

Management of Kempo Sport Department Achievements Development Program in Belu Regency, East Nusa Tenggara

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Abstract

The objectives of the study are: (1) Context covers the background, vision and mission of the development program, (2) Input covers the availability of Human Resources (HR), the feasibility of facilities and infrastructure the funding sources for the implementation of the Belu East Nusa Tenggara Kempo achievement development program, (3) Process includes the implementation of training programs, trainer performance, transportation and coordination between elements, (4) Product includes the achievements of Kempo, Belu East Nusa Tenggara. The results of this study are (1) Context teaches the vision and mission and goals of the Belu district of NTT. (2) Input Kempo has good human resources, the feasibility of facilities and infrastructure is very good, and funding sources that still have limitations. (3) Process the program implementation of the training is the right of the trainer and the training staff. Recruitment of athletes is also part of the coach's rights but there is input from the board because the board is also involved in the recruitment. Transportation and coordination have been very well carried out in the Belu district of East Nusa Tenggara. (4) The Product of the Kempo fostering program is an achievement, for Belu NTT Kempo achievement is good but to maintain the champion is still not stable in 2015-2019. This study concludes that from the aspect of context, input, the process is very good, while the Belu NTT product is a good achievement because Belu NTT is often following the championship in Indonesia, but to maintain the champion is still not stable.

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INTRODUCTION

Supporting factors for achieving maximum sports performance is from the coaching and development of the sport itself. To achieve maximum sports achievements, increasingly tight competition both nationally and internationally. One of the supporting factors to achieve maximum sports achievement is from the coaching and development of the sport itself Irmansyah, F. (2017: 25).

Achieving the highest achievements in sports can only be achieved through a systematic, planned, organized and continuous coaching process. Achievement that has been obtained is a real consequence of sub-system which is not optimal, namely input and the process to get good results (output), there are two elements, namely the quality of input (input) and the quality of the process that occurs (Setyawati, DY, & Rahayu, T. (2014: 33) needs to be evaluated because a field of work can be done good or bad if an evaluation has been carried out. Performance achievements at the national and international levels are no longer the property of individuals, but it involves the dignity and honor of a nation. that purpose, various forces, and efforts made by a regional, provincial and national club to place athletes at the regional, national or PON, Sea Games, Asean Games, and Olympic Games.

According to Arikunto (2009: 1), view evaluation as a process of determining the results achieved by several activities planned to support the achievement of objectives. A program is not only a single activity that can be completed in a short time but is ongoing because it implements a policy. This program aims to encourage the realization of a condition in which sports activities can be carried out by all levels of society, without recognizing age limits, gender differences, or in socioeconomic conditions (Soegiyanto K.S, 2013: 19). Sports coaching and development need to be continuously directed, systematically and continue to be in line with national development goals, especially in improving the welfare of Mutohir, T. C., & Maksum, A. (2007). The main objective of the achievement training program is to train athletes

from an early age, the search for athlete talents in each sport and be able to achieve maximum performance. One thing that cannot be ignored is that a person's work performance is also influenced by his physical abilities, which means the better his physical abilities, the better his work performance improvement (Soegiyanto K.S, 2010: 3).

National sports coaching can work as well as necessary important components in addition to the identified coaching paths. Components in the national sports coaching system are: (1) Objectives, (2) Management, (3) Power factors, (4) Athletes, (5) Facilities and infrastructure, (6) Structure and content of programs, (7) Learning resources, (8) Methodology, (9) Evaluation and research, and (10) Funds (Harsuki, 2012, p. 37).

The evaluation process must be carried out comprehensively so that the results can truly be used as a basis in determining the quality of a program, it means that evaluation is made as a whole to assess the supporting elements of a program. A systematic, planned, organized and continuous coaching process needs to be evaluated. Suchman (Arikunto & West Java, 2009, p. 1) views evaluation as a process of determining the results achieved by several activities planned to support the achievement of objectives. A program is not just a single activity that can be completed in a short time, but it is a continuous activity because it implements a policy.

