

The Coaching Management of Boxing Achievement in PERTINA East Nusa Tenggara Province

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Abstract

This research aims to analyze and describe The Coaching Management of Boxing Achievement in PERTINA East Nusa Tenggara Province. This research aims to analyze planning, organizing, actuating and controlling of the program. This study used a qualitative approach with an ethnographic design with George R. Terry's POAC model. The subjects in this study were administrators, coaches and athletes at the PERTINA East Nusa Tenggara Province. The results of this research are: Planning in terms of planning was good because according to the standards set, Organizing as a whole was not good because the arrangement of infrastructure and funding is not maximal, Implementation (Actuating) was not good because of limited facilities infrastructure and funding are still minimal and controlling, overall was less good because the supervisory commission did not carry out routine controlling.

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INTRODUCTION

Sports coaching and development is directed at managing achievements both at the regional, national and international levels. Coaching carried out by the main sports branch organizations both at the regional and central levels is carried out by empowering sports associations, developing national and regional sports development centers, and holding tiered and sustainable competitions (Law Number 3 of 2005). Achievement sports coaching aims to develop athletes in a planned, tiered, and sustainable manner through competitions for achievement with the support of sports science and technology, (Kusuma & Bin, 2017).

Achievement is something 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 (Assalam, Sulaiman, & Hidayah, 2015). Achievements born in sports cannot be separated from a good coaching program. A good coaching program is in its implementation it is carried out with plans, tiered and sustainable manner. The success of achievement development is very much determined by various elements, one element that influence goals of achievement coaching governance is the application of good management. Management is an integral part of the activities of an organization. Management is a way to carry out a work program under the goals that have been planned and want to be achieved previously, (Haryadi, Pratidina, & Seran, 2016).

The relationship between management and performance coaching is the success of achievement coaching is largely determined by good management implementation. In relation to management in fostering sports achievement, there are four management resources that must be managed properly so

that sports performance is good, namely (1) human resources, (2) facilities and infrastructure, (3) activity programs, (4) funding. The four management resources above constitute a unit that cannot be separated one by one, because each other supports and determines each other (Harsuki, 2012).

Boxing as a super priority sport in East Nusa Tenggara has a huge responsibility, especially in producing achievements, so it is necessary to have good management of achievement coaching. Evidence that shows that East Nusa Tenggara is one province that has outstanding boxing athletes in Indonesia is the achievements made by boxing athletes both at regional, national and international levels.

Based on the observations the researcher made with the Boxing Trainer at the PERTINA East Nusa Tenggara Province, the researcher found four problems with the results, namely: 1) human resources, the open selection process by the trainer, however, the enthusiasm of the community to take part in the selection was still very low. There are still a lot of regional licensed administrators at PERTINA East Nusa Tenggara, and there are still shortages of experts such as physiotherapists. 2) the facilities and infrastructure prepared by Regional Official are inadequate because the space for the training ground is tiny, which can only accommodate a maximum of 12 athletes during training. For training equipment, there are still many items that the coaches buy themselves because the financing only focuses on when going to the match. The administrators only prepare equipment for practice. 3) methods, new training methods are needed to further improve boxing performance in East Nusa Tenggara. 4) funding, very minimal funding related, so that the facilities prepared are not maximal for athletes and coaches. There are still many complaints from athletes and coaches related to well-being. The funding prepared only

focuses on match time and provides bonuses only for athletes and coaches who excel.

METHODS

The approach used in this study is a qualitative approach. A qualitative approach is a research procedure that produces descriptive data, in the form of spoken and written words and people's behavior. Research with a qualitative approach always has a natural background, and the source of the data is in a natural setting (Parena & Rahayu, 2017). The subjects of this study were administrators, coaches, and athletes at the PERTINA East Nusa Tenggara Province. Data collection techniques in this research are observation, interview and documentation. This study aims to analyze to provide a comprehensive description of achievement management coaching programs in the sport of boxing at the PERTINA East Nusa Tenggara Province. Specifically, the objectives of this research are 1) Analyzing the planning management (Planning) achievement development program at the PERTINA East Nusa Tenggara Province, 2) Analyzing the organizational management (Organizing) of the achievement of development program at the PERTINA East Nusa Tenggara Province 3) Analyzing program implementation management (Actuating) achievement coaching at the PERTINA East Nusa Tenggara Province 4) Analyzing the controlling management (Controlling) of the achievement development program at the PERTINA East Nusa Tenggara Province.

