

Coaching of Futsal Sports Achievements in Clubs *Ikatan Sarjana Olahraga Indonesia (ISORI) Medan, North Sumatera*

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Abstract

This study aims to evaluate antecedent, transactions, and outcomes at the ISORI Medan North Sumatra club. Antecedent (background and planning of coaching programs), transactions (recruitment of coaches, recruitment of athletes, training programs, facilities and infrastructure, funding, coordination, and welfare), outcomes (success / achievement). This research used a qualitative case study approach with the continuance evaluation model of Robert E. Stake. The subjects in this study were administrators, coaches, athletes, parents of athletes, and the surrounding community at the ISORI Medan North Sumatra club. The results of this study are the antecedent evaluation comprising the background and planning of the coaching program at the ISORI Medan North Sumatra club is clear and well structured, the evaluation of transactions comprising trainer and athlete recruitment has gone well, implementing the coaching program was good according to the program scheduled training, lack of facilities and infrastructure because there are still many that are not suitable for use, funding was not running well, it does not meet the needs of coaching, coordination had been running well, the welfare provided for coaches and athletes was not optimal, and evaluation of outcomes in the form of achievement athletes at the ISORI Medan North Sumatra club were not good enough because they were less stable to achieve in several events involved every year.

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INDRODUCTION

Sports activities must be prepared carefully, so it influences each other's personal formation and quality (H. Nurseta, Soegiyanto & T. Soenyoto, 2017: 158). Because people do sports activities have the intent and purpose of improving the quality of life (J.A. Kurniawan, 2015: 9). If sports are carried out in a directed, measured, programmed and well-organized manner, then by exercising we can reach a point of achievement and pride from what we expected (Y.R. Natal, 2018: 16).

Komite Olahraga Nasional Indonesia (KONI) as a forum for national sports organizations has great responsibility for fostering sports achievements in Indonesia.

Coaching is a very important determining factor in sports, so that we can achieve the goals for achievement in sports. The emergence of talented athletes cannot be separated from the coaching process carried out in sports clubs (Prima Ghozali, 2016: 3)

Achievement is something both observable and measurable, meaning that sports coaching is carried out with a scientific approach ranging from talent scouting to the coaching process, see from a systemic point of view that the quality of the results (output) is determined by input and the quality of the coaching process that occurs (Didik Assalam, Sulaiman, Taufiq Hidayah, 2015: 88). Performance sports coaching aims to develop athletes in a planned, tiered, and sustainable manner through competitions to achieve achievements with the support of sports science and technology (Donny W.Y. Kusuma, 2017, 267).

Futsal is a game play by five players for each different team from conventional football with eleven players in one team, the size of the field and the ball is smaller than the size used in grass field football (Justinus L., 2011: 5).

The North Sumatra ISORI Futsal Club (*Ikatan Sarjana Olaharaga Indonesia*) has been established since 2008. ISORI Medan North Sumatra Futsal Club purpose is to create athletes who have talent in the field of Futsal

so they can achieve national and international achievements.

In achieving performance of the ISORI Medan North Sumatra club, it is still not satisfactory, even in the national arena of North Sumatra it is still not optimal because of lack of support infrastructure and funding to support achievement.

Therefore, based on the above background, it is necessary to conduct research on Futsal Sports Achievement Development at the Indonesian Sports Bachelor Association Club (ISORI) Medan, North Sumatra. This research is expected to find overall facts about futsal sports achievements development at the ISORI Medan North Sumatra club as guidelines or considerations in deciding and future policies in developing better athletes. The development of futsal sports achievements at the ISORI Medan North Sumatra club is a system comprising several components. The components in the development of achievement are interrelated and influence each other between managers, coaches, players, parents of athletes and the surrounding community.

