



Management of Sports Development Achievement of the Indonesian National Sports Committee Karo Regency, North Sumatra Province

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Abstract

Management of Sports coaching on National Sports Committee of Indonesia (KONI) Karo Regency, North Sumatra Province is the most appropriate institution to coordinate all sports branch administrators in Karo Regency for athlete development programs. This research aimed to analyze and describe the planning system, the organizing system, the actuating system, the controlling system of the management activities program, funding, and infrastructure, as well as the evaluation system in KONI, Karo Regency, North Sumatra. This study used a qualitative approach with ethnographic design. The subjects in this study were administrators, coaches, athletes, and the communities at KONI Karo Regency, North Sumatra. The results of the organizational structure of management in KONI Karo Regency, North Sumatra, had a good organizational structure, and has shown an obvious line of authority with the existence of tasks under their respective fields. The activity program at KONI Karo Regency, North Sumatra, is complete and structured under the assignment decree (SK) and activities carried out according to a predetermined schedule. Funding at KONI Karo Regency, North Sumatra is not yet in a good category. Based on data on the facilities and infrastructure of KONI, Karo Regency, North Sumatra, was not yet in the good category, because it cannot support existing program activities at KONI Karo Regency, North Sumatra. Management Evaluation System at KONI Karo Regency always conducts evaluations after a match in order so that the future it can be remedied and can run according to previous planning implementation. However, it is recommended that an external party should conduct an evaluation to make a better result.

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INTRODUCTION

Coaching and development of achievement sports are carried out and focused at achieving sports achievements starting from the regional, national and international levels. They carry coaching out by the parent organization of a sport from the regional level to the national level. There are many factors in the coaching process that must be considered, including precise coaching objectives, a systematic training program, appropriate training materials and methods. In addition, it is necessary to consider the characteristics of athletes who are fostered both physically / psychologically, the ability of the resources and infrastructure / facilities and the conditions of the coaching environment (Yunida et al.,2017:126).

Coaching can be carried out by empowering sports organizations, developing and improving sports development that are national and regional and hold a tiered and sustainable competition (SKN Law Number 3 of 2005) . Sports management is a combination of skills related to planning, organizing, leadership, controlling, budgeting, and evaluating an organization that has major components related to sports olahraga (Wawan S. Suherman, 2001:2)

Performance sports organizations that can perform management functions will also produce outstanding achievements. In sports management, achievement must have an explicit sports organization management and have the same goals in achieving the success of the organization itself (Agung Sunarno, 2018). 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 wirayudha kusuma, 2019:297)

The Indonesian National Sports Committee (KONI) as a forum for national sports organizations has great responsibility for fostering sports achievements in Indonesia. KONI which has an important role in forming, fostering and developing athlete in a planned, tiered and sustainable manner through

various competitions to achieve achievements is included with the support of sports science and technology. Performance sports have a target to achieve an outstanding achievement with good management and administration. Along with the increasingly intense competition in the world of sports.

KONI Karo Regency, North Sumatra is in Kabanjahe which was formed on July 30, 2012. KONI Karo Regency has the primary task of planning, coordinating and carrying out a coaching and increasing athlete's performance, referees performance, and coaches to achieve an achievement in the sporting field of Karo Regency towards achievement of Regency / City level of North Sumatra Province.

In obtaining the achievements of KONI, Karo Regency in 2014 was in the second position. At Porprov 2019 it was in third position. KONI Karo Regency has experienced a decline in achievement at the 2019 Provincial Government Work Program this is because of the lack of infrastructure and funding support.

Therefore, based on the above background, it is necessary to conduct research on the management of sports coaching achievements of KONI Karo Regency, North Sumatra. We expect this research to recognize precisely about the sports coaching achievements management of KONI, Karo Regency, North Sumatra. Management of Sports Achievement Development KONI Karo Regency, North Sumatra is a system comprising several components. The components in the development of achievement are interrelated and affect each other between administrators, coaches, athletes, parents of athletes and the community.

METHODS

The research used in this study is exploratory. Which means a researcher who will try to explore an element or variable being researched. So that in this study, researchers used a design as ethnography. Ethnography is the study of social interactions, behaviors, and perceptions that occur in groups, teams,

organizations, and communities (Reeves, Kuper, & Hodges, 2008).

The approach used is a qualitative approach. This qualitative research describes planning, organizing, actuating and controlling the management of sports organizations, especially sports coaching achievements of KONI Karo Regency, North Sumatra, which are carried out to support the implementation of major tasks and functions.