RESULT AND DISCUSSION

Planning

Human resources are the most important position among other resources. Human resources are the basic capital for increasing sports performance (Laksana, Pramono, & Mukarromah, 2017). The human resources owned by Regional Office of PERTINA East Nusa Tenggara come from

various backgrounds. The human resource planning process begins with the determination of clear recruitment standards such as the management must have good organizational management skills, for the coach must have a national coach certificate and achievement then for athletes must have the skills and achievement all the standards submitted must be met. Apart from going through strict standards and selection, the existing human resources are also enriched with a lot of knowledge because of their diverse backgrounds, so they have good management skills, have the ability as coaches, have skills as athletes and what is equally important is their has a high dedication to advancing boxing in East Nusa Tenggara. Organizational human resources as described by, (Nawawi, 2006) states that human resources are assets that function as non-material or non-financial capital within the organization which can be transformed into physical and non-physical real potential in realizing the goals and existence of sports organizations.

The external factors beside athletes and coaches, in the process of external factors outside athletes in attaining maximum achievement, facilities, and infrastructure availability (Candra & Rumini, 2016). Facilities and infrastructure are the major factors for carrying out an exercise program. Sports facilities and infrastructure are a place to carry out sports activities. Thus, in welcoming the future, Indonesian sports need to prepare a sufficient number of containers needed so that people can get the same opportunity to exercise by utilizing the facilities and infrastructure. The facilities and infrastructure owned by the PERTINA East Nusa Tenggara Province are the result of planning carried out jointly at regional deliberations which afterwards were submitted to the Government of East Nusa Tenggara, DISPORA (Youth and Sport Agency) and KEMENPORA (Ministry of Youth and Sport) to be fulfilled by the government which was then used to facilitate the implementation of

the boxing achievement coaching program in The PERTINA East Nusa Tenggara Province.

The program by the PERTINA East Nusa Tenggara Province includes the work programs preparation, recruitment of coaches and athletes, preparation of training programs and providing instructions for the performance coaching implementation. Everything related to planning the activity program has gone through a joint deliberation process with all components in the PERTINA East Nusa Tenggara Province.

In addition to the activity planning process, it is necessary to plan funding for maximum work achievement. According to (Harsuki, 2003), they always develop two budgets, i.e. a one-year budget for short-term plans and a four-year budget to support long-term plans. Planning for funding at the PERTINA East Nusa Tenggara Province through a regional work deliberation process as an evaluation forum and an estimate plan for one year of needs is compiled to be submitted to the Regional Government of East Nusa Tenggara, DISPORA and KEMENPORA.

Organizing

The people who have been gathered in the PERTINA East Nusa Tenggara Province, work together to carry out the program of activities that have been decided together, according to (Tjutju, 2009) human resources are a very vital organizational asset because their roles and functions cannot be replaced by other resources. No matter how modern the technology is used or how much funds are prepared, without professional human resources everything cannot run well. Organizing human resources in the PERTINA East Nusa Tenggara Province is already good. The board is placed according to their expertise, the management structure is very sharp and organized.

Quality facilities and infrastructure are needed and need to be properly regulated by the organization so that the organization of organizational activities can get maximum

results. The organization of facilities and infrastructure at the PERTINA East Nusa Tenggara Province was not good because there were still many shortcomings so that the management experienced problems in organizing the facilities and infrastructure then based on interviews with the management it was said that they did not have data on the number of facilities and infrastructure owned. Then the researchers also did not get data about spending on facilities and infrastructure for this year.

All activities carried out by the PERTINA East Nusa Tenggara Province are in accordance with the statutes and the results of regional work meetings. In the activities implementation, of course there are certain things that are missed or not carried out because of other factors. However, in general the organization of the activity program is good because it refers to clear rules and route maps. The program is a statement that contains the conclusions of several hopes or goals that are interdependent and interrelated with each other to achieve the same goals Mahaimin, (2009).

Sports activities require a lot of funds, this is an absolute requirement that must be met, without funding the sports coaching program will not run well (Nugraheni, Rahayu, & Handayani, 2017). The funding organization carried out at the PERTINA East Nusa Tenggara Province was not good because the organization for the welfare of the Trainers and Athletes was not there because of limited funds. 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, (Priono, Soegiyanto, & Sulaiman, 2014), while submitting funds is carried out under the correct procedure, namely through a regional work meeting then after it is agreed it will be submitted to the government and other supportive sponsors.

