

League Three Football Competition Management, Jambi Province

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Abstract

The background of this research is to know the management condition in the Three League Soccer Competition, Jambi Province. This study purposed to Analyze Human Resource Management in the League Three football competition Jambi Province, Analyze Funding Management in the League Three football competition, Analyze Management Methods in the League Three football competition in Jambi Province, Analyze the Management of Facilities and Infrastructure in the League Three Jambi Province football competition. Analyzed Technology Management in the League Three football Competition Jambi Province and Analyzed Marketing Management in the League Three Football Competition Jambi Province. This research method uses qualitative research methods. The research used a naturalistic interactive qualitative research approach, or a natural research. The results were human resource management is categorized as good and is under the planned process, financial management is categorized as moderate because there was no collaboration with sponsors and there was no contribution from the local government, the management method is categorized as good because in its implementation the competition was running well according to with the planned objectives, management of facilities and infrastructure can be categorized as good. Because in holding a competition, it already has adequate facilities, technology management is categorized as good because it already had technology help administrators carry out tasks in the office or in the field, marketing management is categorized as good, because in marketing In this competition, the management has collaborated with print media and other electronic media.

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INTRODUCTION

Football is a highly popular sport around the world. Football is a sport that is now becoming a trend and is welcomed by all groups, including children, adolescents and adults. Football is by far the most popular sport in the international world, inseparable from factors such as age, gender and status. (Abdul Rachim echo 2016: 6).

Football is a game that is played almost entirely with the feet, except for a goalkeeper who may use his arm in the penalty kick (Sucipto Dkk 2000: 7). We can only accomplish achievement of peak achievements in the sport of football through a systematic, planned, orderly, and continuous coaching process (Agustanico Dwi Muryadi 2015: 1). Without mastery of the ability to play good football, young players cannot play football well too, (Martin Sudaryoto 2017: 73).

Regardless of age, gender, or social status, football is the people's favorite sport (Mokhammad Munna Khabibi 2014: 141). Football is a sport that is very popular in the world. Almost all over the world there are professional and amateur leagues. Football clubs compete for the ability of outstanding players to compete in professional leagues. These clubs also have a Football Academy to create great players (Prima Ghozali 2017:77).

From this definition we can conclude it that football is very popular among all levels of society where each team is divided into two teams, each team comprising 11 people fighting to put a ball against the opponent's goal. An important component in efforts to develop achievement, especially in football, achieved through a competition. Increasing the efforts of seeding and fostering sports achievements must be carried out systematically and comprehensively through educational institutions as the center of management under the coordination of each sports organization together with the community in order to achieve proud achievement goals at the national and

international levels.(Hidayat Nurseta 2017:158).

Competition is a match system that is carried out by confronting or competing participants in sports to meet one team and another (Alexandro, 2013: 1). Competition is an event to pit several participants or competitors with the same goal according to certain predetermined game rules (Ricky Aditya, 2013: 18).

From the above statement, the competition is a place or place to carry the talents of athletes through competition in a competition to win a title (champion). With the competition, the talents possessed by athletes will be visible and stand out during the match. To run a good and professional competition and to improve sports performance, in football requires management, good management is management programmed and run by people who are professional and responsible in their fields.

Management is a process or framework, which involves the instruction or direction of a group of people towards organizational goals or actual purposes. (George R. Lesley 2009:1). In line with the opinion above, according to (George 2006: 9) Management includes activities to achieve goals, carried out by each individual who contributes his best efforts through predetermined actions. Management is Planning (Planning), Organizing (Organizing), and Controlling (controlling) organizational efforts in all its aspects so that organizational goals are achieved effectively and efficiently (Nanang Fatah, 2008: 1).

Jambi Province is a city in Indonesia and the capital of the Jambi Province of the Republic of Indonesia. Football sports activities in Jambi province are quite good, as evidenced by the number of football clubs and schools (SSB) of various ages in each sub-district and district / city, experienced coaches and adequate football fields in each region and have also been covered by the parent football organization Indonesia,

namely the Indonesian Football Association (PSSI) which is listed as a member of the International Federation of Football Association (FIFA) as the parent of the world football organization.

