

## Evaluation Program of the Futsal Coaching at the Futsal Association of Central Java Province

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### Abstract

Central Java's Futsal Association of Province (AFP) cannot develop independently. Inadequate development of sustainable sports achievement is contrary to the achievement demands that will succeed. This research evaluates aspects of the organization, funding, human resources, infrastructure, and training programs in developing AFP in Central Java Province. Research used Strake states that evaluation is divided into 3, namely: 1) preparation/preliminaries (antecedents), 2) processes/transactions (transaction processes), 3) results (outcomes). The Countenance Stake research model consisted of two matrices: description and consideration. The description category consisted of plans (intent) and observation. The consideration category consisted of standards and considerations. The research result was the Antecedent (Context) Football Association of Indonesia (PSSI) as a unique forum for futsal was the future root of Indonesian futsal. The infrastructure's significance in helping the smooth running of the trainer program could achieve the target. The feasibility of the infrastructure also supports it. The welfare of athletes and coaches needed to be the management's concern. Conclusion the team's achievements were intervention, attention from AFP management, programs, coaching, infrastructure, good relationship communication between coaches and athletes. The conclusion is that the evaluation of the futsal coaching program in Central Java seen from the three factors is good and can compete for achievements.

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## INTRODUCTION

Sport is part of daily human activities useful for forming physically and mentally healthy. The achievement of peak achievements in sports can only be achieved through a systematic, planned, regular, and continuous coaching process (Candrawati, 2018: 45).

Evaluation is an attempt to measure and source value objectively from the achievement of previously planned results, where the evaluation results are intended to be feedback for future planning (Yusuf, 2008: 3). Evaluation is one of the functions for improving other social or functional functions, namely planning. Evaluation tries to identify what happened in the implementation or implementation of the program (Vanagosi & Dewi, 2019).

The evaluation process must be carried out comprehensively so that the results can be used as the basis for determining the quality of a program. This case means that the evaluation is made comprehensively to assess the supporting elements of a program. A program is not just a single activity that can be completed in a short time but is continuous because it implements a policy (Muslimin & Hidayat, 2017).

One of the goals of sports development in Indonesia is to increase achievement in sports. It is necessary to have well-structured coaching and training to improve sports performance in Indonesia. The government has made efforts to open a referee coaching institution in every sport, and this coaching requires special attention. This effort is to support the quality of sports in Indonesia. One of them is futsal sports coaching.

Coaching and development of achievement sports are directed to achieve sports achievements at the regional, national, and international levels. Coaching is carried out by the parent organization of sports, both at the regional and central levels. Coaching is also carried out by empowering sports associations, developing national and regional sports development centers, and organizing tiered and sustainable competitions. Coaching and development is not only the full responsibility of

the government. Of course, it takes the roles of various parties to run well (Nugraha et al., 2019).

Coaching has a very important role in creating and recruiting athletes who excel, but good coaching is coaching that is indeed structured in its organization. In the coaching program, there are facilities and infrastructure that support the continuity of the coaching process and have welfare and funding that can support the coaching program. The support and participation of the government will determine the feasibility and success of an athlete's achievement development (Helen Purnama Sari, 2017).

Developing sports achievements requires commitment and totality from the government, sports management, coaches, and athletes. This commitment and totality are shown by fostering good and maximum sports achievements and synergies between the government, sports management, coaches, and athletes. With good sports coaching, the implementation process will be more systematic and optimal (Alim, 2020).

Various influencing elements largely determine the success of achievement development. One of the elements that influence achieving development goals is a good implementation. Concerning the development of sports achievement, five resources must be managed properly, namely: (1) human resources, (2) financial capacity, (3) internal cooperation, (4) facilities and infrastructure, and (5) methods applied. The five resources above are a unit that cannot be separated one by one because each other supports and determines each other (Nurchahyo, P. J, Soegiyanto KS, Rahayu, S, 2014).

Concerning the development of sports achievements, many factors must be considered, including clear coaching goals, systematic training programs, appropriate training materials and methods, and evaluations that can measure the success of the coaching process. In addition, it is necessary to consider the characteristics of athletes who are nurtured both physically and psychologically, the ability of the coach, facilities/facilities, and the conditions of the

coaching environment (Subardjah in Iwan Fataha, 2013). One of the sports coaching strategies is not to forget the role of sports clubs as a place for sports coaching. The club is expected to be able to produce talented sportswomen (Hidayat, Rahayu, 2015).