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

The data analysis technique used in this research is field analysis using the Miles and Huberman model. Miles and Huberman (in Sugiyono, 2010: 337, suggest that ‘activities in qualitative data analysis are carried out interactively and continue to completion, so that it saturates the data.’).

RESULT AND DISCUSSION

The results and discussion in this study refer to the results of research that has been conducted at KONI Karo Regency, North Sumatra.

Table 1. The results from Planning, Organizing, Actuating, Supervision (Controlling). Evaluation.

Evaluation Stage	Aspects Disclosed	Result
Planning	Management	The management system in KONI Karo Regency, North Sumatra, has been running according to the pre-determined program planning, because the management works with responsibilities according to their respective duties and refers to the programmed schedule. Explicit planning for the use of funds adapted to needs and prioritizing deliberation and transparency of funds to enhance the use of funds owned by KONI Karo Regency, North Sumatra. The existence of the facilities and infrastructure of KONI Karo Regency, North Sumatra is incomplete because it has not been adjusted to the pre-planned needs.
	Activities Program	
	Funding	
	Infrastructure	
Organizing	Management	Selected administrators according to their capabilities have been given an explicit letter of assignment (SK) under their respective fields or under their respective primary duties and functions. So they are bolder and more responsible for the assigned task. All existing activity programs in KONI Karo Regency, North Sumatra have been well organized and carried out according to the planning schedule designed by the previous administrators, coaches and athletes. The organization of funding owned by KONI Karo Regency, North Sumatra, is clearly detailed because all transactions of income and expenditure are systematically recorded and documented. The funding is still very minimal. Equipment for the task given, and lack of facilities and infrastructure at KONI Karo Regency, North Sumatra.
	Activities Program	
	Funding	
	Infrastructure	
Actuating	Management	The implementation system carried out by the management in KONI Karo Regency, North Sumatra is under the predetermined program because they have carried everything out with full
	Activities Program	

	Funding	responsibility and good cooperation and according to a predetermined and jointly made schedule.
	Infrastruktur	Actuating carried out by the management under the program of activities that have been determined and work according to their respective duties with full responsibility and cooperation for the well-being of KONI Karo Regency, North Sumatra. The actuating system of the management of the funding sector at KONI Karo Regency, North Sumatra is not good because there are still many unfulfilled needs because of insufficient funds but, from a documenting perspective, they run it well because all transactions of income and expenditure are recorded and documented systematically. Lack of existing infrastructure in KONI Karo Regency, North Sumatra, this shows that the facilities and infrastructure at KONI Karo Regency are not as expected in order to support athletes achievements.
Controlling	Management	Supervision from the management at KONI Karo North Sumatra has been carried out under the previous directions and planning because all activities both from training activities and until the match are all supervised by the management so that there are no deviations and errors in their implementation. Activities carried out in KONI Karo Regency, North Sumatra are good because the management works under their respective fields. KONI Karo Regency funding is not stable or not as expected in order to support athletes' achievements. Infrastructure is still classified as incomplete at KONI Karo Regency, North Sumatra.
	Activities Program	
	Funding	
	Infrastructure	
Evaluation		The evaluation system at KONI Karo Regency, North Sumatra, the researcher concluded that the evaluation system carried out at KONI Karo Regency, North Sumatra was categorized as good. Because after each match, administrator carry out an evaluation..

Management of KONI, Karo Regency, North Sumatra

Implementation of KONI Management in Karo Regency, North Sumatra has been running according to the assignment letter. Under the objective, KONI KARO Regency, North Sumatra. Aims to coordinate all management of sports branches in Karo district to excel. KONI Karo Regency which is mentally fostering and training to compete by providing experience to compete from an early age. We cannot separate the success in

obtaining an achievement in sports from a good coaching program. A good coaching program is carried out in a planned, tiered and sustainable manner berkesinambungan (Rumini & Rani, 2016:48)

KONI Karo Regency, North Sumatra, the management always prepares all the needs before the match and evaluated so that they can minimize the deficiencies that are got during its implementation in the future. The ongoing activities carried out in KONI Karo Regency, North Sumatra cannot be separated from good

management. The good coaching process includes competent management, certified and competent coaches coupled with material, moral support from athletes' parents and adequate facilities and infrastructure. (Ghozali et al., 2017:73)

Management Program Activities of KONI Karo Regency, North Sumatra

In implementing all activities, the program is very important and main, so that a comprehensive program will contribute to implementing activities in KONI Karo Regency, North Sumatra. Each field and sport has a defined priority scale and activity program. 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 Joko Nurcahyo, Soegiyanto KS, 2014:59)

The selection of the board of directors in Koni Karo Regency, North Sumatra is carried out according to their fields. These fields must be fulfilled, such as having a license or certificate and a minimum of experience to train athletes in their respective sports and understand the field situation. The success of an organization depends on the awareness of the manager in the organization about the level of his work, the ability of human resources and motivation to achieve organizational goals (Harsuki, 2012:169).