The Jambi Province League Three Football is a competition event that the Jambi community enjoys doing as seen from the enthusiasm of the people who flocked to watch the match which was held at the Tri Lomba Juang Stadium in Jambi Province. The management of a good sports class program is needed to produce high-achieving athletes so that it must direct the management of the Sports Class to support the sports achievement development continuation (Endro Triyatmo, 2018: 280)

Based on the results of the data received by the researcher by knowing the existing conditions and problems, that what became interesting in the Jambi Province League Three Competition match in a joint interview with the Competition Director, "from the beginning of the establishment of the Jambi League Three in 2017 that the registration process was free. From the team that took part in the competition then the team that won the match was not given coaching money and for the best players but was only given awards such as trophies, this is because the funds obtained were only from PSSI and at least the clubs that take part in the competition and there were no sponsors who cooperate in the League Three Jambi Province so that there is no coach money for the champions.

Researchers are very interested in further researching about the management of the management elements that are carried out in the Jambi Province Third League Competition, so the researcher takes the theme "League Three Football Competition Management, Jambi Province".

METHOD

The design used in this research is a naturalistic interactive qualitative research approach, or in natural conditions (Sugiyono 2010). Research variables include Competition Management which is carried out in the Three Soccer League Jambi Province on Planning, Organizing, Movement, and Supervision. Collecting data through observation, interviews, and documentation.

The respondents who were used as subjects of this study were people who were involved in the Jambi Province Three League Soccer Competition, namely the competition director and organizers of the Jambi Province Three League Soccer Competition.

The instrument used in this research is a blank check list in the form of an observation guide and an interview guide which is the basis for the implementation of data search by interviewing, observation and documentation methods. The targets of this research are Human Resource Management, Financial Management, Method Management, Facilities and Infrastructure Management, Technology Management, and Marketing Management.

Table 1. Research Instrument Grid

Indicator	Sub Indicator
Planning Management: human resources, finance, methods, facilities and infrastructure, technology, marketing	To determine the plan for selecting the management
	Funding in competitions
	Implementation in competitions
	available facilities and infrastructure availability of technology planning in marketing the competition
Organizing Management: human resources, finance, methods, facilities and infrastructure, technology, marketing	a system of division of labor
	management allowance
	selection of management for the implementation of the Competition
	Sapras is owned by every administrator's job placement
	Machinery and work equipment Marketing within the organization
Actuating Management: human resources, finance, methods, facilities and infrastructure, technology, marketing	move all members
	Fund constraints
	administrators in order to work properly
	breaking orders in his duties
	the means used
	Marketing is in motion
Supervision Management: human resources, finance, methods, facilities and infrastructure, technology, marketing	a surveillance system
	oversee funding
	division of supervisor duties in the Competition
	Facilities and infrastructure used
	Special technology to help
	supervision in introducing competitions

Data Analysis Techniques Can Be Carried Out Through The Activities Of The Data Collection Process, Data Reduction, Data Presentation And Drawing Conclusions Or Verification.

RESULT AND DISCUSSION

The results and discussion in this study refer to the results of research that has been conducted at the League Three Football Competition, Jambi Province.

Table 2. The Results on Aspects in the Management Stages of the League Three Football Competition Jambi Province of Human Resources, Finance, Methods, Facilities and Infrastructure, Technology, and Marketing.

Variables / Aspects		Criteria	Achievement
No	Disclosed		
1	Human resources Management	Planning	Human resources of administrators of the league three football competition in the province of Jambi are very good. Because it is under their respective fields and professional in the league three football competition.
		Organizing	
		Actuating	
		Supervision	
2	Financial management	Planning	The achievement of the financial aspects in the Jambi Provincial League Three Football Competition can be concluded as Moderate and obvious, the source of finance is only from PSSI subsidies..
		Organizing	
		Actuating	
		Supervision	
3	Methods Management	Planning	The achievements of the method aspects in the Jambi League Three football competition can be concluded that it is good so that the match implementation process goes well and successful..
		Organizing	
		Actuating	
		Supervision	
4	Management of Facilities and Infrastructure	Planning	The achievements of the facilities and infrastructure in the League Three Football Competition Jambi Province can be concluded as good and have met the standards for conducting the competition and still need improvement.
		Organizing	
		Actuating	
		Supervision	

5	Technology Management	Planning	Good	We can categorize the achievements of the technological aspects in the League Three Football Competition Jambi Province as good. Because it already has technological tools that can help the performance of the management to carry out the competition.
		Organizing		
		Actuating		
		Supervision		
6	Marketing Management	Planning	Good	Marketing aspects of the Jambi League Three Football Competition is good. Because in marketing the Jambi league three competition, it has involved print and mass media under the plans to be achieved.
		Organizing		
		Actuating		
		Supervision		