Achievement in sports results from a long, continuous pattern of coaching and has clear goals. The coaching program is also supported by reliable human resources, preparation of training programs, advice and infrastructure, and program evaluation (Dewi & Vanagosi, 2019).

One of the supporting factors for achieving maximum sports achievement is the coaching and development of the sport itself to achieve maximum sports achievement. There is increasingly fierce competition both in the national and international scope. Sports achievements at the national and international levels are no longer owned by individuals but are already related to dignity and honor. To achieve this purpose, a regional, provincial, and national club makes various efforts and efforts to place their athletes, either at the regional, national, or local level. National Sports Games (PON) events, Sea Games, Asian Games, and Olympics (Lubis R, 2017: 223).

Efforts to improve sports achievement need to be carried out as early as possible by coaching athletes as early as possible through talent search and monitoring, breeding, education, and training for sports achievements based on science and technology more effectively and improving the quality of sports organizations both at the central and regional levels. To foster or produce athletes who excel requires a long-term coaching process that requires systematic, directed, planned, and consistent treatment and is carried out from an early age or elementary school age and is supported by sports science and technology (Firdaus, 2011: 127-128).

George R. Terry (in Hellen Purnama Sari, 2017:39) describes management based on its function as follows: *Planning*; Define the work that the group must carry out to achieve the goals outlined. Planning includes decision-

making activities because it is included in selecting decision alternatives. It takes the ability to visualize and look ahead to formulate a pattern from a set of actions for the future. *Organizing*; Human resources will determine success in achieving the goals of achievement development. Human resources in developing sports achievements, including athletes (input), coaches, and managers. Each of these components must be of good quality. If one of these components has poor quality, then the goal of fostering achievement cannot be achieved optimally Nurcahyo, P. J, Soegiyanto KS, Rahayu, S, (2014). *Actuating*; this period is characteristic of the socialization of healthy lifestyle models, how mass sports have developed, and the massive growth of the audience for competitive sports in Western countries. If significant investments are made in mass sports, first, public and then private funds, then attracting new spectators as spectators of sports competitions becomes a manifestation of the glue of private initiative and private investment (Labudin, 2017: 135). *Controlling*; Supervision includes continuing tasks to see whether the activities carried out are following the plan. Then the implementation of activities is evaluated, and unwanted deviations are corrected so that the objectives can be achieved properly. There are many ways to improve, including changing plans and objectives to rearrange tasks or change the authority carried out through people. The person responsible for the deviation must find out what happened to the error and take corrective steps for things that have been implemented.

## METHOD

Strake's evaluation model stated that there were two types of operations emphasis on evaluation, namely descriptions and judgments, and program evaluation is divided into 3, namely: 1) preparation/preliminaries (antecedents), 2) processes/transactions (transaction-processes), 3) results (outcomes). The Countenance Stake research model consisted of two matrices: description and

consideration. The description matrix category consisted of intentions and observations, while the consideration matrix category consisted of standards and considerations. This research model was chosen to determine the implementation of Central Java Province Futsal Association management in terms of planning, performance, and results by the Stake research model.

This research was focused on examining the problem of evaluating the management of the Futsal Association of Central Java Province coaching program. The subjects or respondents in this study were association administrators, coaches, and players. The subjects selected in this study were more emphasized on the purpose of obtaining accurate and maximum information.

Data collection techniques in research are the most strategic first step because researchers will not get data that meets established standards without knowing the data collection techniques. Sugiyono (2010:23) said that data collection was carried out using certain techniques, namely employing interviews, observation, and documentation. Meanwhile, according to Lexy J. Melelong (in Hengki Fernando, 2018: 62) said that research uses qualitative methods, namely by observing, interviewing, or reviewing documents. This study uses data collection techniques with the method of observation (observation), interviews (interviews), and documentation.

According to Lexy J. Melelong (Hengki Fernando, 2018:62) The primary data collection in this study was in the form of observations and interviews. And supporting data or secondary data is the documentation archive data on the futsal coaching program by the Futsal Association of Central Java Province.