Program evaluation is an effort to find out the effectiveness program components in supporting the achievement of Iwan, F program objectives (2013: 56). Sports coaching must be intertwined in an interconnected system such as an unbroken link from the most basic to the highest coaching Ulum, A. S. (2013: 625).

The Government of the Republic of Indonesia has set the direction and national policy in the development and development of sports in Law No. 3/2005 (21.22) states: "The Government and regional governments are required to conduct sports development and guidance in accordance with their authority and responsibilities. The government carries out

sports development and development through the establishment of policies, training, coordination, consultation, communication, counseling, guidance, correctional, pioneering, research, testing, competition, facilitation, licensing and supervision.

Sports achievements are something that is observable and measurable, meaning that sports coaching is carried out with a scientific approach starting from scouting talent to the coaching process of Wani, B (2018: 37). Human resources in coaching sports achievements, including athletes (input), coaches and managers. Each of these components must have good quality. If one of these components is of poor quality, then the purpose of coaching. Besides fostering achievement can also be to develop interests, talents and also the potential for community potential in an area. Development of sports achievements in various regions began to develop from year to year and each region competed by sending athletes who had been prepared to participate in regional, PORPROV, national and even international championships. Coaching achievements in sports through several stages of coaching, one of which is athlete nursery (Rumini, 2015: 23). Sala is only Belu Regency of East Nusa Tenggara which develops sports achievement coaching through several lane center development for Kempo Belu regents recruited or selection of 5 dojos in Belu Regency. Management of Kempo Regency Belu Regency East Nusa Tenggara is an important part of the move the activities of the pengcab pengempab in accordance with the direction and purpose, management is needed because it always faces challenges in the form of the scarcity of human resources, funds, facilities, and other infrastructure. The main function of management is to optimize efficiency, as well as coaching effectiveness. Both of these terms are directly related to the goals and objectives of coaching. Each organization faces a situation of limitations in carrying out its activities, be it the limitations of human resources, funds, infrastructure or the like. These limitations are needed management that can act as a driving force in the organization. Published studies in sports management are

conducted as quantitative analyzes based on data and qualitative studies and conceptual studies such as theory development, conceptual frameworks, models, empirical ideas (Yinette, A. 2008). Perkemi (Kempo) Belu sala one of the organizers of achievement coaching is supervised directly by the government in this case the Department of Education and Sports, (DISPORA) and (KONI) District. The process of fostering achievement is arranged by the trainer.

Other elements that also determine achievement are the elements of the organization, trainers, facilities and infrastructure, supporting funding, and also participation and support from the community, family, and government because pengcab (Kempo) in Belu Regency is a center for the promotion of progress in the achievement of one sport. only in Belu District. From the results of preliminary observations of the achievements of the Belu regency of East Nusa Tenggara Regency in 2014 and in 2018, won the second place in the Belu regency, increased medal gains in 2018, but in the ranking of the Belu regency, the Belu Regency had not experienced a significant increase, therefore athletes' achievements Belu Regency Chief is categorized as not good, because it is not in accordance with the target to be achieved by the Belu Regency Chief, the target is to get the first rank so that Belu Regency Kempo is in the eyes of the community, regional government and in the province, Belu Regency Kempo is one of the sports branches that stands at the level of province and can motivate athletes who have not yet performed well, and motivate other sports in Belu District. Good and bad achievements are needed to be evaluated so that they are taken into consideration for the managers of Belemp Kempo, Belu Regency, East Nusa Tenggara, and related parties.