(Source: Interview Results, Observations, and Documentation)

DISCUSSION

Human Resource Management Analysis in the League Three Football Competition Jambi Province

Planning

Planning is the entire process of thinking and determining carefully what will be done to achieve predetermined goals (Siagian in Harsuki 2012: 85). From the results of observations, interviews, and documentation of researchers with the director of the League Three Football Jambi Province Competition that Human Resources (HR) in the management of the Jambi League Three Football Competition have been good and are in accordance with the previously planned process.

According to (Hasibuan 2011: 2) that management is the art of regulating utilizing

human resources and other resources effectively and efficiently to achieve certain goals. In human resources, the management already has people who are professional and have expertise under their respective fields and duties who can carry out the mandate that has been given and the people who are elected will be responsible for tasks in their respective fields.

Organizing

Here, the achievements that have been carried out by the Human Resources Organization (HR) of the League Three Football Competition Management in Jambi Province are under the plans that have been made previously. Because each manager of their respective fields of work is under the criteria and profession and people who are professionals in their respective fields.

Actuating

Actuating are activities carried out by leaders to guide, direct, organize all activities that have been assigned carrying out a business activity, Brantas in (Abdu Rachim Gema 2016: 28). Based on observations, interviews, and documentation of researchers with the director of the Jambi league three football competition related to moving the management or human resources in the League Three Football Competition, that everything is moved according to their respective fields according to their profession and the commitments that have been made beforehand to achieve a planned goal and administrators who are responsible and aware of what they do.

Controlling

According to George R. Terry in (Sukarna 2011: 110) Supervision can be formulated as determining the achievement, include standards, what is being done, namely implementation, assessing implementation, and if necessary to make improvements, so that implementation is under the plan which is under the standard (size).

Based on the results of observations, interviews, and research documentation with the director of the League Three Football Competition Jambi Province on Supervision in the League Three Football Competition Jambi Province Management that the supervision of the management in the league three competition has been carried out under previous directions and planning because all activities both from information dissemination and registration are all supervised by the management so that there are no deviations and errors in their implementation.

Financial Management Analysis in the League Three Football Competition Jambi Province.

Planning

Financial management can be defined as fund management, both related to the effective allocation of funds in various forms of investment and efforts to raise funds for investment financing or spending efficiently (Agus Sartono 2001: 6).

Based on observations, interviews and joint research documents regarding the "Jambi Football League Three Management Planning". The question of planning is good because it is calculated based on the funds used to organize the competition. However, the money obtained can only be used for management, referee, and committee subsidies.

The responsibility of the subsidy is not to reward champions who win the competition, but only awards as trophies and awards without coaching money. This is because the money earned is only a subsidy from PSSI center. Only this one, and no financial assistance from anywhere (such as local governments), and no permanent sponsors to work with.

Organizing

Financial planning is carried out together with the preparation of a strategic plan (Setya Mulyawan 2015: 166). Here in charged administrators who carrying out their responsibilities are under their respective division of duties.

However, based on the findings of researchers in the field, the funds obtained for the implementation of the competition in the Football League Three in Jambi Province are

still insufficient because the funds obtained come from the central PSSI only and there is no assistance from the local government or collaborating sponsors. The researcher concluded that financial management in the league three football competition in Jambi Province still needs to be considered again about the budget..

Actuating

From the interview with the joint researcher in finance field, the League Three Football Competition Management, Jambi Province, that in actuating the management, it is according to their respective duties, especially in searching for a budget. However, the lack of interest from participating sponsors to join is still lacking and the local government also does not provide material support for the League Three in Jambi Province so that many proposals submitted are not well responded to.

Controlling

The results of interviews conducted with researchers in finance at a league three football competition in Jambi Province showed that during supervision, how much spending money and whether the amount of funds allocated was under the main duties and functions of each, and was used. For any purpose, the results of the subsequent expenses will be explained as needed.

Management Analysis Method in the League Three Football Competition, Jambi Province

Planning

The method is about how to design in determining excellent performance in implementing running football competitions, especially in the League Three Jambi

Province. That there are so many problems occur, from the match to the competition participants, and it is also inseparable from how the management is to overcome them.