**RESULTS AND DISCUSSION**

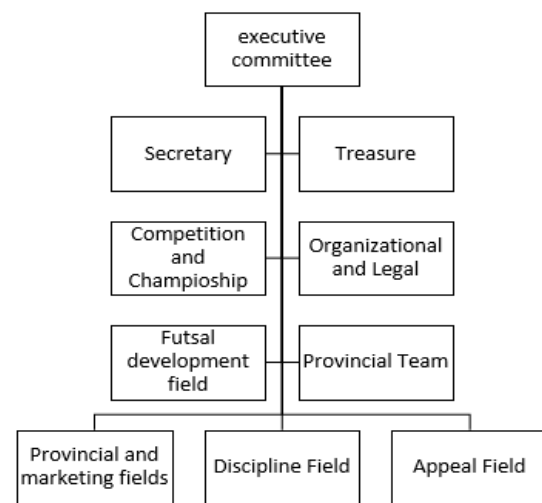
**Result**

**Antecedent**

**Organization**

In the era of regional autonomy today, regional governments have greater authority in

making, implementing, and developing all policies, including policies in the field of sports. Policies in sports may include expanding sports facilities, coaching potential athletes in each sport, improving and fostering a coaching system following the latest technological advances in sports, and managing structured sports organization management. This case aims to do sports in each region compete in achieving the best performance and bring out the potential of athletes superior who can make Indonesia proud in the field of sports on the international stage (Susanto & Lismadiana, 2016).



**Figure 1.** Organizational Structure  
Source: Association of Province (AFP) Central Java 2019

Systematic sports coaching with quality human resources can increase self-control, responsibility, discipline, and sportsmanship in obtaining maximum performance. Sports coaching and development needs to get more proportional attention through systematic planning, organizing, directing, and controlling management to achieve the predetermined goals. The AFP is an organization formed to form the candidate of futsal athletes to prepare for competitions at the national level.

**Funding**

Sports funding is a shared responsibility between the Government, Regional Government, and the community. The government as a policymaker and funding aspect

tightened in sports. The main potential that stands out is the government's total commitment and the House of Public Representatives (DPR) Republic of Indonesia in supporting sports programs, especially in terms of budgeting. They have a duty by increasing the allocation of the sports budget from year to year, including motivating the business world to provide funds through Corporate Social Responsibility (CSR) from the national industry. Moreover, BUMN/BUMD supports the development of sports activities in the community (Kemenpora, 2010), (Laksana et al., 2017).

The results of the interview above are that the welfare of an athlete and coach needs to be a concern and homework for the management; welfare is increased and cared for to create a new spirit in training activities and the target desired by AFP in Central Java.

### **Human Resources**

Law Number 3 of 2005 concerning the National sports system also tells about sports coaching and development that every citizen with the same rights can carry out through Performing sports activities: obtaining activities in sports services; choosing and participating in the type or branch of sport according to their talents and interests; obtain direction, support, guidance, coaching, and development in sports; and become sports actors, (Mutohir, T. C and Maksum, A 2007:27 ), (Parulian, 2016).

Central Java AFP coaching program is essential in improving its quality to be able to achieve the goal of forming athlete candidate in preparing for national-level competitions.

The results of the interviews above are that the counseling program planned by the Central Java AFP, the training of trainers and referees programmed by Central Java AFP at least once a year and evenly, which makes a good influence on the development of futsal in AFK throughout Central Java. Qualified coaches and referees make futsal in Central Java increasing. The interest of the whole community can also increase with this equal distribution.

### **Facilities and Infrastructure**

Facilities and infrastructure are everything that can support the success of a process carried out. What is meant by facilities here are the equipment used in the training process such as balls, nets, net poles, field lines, and other training tools, while what is meant by infrastructure is a place or the sand volleyball court as a place for training or competition, between facilities and infrastructure, has a very influential linkage as a tool to support the success of a training process carried out (Helen Purnama Sari, 2017).

Facilities and infrastructure are essential factors in carrying out the training process and achieving an achievement. Facts on the ground that many AFP has not paid attention to these facilities and infrastructure. In particular, many AFK remote areas in Central Java still use minimal facilities and infrastructure. Perhaps only a few AFK have optimized facilities and infrastructure as a necessity in the training process.

The availability of standard infrastructure is not yet fully distributed throughout Central Java. Standardization of facilities and infrastructure is still far behind the western region because many areas of Central Java do not yet have venues with good standards such as field surface, field size, goal, and spectator stands. In a venue. That is a task the Central Java provincial government to provide more futsal arenas of national and international standards. The importance of facilities and infrastructure to assist in training program so that it can be implemented properly to achieve the expected targets. The feasibility of the infrastructure used is essential for enthusiasm in training to achieve the training target.

### **Exercise Program**

The concept of a training agenda is one way for a coach to get the best performance from athletes in the future. This case is as expressed by Syafruddin that: "Exercise planning is a preparation for previous exercises that are structured in a directed, theoretical and timely manner and structured in the presentation of the

material." The benefits of preparing a training concept are: 1) a structured activity guide for the achievement of a sport's achievements, 2) to get excellent performance, the so-called luck factor must be avoided, and 3) can manage the use of time, funds and energy appropriately for achieving the goal (Lohinda, 2020: 9).