Management of Facilities and Infrastructure KONI Karo Regency, North Sumatra

Infrastructure management is facilities and infrastructure management carried out by an organization to support all activities, both coaching and other activities, so that all activities run evenly. Facilities and infrastructure are supporting factors for sports coaching, which must be available for any increase in performance as the primary goal of sports coaching (Depdiknas, 2001), (Iwan Fataha, Tandiyu Rahayu, 2013:60). Adequate facilities and infrastructure development can be prepared with efforts to develop the quality of

Human Resources (HR) and the strong position of KONI in Karo Regency, North Sumatra, all of which are interwoven in a facility and infrastructure management system.

KONI Karo Regency, North Sumatra Management has inadequate or incomplete facilities and infrastructure. The absence of a sports building itself, sports training equipment is also incomplete at KONI Karo Regency, North Sumatra, sports facilities and infrastructure are a maximum achievement development must be supported by quality and quantity infrastructure for sports activities means that the equipment is used optimally as possible and support the development of science and technology, so achieve maximum achievement (H. Pramono, 2012:11)

Funding Management KONI Karo Regency, North Sumatra.

The sports organization basically requires sufficient funds in its operations. A budget is a plan for a program that is described in financial form. This is an estimate of income and expenditure for one year (Azran Arief Parena, 2017:4). Most of the Indonesian National Olympic Committee (KONI) developed both, namely a one-year budget for short-term plans and a four-year budget to support long-term plans. For this reason, the availability of sufficient funds is one of the supporting factors that have a role important in the management process. The purpose of financial management is to maximize organizational value. Budget is one of the most important elements in coaching. Welfare is needed by individuals to maintain and foster social and economic stability. We need this situation to minimize the occurrence of social jealousy in an organization (Panuwun Joko Nurcahyo, Soegiyanto KS, 2014:56)

KONI Karo Regency, North Sumatra does not yet have decent facilities and infrastructure. The absence of Sports arena and inadequate field and training equipment. KONI Karo Regency is still independent in terms of infrastructure. Designing a sports coaching program requires a high budget, this

is an absolute requirement that must be reached, without funding the sports coaching program will not run well, (Nugraheni et al., 2017:226)

Evaluation System

Evaluation activity also plays an important role in perfecting an activity that has been planned and implemented. Evaluation becomes a measure of the success of the plan and its implementation. In order 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 (Priono & Artikel, 2014:7).

Management at the Karo Regency KONI always conducts evaluations after attending a match to see what deficiencies they must fix during implementation, so in the future it can be improved and run according to previous planning. Implementation, program activities, facilities and infrastructure, and funds.

CONCLUSION

KONI Karo Regency, North Sumatra management is categorized as good because of the organizational structure, clarity of duties (assignment letter), authority according to their respective fields, has explicit objectives, there is responsibility and good communication exists between administrators, there is no overlapping work so that activities can run under existing activity programs.

The activity program management is categorized as good because it has been carried out by referring to a predetermined schedule and according to their respective fields. An activity program that focuses on coaching or training and achievement is organizing tiered and sustainable competitions starting at an early age. The running of the program of activities carried out based on the enthusiasm and responsibility of the management and good communication shows that the program of

activities at KONI Karo Regency, North Sumatra is good.

Lack of funding management, because the funds got by KONI Karo Regency, North Sumatra only occur from the Karo APBD, BUMD and personal funds from each sporting branch in KONI Karo Regency, which is deficient, this can be seen from KONI Karo's inability to fulfill the needs of coaches and athletes.

Facilities and infrastructure management used to train at KONI Karo Regency, North Sumatra is categorized as lacking. Because it does not have a sports hall, sports field and complete training equipment which is managed by KONI Karo Regency, North Sumatra.

The evaluation system at KONI Karo Regency, North Sumatra, categorized as good, because after each match an evaluation is done by the competition administrator. It is expected to use an external evaluation team.

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