Every organizational activity in achieving goals needs careful planning according to its objectives. This is adjusted according to the areas to be achieved, Albert Silalahi 1987 in (Sarinah 2017: 29). Based on the interview of researchers with several administrators who are involved in the Jambi League Three Football Competition, the method used in planning before the match starts is good by preparing everything both before the match and after the match and after that it will be evaluated so that every problem occurs all of it can be overcome because it is not big problems.

Organizing

The results of interviews with administrators show that in the method of grouping each member of the management is under their respective fields and has been assigned to their primary duties and functions. The organization that is carried out by a committee has established in place and already has a method of overcoming a problem that occurs in the league three football competition in Jambi Province, which will be implemented.

Actuating

Based on the results of interviews with researchers with administrators that in the competition's implementation there is no special method to actuate a committee because under the commitments held by each sector, they will carry out according to their respective main duties and functions and the administrators will actuate according to their respective duties. An activity carried out by a

leader to drive and guide and organize all activities assigned to carry out a business in the organization.

Controlling

The supervision carried out in the League Three Football Competition, Jambi Province towards the progress of football matches is very good because it is supervised by the police and secures the match and actions taken by the management for the success of the football competition that has been carried out. After the match is finished, they hold an evaluation and fixing to consider the results of the next matches.

Management Analysis of Facilities and Infrastructure in the League Three Football Competition, Jambi Province

Planning

The supervision carried out in the League Three Football Competition, Jambi Province towards the progress of football matches is very good because it is supervised by the police and Based on the results of interviews with researchers with the management regarding the procurement of facilities and infrastructure in the Jambi Triple League Football Competition, that the planning in carrying out the facilities and infrastructure at the competition that will be held is good by mitigating the deficiencies that will occur.

According to Harry Pramono (2012: 11) the maximum achievement of sports facilities and infrastructure must be supported by the quality and quantity of infrastructure to accommodate sports activities, achievement means that these tools are used optimally and accept science and technology developments,

so that maximum achievement can be achieved.

However, there are still a lot of things that need to be repaired for sapras, especially the existing stadiums in each district in Jambi Province. Because when holding the Jambi League Three Football Competition, they sometimes use a half-competition match system and rarely use a full competition or home and away match system.

Therefore, participants can only play in one stadium, namely in the province of Jambi, and cannot play matches outside the region. This is because the stadiums in each district in Jambi province are not suitable for use because many are damaged. With these limitations, it makes it difficult for each region to watch the League Three Football Competition secures the match and actions taken by the management for the success of the football competition that has been carried out. After the match is finished, they hold an evaluation and fixing to consider the results of the next matches.

Organizing

In sports infrastructure is defined as something which facilitate or expedite a task and has a relatively permanent nature and One such trait can not be moved to place, (Soepartono, 2000: 5). The results of the interview of researchers with the facilities and infrastructure management sector regarding the organization of Sapras in the Jambi League Three Football Competition that in the division of tasks for administrators of facilities and infrastructure have been grouped and determined according to their respective duties in the League Three Football Competition Jambi Province, but attention to Sapras and the amount of responsibility carried out by the

equipment sector manager for the assigned task.

Actuating

Saprasa in the league three football competition in Jambi Province, that the actuating carried out was in accordance with the existing sapras field both in the field during the match and the facilities at the office. In supporting the match, the infrastructure used is usually a stadium located in the center of Jambi, namely the Koni Tri Lomba Juang Stadium in Jambi City. This is because the facilities that are suitable for the competition are only at the Koni and for other areas the existing facilities cannot be used because many are damaged.

Controlling

In supervising the facilities and infrastructure, it has been carried out properly under the assigned location and task. For the field during the match, all facilities and infrastructure have been supervised by the people on duty if there is damage, they will be repaired or replaced for their use. And for the match venue, the management will repair if there are findings of existing damage. Then Sapras in the office is also monitored and corrected if there are findings that are not suitable for use. Incidentally the Asprov field and office are close to the football field at the Koni Tri Lomba Juang Stadium in Jambi.

Technology Analysis Management in the League Three Football Competition Jambi Province

Planning

Planning for procuring the necessary technological tools is already good and is prepared before the League Three Football

Competition Jambi Province starts. However, technology is not fully used in the competition because of the limitations of technology. One of the technologies used is a live streaming video camera that can be accessed via the My Cujoo site for live streaming. And HT technology which serves as a communication tool for the match supervisor on duty.