**Table 1.** Player List of Pra-PON Central Java Futsal Team 2019

No	Name	Position	Origin
1	W	Pivot	Temanggung
2	M	Anchor	
3	R	ALA/ Flank	Surakarta
4	D	ALA/ Flank	
5	I	Goal Keeper (GK)	Jepara
6	Y	Goal Keeper (GK)	
7	R	Anchor	Semarang City
8	B	ALA/ Flank	
9	A	ALA/ Flank	
10	R	Anchor	
11	F	ALA/ Flank	Klaten
12	T	ALA/ Flank	
13	R	Anchoir	
14	E	Goal Keeper (GK)	Boyolali
15	F	Pivot	
16	A	Pivot	Pati
17	D	Pivot	
18	A	ALA/ Flank	Kebumen
19	S	ALA/ Flank	Grobogan
20	A	ALA/ Flank	Sragen

Every coach must have an exercise program used to train physically with their respective benefits and goals in preparing athletes for national competitions.

The method of receiving athletes needs to be planned to get quality candidate in forming a solid team. The open selection of 35 cities/districts in Central Java. Player admission system in Association of Province (AFP) for competitive activities such as at Pra PON is through selection carried out in several areas which are reviewed directly by the coaching team who will later determine which players will be selected". It is definitely accommodated and is the responsibility of Central Java Association

of Province (AFP) according to athlete standards."

The recruitment of players includes 1) selection of each solo rayon around it, Semarang surrounding it and so on, 2) monitoring results from the coaching field, from Province Sport Games events, Linus, etc., 3) recommendations from the AFK of each region. The open elections from all AFK in Central Java there are talent scores and AFK recommendations".

The method of receiving athletes that need to be done is all arena of Central Java. Then, the team can explore all successors of athletes from all over Central Java. By providing information to all coaches to convey to their athletes so that they can take part in the Central Java team selection.

**Transaction  
Organization**

Organizing is a planning process that includes preparing, developing, and maintaining a structure or pattern of working relationships of people in a workgroup. But this cannot be done by all futsal fields because all futsal fields do not have a clear organizational structure. Apart from not having a clear organizational structure, several futsal fields have coordination between departments that are not going well, namely Lias Sport Futsal 1, Lias Sport Futsal 2, and 17 futsal. In contrast to Arya Futsal, Owners of futsal manage all workers by themselves all work is managed, the responsibilities are not clear, and the duties are unmanaged (Utomo Budi, 2015).

The parent organization of each city/regency can improve the quality of human resources and form the candidate of future athletes who are more mature. The formation of selected candidate for successors to fight at national level matches and making Association of Province (AFP) the parent organization of Central Java Futsal. Futsal Association of Province (AFP) is a coaching program to form candidate for the national level.

The AFP was used as the parent organization of all cities and regencies in Central Java, making it the main goal for candidate formed to enter the leading team.

### **Funding**

Funding is one of the essential factors in national sports development. Although funding is not everything, it is challenging to expect national sports achievements to grow and develop as expected without sufficient funding. According to Sofyan Hanif the facts show that funding for sports achievement development, including training camps already running, is not easy to get sponsors who can support sports achievements in Indonesia (Helen Purnama Sari, 2017). The promises that have been made need responsibility for the management to make members and teams prosperous. Because AFP is a shelter for coaches and athletes, athletes and coaches expect more welfare.

### **Human Resources**

The sports community is a collection of sports human resources which in the technical language of the National Sports System Law are referred to as sports actors, which include: (1) Sports, namely people who exercise to develop physical, spiritual, and social potential; (2) Athletes, namely athletes who participate in regular training and championships with complete dedication to achieve achievements; (3) Sports coaches, namely people who have interests and knowledge of leadership, managerial capabilities or funding dedicated to the interests of coaching and developing sports; (4) Sports Workers, namely everyone who has qualifications and certificates of competence in the field of sports (Adiyudha Permana, 2016).

The system for recruitment trainers at AFP for competitive activities such as Pre-PON is through the decision of the AFP Central Java executive committee with various inputs from the Central Java AFP management. That every activity requires discussions and decisions by organizations before and after the competition and the recruitment of coaches and athletes, having standard provisions set by AFP.

