

Management Evaluation of Swimming Sports Development Program in Spectrum Club, Semarang City

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Article Info


History Articles
Received:
22 September 2020
Accepted:
25 October 2020
Published :
31 December 2020

Keywords:
Management
Evaluation, Sports
Coaching, Swimming
Club

Abstract

The achievement of swimming in which the coaching and management factors are very important. Achievement of achievements in a comprehensive concept of a tiered coaching and management pattern, so that the process gets excellent results and use as evaluation material. This study aims to evaluate: Context, Input, Process, and Products related to the swimming coaching program management at the Semarang City Spectrum Club. This research method uses a qualitative approach with the CIPP evaluation model (context, input, process, product), data collection techniques use observation, interviews, documentation and data combination / triangulation.

The results include context, implementing the coaching program is under the background, vision-mission and objectives of the coaching program that has been carried out, Input, has good human resources, appropriateness of facilities and infrastructure is not good, and funding sources have limitations. The process, implementing the training program, athlete recruitment was going well, the use of facilities and infrastructure is good, coordination between related parties is also good, and the welfare is running well, Product, swimming performance at the Spectrum club in Semarang City is good but not optimal and still not stable in achieving achievements in each race. This study concludes that from the context and process aspects it is good, while the input feasibility of facilities and infrastructure is not good, the product, the achievement is good enough because it often participates in both regional and national competitions, but achievement is not optimal and to maintain achievement is still not stable.

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p-ISSN 2252-648X
e-ISSN 2502-4477

INTRODUCTION

Sport is an activity that has a specific purpose, such as training the body for physical and spiritual health (Forsman et al., 2016). Swimming, one of the most popular sports around the world and favored by all groups, has undergone many developments under its respective objectives, both to maintain health and fitness, for recreation and for achievement (Premana et al., 2020). Swimming has many benefits, including maintaining and improving fitness, maintaining a healthy body, for personal safety, for building physical abilities such as endurance, muscle strength and also beneficial for children's physical development and growth, for educational, recreational, rehabilitation facilities and achievements (Junaidi, 2011).

Improving swimming performance in which coaching and management factors are very important. Management is one part in the world of sports which is a means to support their achievements (Pramono, 2020). Good coaching and management will increase sports achievement in which the nursery of early childhood to adolescents can be perfectly poured out of creativity and maximum sports achievement (Felfe et al., 2016). Achievement of top achievements is described in a comprehensive concept in a tiered coaching pattern (Assalam, D, Sulaiman, 2015). We aim this at achieving national sporting successes through a national sport coaching pattern that relates to the pyramid system. The pyramid structure contains challenges, the achievement development of peak performance (Dirjen Olahraga, Depdiknas, 2002:1).

The achievements in the regional / outdoor swimming championships from the Semarang City Spectrum club can be seen from the record of their achievements experiencing difficulties and trials and not achieving maximum achievements, and not continuous. Achievements from year to year have not met the target and also at the same championship or event has decreased considerably. This study intends to examine the problem of swimming sports coaching carried out by the Spectrum swimming club, and to comprehensively find out

the causes of the sub-optimal performance of the athletes at the Spectrum swimming club.

The success of fostering a systematic, integrated, directed and programmed athlete achievement can be seen based on various factors that influence the success of coaching, namely adequate sports facilities and equipment availability, the existence of a tiered and sustainable program which is reviewed by the availability of adequate budgets and linkages. which is good between all parties including athletes, coaches, administrators, provincial administrators, KONI, and the Government (Allung et al., 2019). Not only that, athletes also need to pay attention to their characteristics, both physical and psychological, the ability of the coach, facilities, and the training program environment (Fataha, I. Rahayu, T, 2013). The need for sports management and coaching to consider the characteristics of the athletes who will be fostered both physically, technically, tactically, psychologically, facilities and infrastructure, and the conditions of the coaching environment, which aims at the coaching process towards the highest achievement (Septian et al., 2017). The failure of most coaches to develop the quality of their athletes so that they become athletes with achievement is that they have not implemented the correct training frequency determination and evaluation of quality training programs.

Evaluation is a systematic, planned, regular and continuous training process (Ayu Reza Adzalika, 2019). Another definition is that evaluation is part of the management system to measure the achievement to make alternative decisions (Hera Yuniartik & Nasuka, 2017). Programs are anything that someone tries to do, it will bring results or influence (Abdurrahman et al., 2020). Program evaluation is very necessary and useful for decision makers. Program evaluation is identifying, clarifying, and applying the principle of criteria to determine the value that the program tests based on criteria (Kurniawan et al., 2020).