METHODS

This research is using the Countenance Evaluation Model Stake research model in terms of the stages of antecedents, transactions, and outcomes (Suharsimi Arikunto and Abdul Jabar, 2010). Antecedent stages / prior circumstances (background, coaching program planning), Transaction / process stages (recruitment of coaches, athlete recruitment, training programs, facilities and infrastructure, funding, coordination, welfare), Stages of outcomes / results (athlete achievement).

Research Approach

The approach used is a qualitative approach with a case study design. The subject of this study is the ISORI Medan North Sumatra club, which includes administrators,

coaches, athletes, athletes' parents and the surrounding community.

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

Data analysis was assisted using Nvivo software, such as Nvivo does not necessarily analyze research data and does not even directly provide results in this qualitative

research. However, Nvivo provides several practical features to facilitate the process of qualitative data analysis.

RESULTS AND DISCUSSION

The results and discussion in this study refer to the results of research that has been conducted at the ISORI Medan club, North Sumatra.

Table 1. The results of research on aspects in the evaluation stages of antecedent (input), transactions (process), outcomes (results) of implementing performance development at the ISORI Club, Medan, North Sumatra

No	Evaluation Stages	Aspects Disclosed	Information
1	Antecedent (Input)	Background	The ISORI Medan North Sumatra club has a background (vision and mission) in the implementation of clear and good creation coaching.
		Coaching Purpose	The objectives of the coaching program at the ISORI Medan North Sumatra Club are clearly drawn up by the authorized management structure at the Medan Isori Club, North Sumatra.
		Development Program	The coaching program at the ISORI Medan North Sumatra Club has been well structured according to what the coach compiled and agreed upon by the ISORI Medan North Sumatra Club management.
		Equipment Completeness	Completeness of the equipment at the State High School of Sport Lamps such as Decree, organizational structure, work programs and financial administration are owned, directed, and implemented properly
2	Transaction (Process)	Coach Recruitment	The recruitment of coaches at the ISORI Medan North Sumatra Club has met the terms and conditions for the recruitment of coaches carried out by the ISORI Medan Sumut Club management.
		Athlete Recruitment	Recruitment of athletes at the ISORI Medan North Sumatra Club is selected based on talent in the field of futsal, basic skills, skills, good health and physicality, and recruitment is carried out by administrators and coaches.
		Implementation of the Exercise Program	The implementation of the training program at the ISORI Medan North Sumatra Club has been running according to the scheduled training program but has not been maximized or is still not good.
		Facilities and Infrastructure	The facilities and infrastructure at the ISORI Medan North Sumatra Club do not yet support and are not suitable to use to carry out training programs such as football and there are still some infrastructure that the club does not own, such as private fields.
		Funding	Funding at the ISORI Medan North Sumatra Club was obtained from sports graduate alumni who were not sufficient for funding purposes in the
		Coordination	

		Well-being	<p>implementation of the achievement development program.</p> <p>The coordination at the ISORI Medan North Sumatra Club between the government and the management is quite good, it's just that they have not maximally carried out a joint commitment. Meanwhile, the relationship between administrators, coaches, athletes, athletes' parents, and the surrounding community is good in carrying out the coaching program.</p> <p>Welfare at the ISORI Medan Sumut Club for coaches and athletes is very lacking, because it is not sufficient for daily needs.</p>
3	Outcomes (Result)	Athlete's ability (Achievement)	Club achievements ISORI Medan North Sumatra it is good enough, but at the national level it is still not good, and not stable in achieving the annual achievements targeted by the management.

(Source: Results of observations, interviews, and documentation)

DISCUSSION

Antecedent

The background of the establishment of the ISORI Medan North Sumatra Club with the development of athletes that aims to create athletes who excel in sports able to contribute to any region in the province and the highest hope is to achieve national and international championship achievements. We cannot separate the success in achieving an achievement in the field of sports from a good coaching program. A good coaching program is carried out in a planned, tiered and sustainable manner (Rumini, A. Rani, 2016: 48). To find out it is doing well, it is necessary to do an evaluation. By evaluating management, coaches and athletes can maintain and improve the coaching program that has been carried out for maximum achievement (Joko Priono, 2014: 7).

