event. The achievement support for North Sumatera futsal is improved, considering that the competition at the regional level is often held in North Sumatera. Subsequently, it provides a good impact on the young generation to practice or to participate in competitions.

Related to facilities, North Sumatera has futsal fields to support the students' achievement. North Sumatera also has a futsal stadium with the national standard. The establishment of sports facilities in North Sumatera aims to support national sport development, leading to strengthening national characters to achieve the future nation's existence.

Based on the initial observation, North Sumatera in 2012 and 2016 was in the second runner up, but in the national competition, which is National Sport Week, the achievement of North Sumatera futsal is not stable since North Sumatera ranked in the eighth position, and in 2013-2015, North Sumatera futsal team did not participate in the national futsal competition. North Sumatera futsal team learned from the failure in PON XVIII/2012 Riau and PON XIX/2016 Bandung, West Java, as a lesson to obtain a better result in PON XX/2020 in Papua.

The goal of sports training is to train and develop a sports athlete or team in a planned, gradual, and sustainable procedure through competitions to gain achievement with the support of sports knowledge and technology. Meanwhile, sports training is a training system that involves an individual athlete in developing self-professionalism through an established system applied in line with the achievement goal. To gain achievement, it requires the management system of sports training. To encourage the success of this approach, people need to enhance the quality of sports institutions and organizations both at the national level and the regional level. Sport achievement can be gained through a long process, and the development is through sports training process (Assalam, Sulaiman, and Hidayah, 2015). The Indonesian Government has determined the direction and national policy in the sports training and development (Law on National Sports System Number 3 of 2005) stated that Government and local government must conduct sports training and development based on the authority and responsibility. The government conducts sports training and development and through policy setting, training, coordination, consultation, communication, counseling, guidance, pioneering, research, trial, competency, facilitating assistance, licensing, and supervision.

Evaluation is a systematic, planned, regular, and continuous training process (Adzalika, Soegiyanto, and Rumini, 2018). Program evaluation is crucial and beneficial, particularly for decision-makers. The reason is that the suggestion from evaluation can be a

consideration for decision-makers to determine further action of the ongoing or finished program. Program evaluation is a process of identification, clarification, and application of the principle criteria to decide the value of the evaluated program (worth or benefits) based on the above criteria (Mahmudi, 2011).

Based on the above background of the study, the researcher is interested in conducting a study about "Evaluation of Futsal Training Program in North Sumatera." The research questions are how is the context of a futsal training program in North Sumatera?, how is the input of futsal training program in North Sumatera?, how is the process of a futsal training program in North Sumatera?, how is the product of futsal training program in North Sumatera? This study intends to obtain a holistic description of the implementation process of futsal training program in North Sumatera: to evaluate the program context including the vision, mission, and the goal of training program, to evaluate the input of futsal training program in North Sumatera, to evaluate the process of coach recruitment system, athlete recruitment, the use of facilities, coordination, consumption, and welfare related to the futsal training program in North Sumatera, to evaluate the product result of futsal training program in North Sumatera.

This study employed the CIPP Evaluation Model. CIPP Model (Context, Input, Process, Product) was developed by Stufflebeam (1983) at Ohio State University. CIPP is an abbreviation of the four words, and they are context evaluation, input evaluation, process evaluation, and product evaluation.

## METHODS

The type of study was evaluation. The method employed in this study was a mixed method. Mixed method was a combination of quantitative and qualitative data used at the same time in a study, so the obtained data were more comprehensive, valid, reliable, and objective (Sugiono, 2008).

This study employed the CIPP Model approach. The subject of this study was the North

Sumatera futsal team, including the committee, coach, athletes, and community. This study was conducted in North Sumatera.

The primary data of this study were obtained through observation and interview, while documentation was in the form of archive documents as the supporting data or secondary data.

The data were analyzed through the arrangement and interpretation to conclude since the correlation among phenomena was interpreted based on the natural background, the qualitative data analysis should be fulfilled, such as naturalistic, inductive and holistic analysis.

## RESULTS AND DISCUSSION

The results and discussion of this study referred to the preliminary study conducted in *Pra-PON* futsal in North Sumatera.

### Input Evaluation

Coach and coaches' assistant

Based on the interview results, the recruitment system of futsal coach and the assistant has certain quality criteria, indicated by the license or certificate level 1 AFC, the coaches' assistant holds the national license or certificate level 1, while other training staff holds a national license or certificate level 1

Human resources, in this case, refer to the coaches, athletes, and supporting staff. Coach and athletes as the human resource object in North Sumatera are already good, and the futsal athletes fulfill the proportional standard of an athlete. It is indicated by the success in gaining achievement in every competition based on age, ranging from junior to senior.

Based on the interview results with the AFP committee, the facilities of North Sumatera related to the location and training needs are very good as the facilities meet the national standard.

The facilities also include the secretariat which functions as a place/activity where the committee runs the organization. Moreover, there is a playfield *Mini Pancing* used as a place to do training. There is no problem related to the facilities, such as cone, training vest, or jerseys.