After seeing from the results above, the researcher chose the evaluation model, CIPP (context, input, process, product) because this evaluation model is more comprehensive with the object of evaluation not only on the results but also includes context, input, process, and results (Widoyoko, EP (2009) The CIPP Stufflebean evaluation model (1969,1971,1983, Stufflebean and Shinkfield, 1985) is an expert who proposes

an approach that is oriented to the decision holder (a decision or assisted evaluation approach structured) to help administrators make decisions. "The process of describing, obtaining, and providing information that is useful for assessing alternative decisions" Stufflebeam, D. L. (1973). He made work guidelines for serving managers and administrators facing four types of educational decisions, dividing the evaluation into four types namely: (1) Context evaluation to serve planning decision Context evaluation helps plan planning san, determine the needs that can be achieved by the program, and formulate program goals. (2) Intellectual evaluation structuring decisions. This evaluation helps manage decisions to determine available sources, what alternatives are taken, what are the plans and strategies for achieving needs. (3) The evaluation process, to serve implementing decisions. Evaluation to help implement the decision to what extent the plan has been implemented. 4) Product evaluation to serve recycling decision In accordance with the results of observations of researchers in the background regarding the achievements of the Belu regency categorized as not good because it does not match the target to be achieved by the district of Belu Regency, the target is to occupy the first position in the ranking. So the researcher wants to know comprehensively about the training program and study the phenomena that are related to fostering achievement in the management of the Belu Regency branch. Therefore, researchers are interested in researching about "Management of the Kempo Sports Branch Performance Achievement Program in Belu Regency, East Nusa Tenggara.

The objectives of this study are: (1). To analyze the context of program management for the development of Kempo club achievements in Belu Regency according to the government's vision, mission, and policies? (2). To analyze the inputs, which include the implementation of the training program management, consumption, control of the training process, infrastructure and coordination of supporting the development of the program for the achievement of the Kempo in Belu, East Nusa Tenggara? (3). To analyze the

process of managing a program for fostering achievement of the Kempo in Belu Regency, East Nusa Tenggara? (4). For how is the product management results achieved by the program of fostering achievement of the Kempo in Belu, East Nusa Tenggara? The context, input, process, and product (CIPP) model is a program evaluation model raised by Stufflebeam. In this model, the emphasis is on context, input, process, product. Context evaluation is used to evaluate all initial program needs including objectives and needs analysis, next is input evaluation which evaluates all preparations for program implementation.

METHODS

The research approach used in this study is a qualitative approach using the CIPP evaluation model (*context, input, process, product*).

The approach used in the evaluation of this program is the evaluation model of the training program conducted using the CIPP evaluation model. The subjects of this study are Kempo Belu East Nusa Tenggara which includes administrators, trainers, athletes, athlete parents. This research was conducted in Belu Regency, East Nusa Tenggara.

Primary data in this study, used data collection tools in the form of observation, interviews, while the documentation in the form of archives used as supporting data or secondary data.

Data analysis can be done through the preparation and interpretation of activities to conclude because the relationship with the phenomenon to be interpreted in accordance with the natural setting, then must be met qualitative data analysis, namely: naturalistic, induction and holistic analysis.

RESULTS AND DISCUSSION

The results and discussion in this study refer to the results of research that has been carried out on Porpov Kempo, Belu Regency, East Nusa Tenggara.

Input evaluation, based on the interview results it is known that the recruitment system has

several characteristics determined by the destroyer and Pengprov: trainer biodata, last diploma of at least D3, has a certificate that is recognized by NTT Kempo Pengprov, former athletes and compiles a weekly and annual training program. The results of interviews conducted by researchers regarding the selection of athletes conducted by Belu Kempo regency in East Nusa Tenggara then concluded that the selection of athletes consists of several stages, namely: (1) every dojo in Belu district sends Kenshi (students) for selection in the dojo parent or dojo GOR. (2) mental bratanding, physical health. (3) athletes can compete and speed, the accuracy of attack or defense.

In terms of the availability of HR (human resources), they include trainers, athletes and support staff. Trainers and athletes as human resource objects in the Belu district of East Nusa Tenggara are already good, the availability of Kempo athletes in the Belu district of East Nusa Tenggara tends to meet the proportional standards of an athlete, it is evidenced by the success of achieving achievements in each championship.