Transaction

A coach is one of the most influential figures on the success or failure of improving athlete or team performance, a coach is considered being very responsible for this failure and in this case, the coach is often demanded to resign because of his failure (M. Haris Satria . 2012: 164). In recruiting athletes, it must involve many parties to work together to get athletes who will later be coached so they can perform

well and have quality and influence the success of a coaching. A good coaching process includes all components ranging from competent management, certified and competent coaches coupled with material moral support from athletes' parents and adequate facilities and infrastructure (Prima Ghozali, 2016: 73). Athletes at the ISORI Medan North Sumatra club do not experience any difficulties in following the training program provided by the coach. To achieve optimal athlete performance, effort and training power is required as outlined in a systematically structured training program plan as a guide for the direction of activities to achieve goals effectively and efficiently (Panuwun J. Nurcahyo 2014: 59). Facilities and infrastructure are supporting factors for success in coaching sports achievements. According to Harry Pramono (2012: 11) sports facilities and infrastructure are the maximum achievement must be supported by quality and quantity infrastructure to accommodate sports activities, achievement means that the equipment is used optimally and follows science and technology development, so that maximum achievement can be achieved. Budget is one of the most important elements in coaching. Designing a sports coaching program requires a lot of funds, this is an absolute requirement that must be fulfilled, without funding the sports coaching program will not work well (Nugraheni, 2017:

226). Coordination is an internal information system that is a necessity in the running of an organization that aims to ensure the availability of clear and effective information and to ensure the smooth running of a program to avoid miscommunication problems (Adiska Rani Ditya Candra, Rumini 2016: 49). Welfare is an aspect needed by individuals to maintain and foster social and economic stability. This situation is needed to minimize the occurrence of social jealousy in an organization (Panuwun Joko Nurcahyo, 2014: 56).

Outcomes

Achievement is a collection of results that athletes have achieved in carrying out the tasks assigned to them (Erman, 2017: 219). Futsal Sports Achievement Coaching at ISORI Medan North Sumatra Club is an achievement coaching program that is reviewed based on success or achievements at regional and national championship events.

CONCLUSION

The antecedent evaluation comprising the background of achievement coaching at the ISORI Medan North Sumatra Club which comprises a clear vision, mission, and coaching objectives and the completeness structure of the equipment is good supported by a coaching program that has been well prepared by the management in implementing achievement coaching for prepare athletes to participate in regional, national, and international championship events.

Implementing performance coaching at the ISORI Medan North Sumatra club which comprises coaches, namely the training programs provided by the coach, are still not going well according to the program the coach has made. The athletes at the ISORI Medan North Sumatra club are already very good, because they meet all the criteria requested during recruitment. The facilities and infrastructure owned by the ISORI Medan North Sumatra club are still not good, because there are still many facilities that are not suitable

for use, while for the infrastructure such as the field they still do not have their own. In the training's implementation program it is still not good enough, even though the training program has been programmed, compiled and scheduled by the coach and board. The funds in the ISORI Medan North Sumatra club are still insufficient for the needs of coaches and athletes. The coordination between the administrators and the coaches, athletes, parents of athletes and the surrounding community is good, and coordination between the government and the administrators is also good. For the welfare of administrators, coaches, and athletes, it can be said that it is not good, because the salary received by the coach is not sufficient for their daily needs, so also athletes do not get coaching money.

The achievements of the ISORI Medan North Sumatra club in the last seven years from 2012 to 2019 are still unstable in obtaining trophies in each of the events that are attended every year, we can see that the coaching program carried out by the ISORI Medan North Sumatra club has not yet been achieved. So, there is a need for revisions that must be carried out by the club, because there are still things are not under what is expected such as the club's achievements have not been maximized and the lack of funding so it is not sufficient for coaching needs, besides that there is also a need for more flight hours for athletes in forming a mental in him.

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