### Process Evaluation

Coach recruitment process

Based on the interview results, the committee does not open recruitment for coaches. This is because the current coach was the coaches' assistant in the previous period. The committee only demands the coaches of North Sumatera futsal team to hold a coaching license. Potential athletes will not gain optimal achievement if they are not under a professional coach. It is very important to have a coach who has technical and non-technical abilities. This is important, considering that the function and role of a coach are not only correlated with technical aspects but also non-technical aspects of the athletes as a reference in developing athletes' mental to be more mature.

The training program particularly determines the results of athletes training, and a good training program will encourage optimal achievement and create quality athletes. This can be seen from the study results that the implementation of the training program, which is carried out as programmed and scheduled by the coach, and athletes do not face difficulties in following the training program. This evaluation is also done during the training and at the end of the training as well as the preparation before events. Therefore, it can be concluded that the training program of North Sumatera futsal team has been carried out well.

The recruitment process of North Sumatera futsal athletes is based on the applicants' interest or selected directly by the coach. To obtain optimal achievement, the effort is started by selecting potential athletes, and the selection should consider several variables as the priority carefully and appropriately. Several variables of selecting an athlete include students' potential and the dedication for the team. After the recruitment process by the coach, the athletes gradually meet the quality desired by the coach of North Sumatera futsal team. If the athletes have all variables, they are prepared to achieve higher/more optimal for North Sumatera.

Facilities and infrastructure are factors supporting the success of sports training as an effort to enhance achievement. This is a must as

a part of enhancing achievement, which is the main goal of sports training. Facilities and infrastructure for North Sumatera futsal team are good as the field used for training is the government's field with the national standard.

The use of facilities by North Sumatera futsal team is very good, from the field as a place to do training, balls, cone, vest, and other equipment which can support the training program. However, the function of the secretariat is not optimal as it is only used as a place to save training equipment and not used for the organizational activities.

Coordination is vital so that the organization's goal, which is reaching high achievement, is known by all parties, and the parties do a collaboration to achieve the goal. The AFP committee of North Sumatera has been very good in coordinating with the related parties such as the coach, coaches' staff, athletes, parents, community, and the institution where the athlete's study or work for the success of committee's program of North Sumatera AFP.

Consumption is a need that must be fulfilled as it includes food nutrition or pudding for the athletes after futsal training. An appropriate food can be considered from its quantity and quality to create an optimal physical condition and provide enough energy for the athletes during their activities.

Food or pudding is provided for the athletes after training so that the nutrition for the body can be well-absorbed, and the athletes will not run out of energy, so that they will be fit again for the next activity, however, the food providence is managed by the canteen in mini futsal stadium in North Sumatera.

Therefore, it can be concluded that providing consumption for futsal athletes of North Sumatera is currently in the very good condition as the providence is on time and fulfill the needs of the futsal athletes of North Sumatera.

The welfare of the coaches, coaches' staff, and athletes is a vital issue for the committee. Welfare is a motivation tool to enhance the athletes' spirit. The welfare of the coaches, coaches' staff, and the futsal athletes of North Sumatera is considered good. Therefore, there is

a fund for the coaches, coaches' staff, and high achiever athletes.

### **Product Evaluation**

Based on the evaluation of the aspects of the training program for North Sumatera futsal team, there is an aspect evaluated by the researcher, which is the achievement training program of the North Sumatera futsal team. In general, the achievement obtained by the North Sumatera futsal team in the last five years in the national competition during 2012-2017 has not met the target determined by the Province Futsal Association committee of North Sumatera, while the committee targeted the futsal athletes of North Sumatera to maintain the winner position in the national event. The committee of Province Futsal Association of North Sumatera admits this thing because the achievement training program still faces several barriers.

As a barometer of North Sumatera futsal achievement, North Sumatera always attempts to improve the training program to enhance the athletes' achievement. The attempt includes collaborating with sponsors, and together with Pelti proposes a fund to the Ministry of Youth and Sports to improve facilities and infrastructure in the form of improving the field, conducting training for coaches and referee, coaching clinic with national coaches.

### **CONCLUSION**

Based on the discussion of the futsal training program in North Sumatera, conclusions can be drawn as Context: background, vision, mission, and goals of the training program of North Sumatera futsal are good at developing and teaching futsal sports to society, particularly in North Sumatera, Input: futsal training program in North Sumatera related to human resources and the properness of facilities and infrastructure is good in the implementation so that the futsal training program can be conducted optimally, Process: futsal training program in North Sumatera related to the implementation of the training program, transportation is good, and the coordination among the related elements in futsal

training is optimally conducted based on the data and facts in the field.

Product: the futsal training program in North Sumatera related to achievement that becomes an indicator of success in the training where it has been, in general, unstable or less optimal since the futsal team of North Sumatera in National Sports Week only ranked in the top eight.

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