Based on the research background above, the researcher is interested in conducting a study with the title "Management Evaluation of the Swimming Sports Development Program at the

Semarang City Spectrum Club". The research question is how to evaluate the swimming sports coaching program management at the Spectrum club in Semarang City in terms of the Context program? How is the evaluation of the management of the swimming sports coaching program at the Spectrum club in Semarang City viewed from the program input? How is the evaluation of the management of the swimming sports coaching program at the City Spectrum club Semarang is viewed from the Process program? How is the evaluation of the management of the swimming sports coaching program at the Spectrum club in Semarang City in terms of the Product program?. This study intends to get a comprehensive picture of the implementation program of the swimming sports coaching program in the Spectrum club in Semarang City: to evaluate the management context of the coaching program including the vision and mission and objectives of the coaching program, to evaluate the management input of the swimming sports coaching program at the Spectrum club in Semarang City., to evaluate the coaching process of the coach recruitment system, recruitment of athletes, use of facilities and infrastructure, coordination, consumption and welfare related to the swimming sports coaching program at the Spectrum club in Semarang City, to evaluate the management product of the Spectrum club swimming sport coaching program in Semarang City.

METHOD

This type of study is evaluation research evaluation carried out in the development program of the Spectrum club for swimming athletes in Semarang City. This research method is a qualitative approach focused on the CIPP evaluation model. (*context, input, process, product*) (Sopha & Nanni, 2019).

The focus of this research is on management evaluation of the swimming sports achievement coaching program at the Spectrum Club Semarang City, which includes the stages, specially; Context: Background, vision-mission, and program objectives. Input: Availability of

human resources, feasibility of facilities and infrastructure. Process: Management, coach admission system, exercise program implementation, athlete acceptance system, use of facilities and infrastructure, coordination, consumption, and welfare. Product: Achievement.

Primary data in this study were from informants / people who mastered the problem. Meanwhile, secondary data is as pre-existing data, written documents / materials, available archives and policies set by the Semarang City Spectrum Club.

Data collection techniques in this study were observation, interviews, documentation, and combination (triangulation). Obtaining primary data used data collection tools as observation and interviews (interview), while documentation as archives was used as secondary data.

Data is analyzed with corrections and explanations to conclude because the relationship between phenomena is defined based on natural backgrounds, therefore qualitative data must be met, such as naturalistic, inductive and holistic analysis.

RESULT AND DISCUSSION

The results and discussion in the study led to a preliminary implementation based on the coaching program at the Semarang City Spectrum club.

Relevant research in this research by (Akmal, Ahmad Zhafri, 2020), the results is the context of the vision, mission and objectives of North Sumatra Futsal, input from the North Sumatra Futsal Association is quality human resources, very good facilities and infrastructure. Both, and with limited financial resources, training programs are the authority of the trainers and assistant trainers. Recruitment of athletes is included in the authority; however, it took the committee's suggestions into account during the deployment. Both transportation and coordination work well in the North Sumatra Futsal Association, the product of the futsal training program is an achievement, the achievements of futsal in North Sumatra are

already good, but they are less stable in maintaining the winning position in 2012-2017. This study concludes that the context, input, and aspects of the process are very good, while the products of North Sumatra's futsal achievements are quite good, just as the North Sumatra futsal team often participates in futsal competitions in Indonesia. However, the team is unstable to maintain a winning position.

Evaluation of context in this research includes aspects of *ad / art*, vision-mission and objectives of the coaching program.

Articles of association and bylaws that describe the work mechanism of an organization. The articles of association serve as the basis for taking the source of regulations or laws, while the bylaws clarify matters that are not specific to the articles of association or that are not explained in the articles of association, because the articles of association state the main organizational mechanisms. Implementing the athlete development program at the Semarang City Spectrum club has gone well, is well-planned and structured under the *AD / ART*, vision-mission, and the objectives of the coaching program.

Input evaluation including trainers and assistant trainers, availability of human resources, feasibility of facilities and infrastructure.

Coach and Assistant Coach

Based on the results of interviews and documentation related to trainers and assistant trainers, they already have quality criteria where the trainer is licensed or certified (area), and the assistant trainer does not have a license, for assistant trainers it is not required to be licensed because it only trains new students who have just entered, the most important thing is to be patient and know the techniques of teaching swimming beginners, and according to the vision and mission and not concerned with material.