Technology is a collection of tools, rules and procedures is the application of scientific knowledge to certain jobs in conditions that can allow repetition, (Manuel Castells: 2004). Technology in football is a sophisticated means to support the game of football to make it fairer and minimize mistakes made by players or match equipment on the field.

Organizing

Based on the results regarding technology in organizing the League Three Football Competition, Jambi Province, each existing tool has been grouped according to the field of work of each profession and is grouped based on the place and situation, be it technology in the field or computer technology in the secretary's room..

Actuating

The actuating in the technology of the League Three Football Competition Jambi Province, all that has been given a mandate by the management, has been carried out under their respective duties related to moving in the technology field towards the Jambi Football Competition, both in the field and in the room.

In the league three football competition in Jambi Province, a driving force in technology is very much desired considering the many problems and obstacles that occur both from preparing to start the competition and during football matches and this certainly

cannot be separated from a committee to mobilize people who are competent in their fields.

Controlling

Based on interviews, documentation and observations of joint researchers with the management of the Technology field of supervision in the League Three Football Competition Jambi Province technology, the supervision of existing technology has been well monitored with not so many tools available, making it easier for the management to supervise both in the field during matches and in office spaces. In connection with this technology, it is inseparable from the supervision carried out both in terms of use or maintaining its safety; it needs to be monitored so that its existence is guaranteed.

Marketing Analysis Management in the League Three Football Competition Jambi Province

Planning

It takes special readiness in planning the League Three Competition Jambi Province, one of which is in introducing the public about the competition that will be held. Marketing management is the most dynamic part of sports management and the most impressive, because the scope of sports marketing is Promotion, Advertising, Sales and Public Relations, (Mullin: 1985). Based on the results of interviews, observations and documentation of researchers with the management of the marketing sector on marketing planning in the League Three Competition Jambi Province, what the management has done is under the previously designed plan to market the League Three Competition Jambi Province.

In marketing the competition, the management has collaborated with print media or newspapers, provided brochures and marketed them through other social media and through the surrounding community information about the existence of the Jambi League Three will be spread to other communities.

Organizing

Organizational behavior is a meeting point between human behavior that interacts with each other within an organization itself. However, both are still needed for a comprehensive understanding to study individual behavior, because organizations influence and are influenced by individuals within the organization (Irfandi, Zikrur 2017: 17). Based on the observation interview and the documentation of the researcher with the management of the marketing sector regarding the marketing organization in the League Three Football Competition, Jambi Province, in this case the mobilization of a group of people related to marketing the Jambi three league football competition has been carried out according to the plan previously made. And the people who are given the task will be responsible for the burden they hold under any task given in marketing the League Three Football Competition.

Actuating

To perform the actuating, one must have the expertise to move other people, so they will work both alone and together with full awareness and sincerity to complete their duties so that goals are achieved under the plans that have been previously made Based on the results of interviews, observations and documentation of researchers with the management of the marketing sector towards

marketing actuating in the league three football competition Jambi that in its actuating towards marketing, people already have people who can be trusted and want to work including to communicate on social media and involve other print media and they actuate according to the orders given by the administrator.

Controlling

Controlling is about marketing the league three football competition in Jambi, how to plan the organization and move the management according to their fields after monitoring so that the goals to be achieved are under the plans that have been set Supervision begins with implementing marketing activities which include the operations of a well-structured marketing organization and the implementation and control of marketing. Based on the results of interviews with researchers and management in the field of marketing in the league three football competition, the supervision in marketing the competition is not very good. Because the management gets information from those on duty directly by knowing whether there are sponsors who will work together and how many clubs will register.

CONCLUSION

Based on the results and discussion of research from the formulation of problems regarding the League Three Football Competition Management, Jambi Province, it can be concluded that:

Human Resource Management in the League Three Football Competition Jambi Province is categorized as good. Financial Management In the League Three Football

Competition Jambi Province is categorized as Medium, because there is no collaboration with sponsors and there is no contribution from the local government to help. Management Methods in the League Three Football Competition, Jambi Province, are categorized as good. Management of Facilities and Infrastructure in the League Three Football Competition Jambi Province be concluded as Good. Technology Management in the League Three Football Competition Jambi Province categorized as good, Because it already has technology that can help the performance of the administrators. Marketing Management in the League Three Football Competition Jambi Province concluded as good.

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