



Evaluation of the Football Development Program in Deli Serdang Regency, North Sumatra

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Abstract

This study aims to analyze programs, namely antecedents, transactions, outcomes of the Deli Serdang PSDS club football coaching program. This study uses the Countenance Evaluation Model (Stake) in terms of the antecedents, transactions and outcomes stages, which means getting accurate and objective information and comparing what has been achieved from the achievement of the development program. Data collection techniques in this study were observation, interviews, and documentation that came from coaches, administrators, athletes, and the community. The qualitative analysis technique is based on 4 components, namely: data collection, data reduction, data presentation, and conclusion drawing. The results are the Antecedent coaching program that is clear in improving the achievement of PSDS athletes, the PSDS football athlete development program has been running well, Transaction has not been going well, Outcome, the PSDS football achievement coaching program carried out in Deli Serdang Regency from the results of the trophy has experienced drop. The conclusion is that Antecedents at the PSDS club have management, human resources, facilities and infrastructure, funding, a clear and targeted training program, Transaction in the PSDS football athlete development program which is declared good but still lacks in its implementation, Outcomes in this case the results are not good, For the athlete's own achievement, it is less stable in obtaining trophies every year and does not routinely take part in League 3 competitions every year so that their achievements decrease.

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INTRODUCTION

Sport is an inseparable part of people's lives, through sports, physical condition and health are well maintained because doing sports can make our bodies healthy, both physically and psychologically. According to (Husdarta, 2010) achievement sports are sports activities that are carried out and organized professionally that is solely to obtain an optimal achievement goal in sports.

Sports achievement is a factor that can increase the dignity of a nation in the eyes of the international community. Sports achievements can be achieved if the existing coaching system can be planned and implemented properly. According to (Rumini, 2015) achievement coaching is a systematic effort made to get better results in obtaining achievements.

Coaching is one of the programmed, unidirectional and continuous efforts, using coach's resources that are planned in a training program to improve or achieve athlete's performance effectively and efficiently (Dinanta, 2015). Achievement sports coaching programs are not only the responsibility of sports coaching institutions (Koni, Pengcab Sports Branches, Sports Branch Clubs) but also the responsibility of the government and society. Coaching aims to improve the ability of human resources from the character and character development of coaches, managers, athletes, and staff, by optimizing sports infrastructure to improve athletic performance (Abdul Rosyid Eddy Hartoyo, 2015).

Soccer is a team sport game, each team comprising 11 players, and one of them is a goalkeeper. This game is almost entirely played using the legs, except for the goalkeeper who may use his arm in the penalty area. The goal of the game of football is to put the ball into the opponent's goal as much as possible in order to win and try your hardest to keep the goal in order not to concede the ball (Wildan, 2010).

The PSDS football club (Deli Serdang Football Association) Deli Serdang Regency has been established since 1958. The goal of the Deli Serdang PSDS football club is to create outstanding athletes in football who can

contribute names to any region at the regency, provincial level and have the highest hope of being able to achieve national and international championships.

In the achievement of the achievements of the Deli Serdang PSDS club, it is still not satisfactory, in the national League 3 event in the last five years it has not been optimal because of lack of support for infrastructure and funding to support achievement..

Therefore, based on the above background, it is necessary to conduct research on the evaluation of the Deli Serdang Football Association Development Program (PSDS). To evaluate in terms of management aspects, human resources, facilities and infrastructure, funding and training programs in the Deli Serdang PSDS club. Hoping to provide answers and solutions to problems currently being faced, this research is expected to find overall facts about the development of football achievements at the Deli Serdang PSDS club to be used as guidelines or material for consideration in deciding and future policies in fostering more good athletes. The coaching of football sports achievements at the Deli Serdang PSDS club is a system comprising several components. The components in performance development are interrelated and influence each other between managers, coaches, athletes and the surrounding community.

METHODS

This type of research is program evaluation research with the Countenance Evaluation Model (Stake) evaluation model in terms of the stages of antecedents, transactions and outcomes, which means getting accurate and objective information and comparing what has been achieved from the football achievement coaching program at the PSDS Deli Serdang club. in Deli Serdang Regency with what should be achieved based on predetermined standards or with absolute standards so that the advantages of program operations are well established (Ambiyar, 2019).

The design approach used is program evaluation with the Countenance Evaluation Model (Stake) evaluation model in terms of the

stages of antecedents, transactions and outcomes, which means obtaining accurate and objective information and comparing what has been achieved.

The data collection technique is the most strategic step in research, because the primary purpose of research is to get data. Data collection

techniques can be done by observation, interviews, and documentation (Sugiyono, 2010).

RESULT AND DISCUSSION

The results and discussion in this study refers to the results that has been conducted at the Deli Serdang PSDS club.

Table 1. The results of research on aspects in the antecedent evaluation stage (input), transactions (process), outcomes (results) of the implementation of the coaching program at the PSDS Club Deli Serdang.