Human resources which include coaches, athletes and administrators. Trainers and athletes as human resources in the Spectrum club in Semarang City are already good, and athletes at the Spectrum club are potential athletes who will achieve maximum performance. This is evidenced by the success of achieving

achievements in every competition based on KU from KU 6 to the senior group.

Based on the results of interviews related to the facilities and infrastructure at the Spectrum club in Semarang City regarding the location, the training needs were still not good because for the physical training equipment there were only rollers and tuning balls. Meanwhile, the infrastructure such as physical training fields or swimming pools are still rented. Personal needs when training athletes provide their own tools, but training is still running smoothly regarding problems related to these facilities and infrastructure.

The evaluation process comprises coach admission system, exercise program implementation, athlete acceptance system, use of facilities and infrastructure.

Based on the results of interviews with researchers about coach admission, the admission system for the Spectrum club coaches in Semarang City is good. The management does not carry out the selection for coaches; the committee gets recommendations from other coaches, the management only requires a coaching license. The recommended trainer has recognized experience and competence in training.

Implementing the training program in athlete development at the Spectrum club in Semarang City is under the results of the research that implementing the training program has been running as programmed and scheduled by the coach and the athletes do not experience difficulties in following the existing training program. Related to this, implementing the training program is good and programmed and carried out according to the specified schedule, there is always supervision and input / evaluation of athletes and parents of any training program.

The athlete admission system prepared in implementing athlete development at the Semarang City Spectrum club has the requirements based on the program stage criteria that have been determined by the coach, namely: beginners, pre-athletes, and high-achieving athletes. The athlete achievement stage where this stage the coach focuses on the stage of

fostering achieving athletes. If you have passed all the stages, the athlete will be included in the classification of athletes who are prepared to achieve higher / maximum.

Using training facilities and infrastructure at the Semarang City Spectrum club is quite good. Seen with athletes when borrowing equipment from the Spectrum club after use it is returned and put back in its place.

Coordination is activities that involve many people from one organization to achieve common goals. The need for coordination in order to smooth activities, in order to avoid miscommunication problems. The Semarang City Spectrum club management always coordinates with related parties such as coaches / assistant coaches, athletes, parents, for the sake of smooth running of a program both currently and in the future.

Consumption is part of the food intake received by athletes after doing swimming exercises to meet their needs and satisfaction directly. The provision of consumption for Spectrum club athletes in Semarang is good because it is provided on time and fulfills the Spectrum club swimming athletes, even though the provision of consumption is from the parents of the athletes themselves but the coach carries out a nutrition intake program every week, therefore parents of athletes require bringing consumption / appropriate dietary intake from the trainer's orders.

Welfare is an important factor to foster socio-economic stability. The welfare of the coaches / assistant coaches and athletes is important for the management to pay attention to. In the Semarang City Spectrum club, welfare is good, because the management prioritizes the welfare of the coaches / assistant coaches and the welfare that the coach / assistant coach gets is more than sufficiently proportional to his job as a coach. Meanwhile, athletes only get coaching money if they excel in competitions, coaching money and bonuses in pure championships for the athletes themselves, but they do not get coaching money from the management for their daily needs.

Based on the evaluation that has been done regarding the results of the Semarang City

Spectrum club coaching program. The resulting achievements are quite good but have not met the predetermined / expected targets. Achievements especially in the last 5 years in regional and national championships in 2015-2020, the Semarang City Spectrum club has so far had achievements and has often participated in championships but is not stable / less than optimal, where the management targets Spectrum club athletes who have achieved many achievements in regional and national championships. The Semarang Spectrum club management stated that this happened because there were still many obstacles in terms of performance coaching, and the athlete's lack of commitment was also an obstacle to increase achievement.

CONCLUSION

In conclusion, context: background, vision-mission and objectives of the Semarang City Spectrum club swimming coaching program are good for developing and providing teaching on swimming sports science to the community, in the city of Semarang, and give birth to seeds that have the potential to participate in regional and national events. input: human resources availability is good, the facilities and infrastructure are not good, so that the swimming training program activities are not optimal. process: the acceptance of trainers, implementing the training program, and the athlete acceptance system are already well implemented, and the users of facilities and infrastructure are good, then coordination between the management and related parties has been carried out well. product: the success in getting achievements so far has been good and often participates in competitions, but is not stable in gaining performance / is not maximal in achievement, in regional championships throughout central Java the Spectrum club only gets the best top 5 clubs.

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