Actuating

Implementing achievement coaching at the PERTINA East Nusa Tenggara Province was carried out by administrators, coaches, and athletes. From the point of view of human resources it is very good because all the components that implement it already have apparent knowledge, skills and rules so that the implementation runs well. Human resource management can also be interpreted as the utilization of human resources in the organization Marwansyah, (2014).

The use of facilities and infrastructure at PERTINA East Nusa Tenggara Province is quite good because of the limited number of buildings, insufficient science and technology, insufficient safety equipment and boarding houses for athletes that are not owned by PERTINA. Maintenance is very good because it is carried out by special officers. Management should make a structure of mechanisms that prioritize the interests of the sport itself, because the main objective of managing the existing sports facilities and infrastructure is basically to maintain and care for the sports facilities and infrastructure that are already available are well maintained for the benefit of the East Nusa Tenggara boxing sport.

The achievement development implementation program at the PERTINA East Nusa Tenggara Province is always carried out in accordance with what has been planned through the regional work meeting and targets that are owned. So far the achievement coaching implementation has gone well and all activities have been very beneficial, as evidenced by the achievements that have been achieved. Usually a program includes all activities are under the same administrative unit or facilities that are interdependent and complementary (Mahaimin, 2009).

The good use of funds is one factor that supports the results of coaching, because without proper use of funds, it will be difficult for coaching to progress towards maximum achievement (Triyasari, Soegiyanto, & Soekardi, 2016). In terms of the use of funds, the PERTINA East Nusa Tenggara Province

has used funds according to the needs in the field, but on the need side there are still many shortcomings such as the needs that athletes must have when training is still lacking and documents regarding funding are incomplete.

Controlling

According to Inayati, (2014) One factor that influence work discipline is controlling. Controlling is one factor that affects the work discipline of members. Controlling carried out at the PERTINA East Nusa Tenggara Province is carried out comprehensively starting from the Management, Trainers and Athletes. In monitoring human resources, the vision and mission must be upheld. Controlling carried out at the PERTINA East Nusa Tenggara Province was very good because it was carried out at a regional work meeting where the work program that had been carried out by the trainer was reported for one year then the controlling when carrying out the performance development process was directly controlled by the relevant commission, but what needs to improve is the level of attendance from the management who carries out the controlling.

According to (Pramono, 2012) sports facilities and infrastructure is that the achievement of maximum achievement must be supported by quality and quantity infrastructure in order to accommodate sports activities. The facilities and infrastructure at the PERTINA East Nusa Tenggara Province are quite good and need to increase the number of buildings, science and technology, security and safety equipment and dormitories. Controlling of facilities and infrastructure is great because it is carried out by a special team.

The activity program controlling was also carried out by the PERTINA East Nusa Tenggara Province directly. The management is involved in activities both in the training process and competition, but the intensity of controlling needs to be improved so that a more familiar atmosphere is built up to all components. Evaluation is given to coaches

and athletes and from coaches to athletes after completing training and competitions.

Comprehensive oversight was also carried out by the PERTINA East Nusa Tenggara Province in terms of funding. The accountability report use is reported at the regional work meeting. Regarding the accountability report on the use of funds was good, the researchers did not get the documents. Funding is closely related to the welfare of coaches and athletes. This welfare is very important because it deals with the necessities of life, so it is imperative for administrators to provide welfare to coaches and athletes, but what happens in the field is that from a financial perspective it is still lacking, there is no salary or allowance for coaches and athletes. In terms of welfare, education is wonderful because the management sends high-achieving coaches and athletes to the Master's degree level with achievement requirements.

CONCLUSION

- 1) Planning includes human resources, infrastructure, program activities and funding, overall in terms of planning it is good because it conforms to the standards set
- 2) Organizing includes human resources, infrastructure, program activities, and funding is not good because the arrangement of infrastructure and funding is not optimal.
- 3) Actuating includes human resources, facilities and infrastructure, program activities and funding is not good because of limited infrastructure and funding is still minimal.
- 4) Controlling, including human resources, facilities and infrastructure, program activities and funding, overall is not good because the supervisory commission does not carry out routine controlling.

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