| No | Evaluation Stages | Aspects Disclosed | Information |
|----|-----------------------|-------------------------------|---|
| 1 | Antecedent (Input) | Management | The existing management in the Deli Serdang PSDS club coaching program is already good, because it has a clear vision and mission, there is a clear organizational structure and coaching program. |
| | | Human Resources | The availability of athletes, coaches and administrators in the Deli Serdang PSDS club, in terms of athlete resources, the number of athletes is 22 athletes who are members of the Deli Serdang PSDS club, there are 3 coaches and 1 kitmen, for the total 37 administrators, there are several former athletes who are deemed committed to be recruited by the Deli Serdang PSDS club to take part in the club's management, and from the management's resources, the management works under their respective duties. |
| | | Facilities and Infrastructure | The facilities and infrastructure used in the coaching program at the Deli Serdang PSDS club are not good enough, there are still many things that need to be added for the smooth running of the Deli Serdang PSDS club coaching program. |
| | | Funding | The Deli Serdang PSDS club training program has gone well, under the direction of the Deli Serdang PSDS coach, the training program at the Deli Serdang PSDS club has been running according to a scheduled training program but has not been maximized or is still not good. |
| 2 | Transaction (Process) | Management | The Deli Serdang PSDS club training program has gone well, under the direction of the Deli Serdang PSDS coach, the training program at the Deli Serdang PSDS club has been running according to a scheduled training program but has not been maximized or is still not good. |
| | | Human Resources | The management implementation in the Deli Serdang PSDS club coaching program has been good, because PSDS Deli Serdang conducts selection of athletes every year. And there is supervision that is carried out in the performance of the Deli Serdang PSDS club. The recruitment of coaches at the Deli Serdang PSDS club shows that the recruitment of the coach has gone well in accordance with the provisions set by the Deli Serdang PSDS club management. Recruitment of Deli Serdang PSDS athletes shows that the recruitment of athletes has gone well. Athletes in the Deli Serdang PSDS club are selected based on talent in football, basic skills, skills, good health and |

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|---|-------------------------------|--|
| | Facilities and Infrastructure | physicality, and recruitment is carried out by administrators and coaches. Support services and amenities at the Deli Serdang PSDS club are not fine, there are still many items that need to be added and there are those that are not appropriate for use in training programs such as balls, and there are still some facilities that are not owned by the club, such as fitness equipment for athletes. |
| | Funding | Funding for the Deli Serdang PSDS club was obtained from the Deli Serdang Regency Local Budgeting, PT. Syrup Kurnia, Adidas is still lacking because it does not fund needs in the implementation of the Deli Serdang PSDS club achievement coaching program. |
| | Training Program | The implementation of coaching training programs at the Deli Serdang PSDS Club provided to athletes has been configured and carried out according to a predetermined timetable, but not optimal or still not good. |
| | Coordination | The coordination between the government and the management of the Deli Serdang PSDS club has been strong, only because they have not made the most of the joint pledge. Meanwhile, the partnership between management, trainers, players, parents of athletes and the local society is positive in the implementation of the coaching program. |
| | Welfare | The welfare of the Deli Serdang PSDS club is not good, since the wage earned by the coach is not adequate to fulfill their everyday needs, and the athletes are not getting coaching money. |
| 3 | Outcomes (Result) | Athletes's Ability (Achievement) The achievements of the Deli Serdang PSDS club are quite good, but at the national league level 3 it is still not satisfactory, and has not been stable in achieving the annual achievements targeted by the management. |

The results of the Deli Serdang PSDS club coaching program are reviewed from the input / antecedent which includes the background for the establishment of the Deli Serdang PSDS club with the development of athletes who aim to awaken Deli Serdang's spirit by creating outstanding athletes in football who can contribute names to any region at the regency level. Province and its highest hope is to achieve achievements at national and international championships. The success in achieving an achievement in sports cannot be separated from a good coaching program. A good coaching program is implemented in a planned, tiered and sustainable manner (Kristiyanto, 2012). In order to find out that it is doing well, it is necessary to do an evaluation. By evaluating the management,

coaches and athletes can maintain and improve the coaching program that has been carried out for maximum achievement (Priono, 2014).

Discussion on the results of the process/ transaction at the Deli Serdang PSDS club. A coach is one of the most influential figures on the success or failure of improving athlete or team performance, a coach is being very responsible for this failure and in this case, the coach is often demanded to resign because of his failure (Muhammad Haris Satria, 2012). 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 success in coaching. The good coaching process includes all components starting from competent management, certified and competent

coaches coupled with material, moral support from athletes' parents and adequate facilities and infrastructure (Prima Ghazali, 2017). Athletes at the Deli Serdang PSDS club did not experience any difficulties in following the training program provided by the coach. To achieve optimal athlete performance requires effort and training power as outlined in a training program plan that is systematically structured as a guide for the direction of activities to achieve goals effectively and efficiently (Panuwun Joko Nurcahyo, 2014). Facilities and infrastructure are supporting factors for success in coaching sports achievements.

According to (Harry Pramono, 2012) sports facilities and infrastructure are maximum achievement must be supported by quality and quantity infrastructure in order to accommodate sports activities, achievement means that the equipment is used optimally and follows the development of science and technology, 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 met, without funding the sports coaching program will not work well (Nugraheni, 2017). Coordination is an internal information system that is a must in the running of an organization which 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). Welfare is an aspect that is 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).

Discussing the results/outcomes of the Deli Serdang PSDS club. Achievement is a collection of results that the athlete has achieved in carrying out the tasks assigned to him (Erman, 2017). Fostering Achievement in Football Sports at the Deli Serdang PSDS club, namely an achievement coaching program that is reviewed based on success or achievements at regional championship events or national leagues.

CONCLUSION

The input evaluation used in the management coaching program is straightforward. human resources, placement recruitment for coaches and athletes. infrastructure and facilities need to be introduced again to ensure the smooth functioning of the coaching programme. funding comes from the local budget of deli serdang regency. the exercise program is well underway. the discussion on implementing coaching program management is positive. human resources, coaching, and athletes' recruitment has gone well. infrastructure and facilities are still not great. funding is also inadequate to meet the needs of coaches and athletes. the coach's training program is also not going well. coordinating the board with coaches, athletes, parents of athletes and the local community is an enormous accomplishment. it can be seen that the welfare of staff, coaches, and athletes is not great. the discussion of the results of the coaching program at the deli serdang psds club from 2015 to 2019 is even less stable in the three national league competitions attended annually.

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