The results of interviews and documentation related to funding management in Belu Nusa Tenggara Timur Kempo district were not enough because what was given from the Regional Government / Dindpora could not be used fully to finance athletes. The results of the observation and documentation interviews with the management of the existing infrastructure at the Belu East Nusa Tenggara Regency look good because of the national standard although it is not enough, the government needs to provide more infrastructure so that athletes can be more comfortable when practicing. The results of the observation and documentation interviews with the existing consumption management in Belu Regency of East Nusa Tenggara, the consumption provided is adequate even though it does not yet meet the nutrition even though it is eaten 3 times a day and snack and mineral water.

Process evaluation, the results of the interview the destroyer about the training program 3 months before the championship has done the first 2 weeks of training to train physical

strength means that we train the physical strength of both hands and feet, then pay attention to the performance of athletes in the field and mentally in this field which is very important, then enter the week thirdly, we train the technique every time we test for at least 30 minutes to warm up to maintain endurance at the time of the match so that the athlete remains fit. Furthermore, the schedule for training for 1 week is 4 times, starting from Monday, Wednesday, Saturday and Sunday, for the practice test is carried out every day for 3 months to welcome the championship. The implementation of the training program in Belu NTT Kempo regency has been well programmed and implemented according to the existing schedule and there is an evaluation of each training program that is run.

The results of interviews about coordination for government support, relevant agencies, coaches, athletes, athlete's parents have no difficulty and everything went well because the athletes in the Belu Kempo club received permission from their parents and parents were freed to see when the athletes practice or even when competing, we also invite parents to meet at the meeting and attend the meeting.

The results of the interview about coordination all went well because there was always coordination between management, coaches, athletes and athlete parents and related parties for the smooth implementation of the NTT Belu Kempo pengka. Because with the coordination, the coaching program always runs well. The results of the training of athletes are mainly determined by the implementation of the training program carried out, with a good and implemented training program the achievement will be maximal and the formation of good quality athletes.

This is seen in accordance with the results of the study that the implementation of the training program that has been running in accordance with the programmed and scheduled by the trainer and athletes do not experience difficulties in participating in the existing training program. This evaluation was carried out at the end and at the end of the training as well as the

preparations made to take part in the existing championship.

Product evaluation, research results are collected by researchers based on interviews and related documents while researchers conduct research can be seen from the results of interviews evaluated by researchers that are a quite good coaching has all been well structured although there is something that needs further attention. Achievement depends on each time there is a medal that there will be a medal that is obtained and also the ups and downs of the performance depend on the achievements of the competition, and also lack of funds because athletes lack the nutrition and vitamins. The more achievements that have been recorded from 2015-2019 have relative achievements. "The results can be concluded that these Belu Kempo sports athletes can alienate from other regions and can even beat other regions with opportunities to compete in each championship so that their performance is stable.

CONCLUSION

Based on the discussion of the Kempo development program in Belu Regency, East Nusa Tenggara, it can be concluded that: (1) The development of the sport of the Kempo carried out by the Belu Kempo NTT regency is in accordance with the *context* program, namely vision, mission, background, program objectives; (2) Kempo sports training conducted by the Belu NTT Kempo regency is evident from the program inputs that have good and quality human resources, supported by the availability of infrastructure facilities that are of a national standard but with limited funds that have made achievement decline; (3) The development of the exercise of the Kempo by the Belu Kempo NTT regency was seen from the process program consisting of aspects of the implementation of the training program that had been going well, the implementation phase of the training program had been carried out by the trainer, and there was support from the community. going well so that young people coordinate with various parties; (4) The development of Kempo sports carried out by

the Belu NTT Kempo district was seen from the product program as the results achieved by athletes, coaches and administrators were still not in accordance with the desired target of the NTT Belu Kempo regency. As for the well-being of athletes, and coaches are still not enough.

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