### **Facilities and infrastructure**

Futsal sports infrastructure is permanent. The continuity of futsal sports activities is tight with adequate good infrastructure. Reasonable

and adequate infrastructure means that sports activities can run well. According to Soepartono (2000: 5) argues that "Sports infrastructure is something that supports the implementation of a process of sports activities." In futsal, infrastructure is defined as facilitating or expediting the process of game activities taking place. One of the characteristics of futsal sports infrastructure is that it is relatively permanent or difficult to move. According to the Ministry of National Education in the Big Indonesian Dictionary (2001: 893) that "infrastructure is everything that is the primary support for the implementation of a business process, object development, and other (Akbar, 2021: 136).

Central Java is not evenly distributed, it tends to be in big cities for standard field sizes, as well as equipment because Central Java is developing, still far from national standardization. Good enough the Jati Diri Sports Hall is just waiting to be used, in some areas, there have been quite good facilities and infrastructure, Blora has emerged as the host of the Pro League. Concluded that the need for attention to cities that do not yet have complete facilities and infrastructure to make AFP's main PR to be immediately budgeted for the fulfillment of incomplete infrastructure facilities in Central Java district cities.

### **Exercise Program**

The training program for most sports is divided into three stages, namely; (a) the preparation stage (general preparation and special preparation), (b) the competition stage (pre-competition and main competition), and (c) the transition stage. The quality of the exercise influences efforts to achieve optimal performance. The quality of training is determined by various factors, including the ability and personality of the coach, facilities and equipment, research results, competition, athlete's ability, which includes talent and motivation, and the fulfillment of athlete's nutrition. Quality training is expected to produce athletes who excel. According to Hare, quoted by Dwi Hatmasari Ambarukmi et al. (2007:1), Exercise is a process of refinement

through a scientific approach, especially educational principles, on a regular and planned basis to enhance the ability and readiness of athletes. The description above explains that the exercise must be planned and regular to improve performance (Helen Purnama Sari, 2017).

The data for trainers already exists and is following their respective levels because each level has its level of coach. The training programs formed the readiness of coaches in athletes' formation who have targets for big competitions. The level set in each need is also considered to support the fulfillment of athletes.

### **Outcomes**

#### **Organization**

The organization formed by the club has a clear goal, namely carrying out the process of coaching futsal athletes to achieve the maximum level of athlete achievement. The management of the club organization works hand in hand in achieving these goals, such as by making an annual meeting agenda held at least two times a year to discuss the training program together with the coach. The organizational structure of the Kebumen futsal club is made simple. It has the goal of facilitating the implementation of each task. The organizational structure of the club. In the form of a manager, field coordinator, secretary, treasurer, and a team of coaches. With this organizational structure, the division of tasks in the Kebumen futsal club is very clear, and there is no confusion in the implementation of the duties of each administrator (Hardiyantoro. N. R, Hartono. M, 2015).

The formation of team selection candidate athlete for successors to fight at the national level competition and form athletes to prepare for national-level competitions. The AFP aim for greater competition in every team that is formed.

#### **Funding**

Financial budgeting is a very important factor because it relates to the use of sources of funds that can affect the profit and loss of an organization. According to Manulang (2006,

p.180) based on the type of financial budgeting is divided into two, namely: (1) budgeting on indications of the use of goods and services by the organization during a certain period (operational budget), and (2) detailing the organization's planned expenditures in the same period and from where the money will be obtained (financial budget) (Susanto, 2016: 101).

The need to maximize existing budgets does not disappoint athletes and coaches in the system of granting athlete and coach rights. This result can also make the factor less than optimal or can make enthusiasm in carrying out the obligations of coaches and athletes.

#### **Human Resources**

Human resources who have a knowledge base (knowledge-based workers) who have various skills and expertise (multiskilling workers) are needed to ensure the survival and competitiveness of the company. Theoretically, knowledge-based workers are defined as workers who have managerial talent who can carry out management functions (planning functions, organizing functions, and leading functions) and management roles that include interpersonal, informational, and decision-making roles, as well as having a knowledge base for master the development of existing technology. Meanwhile, multiskilling workers are defined as workers who have several skills that support organizational processes, such as general skills (conceptual, interpersonal, technical, and political) and special skills (Keguruan & Pendidikan, 2020).

The data for trainers already exists and is by each level because each level has its level of trainer. The need to select trainers who have good performance and quality is one of the main things that are important in forming the Central Java Team. Each coach's experiences have been very different, making it an advantage for each coach.

#### **Facilities and Infrastructure**

The Sports Development Index Team (2004:22-23) suggests that infrastructure, commonly referred to as open space, is



necessary to carry out sports activities. Without adequate facilities/infrastructure/open space, it is not easy to expect public participation in sports activities. The more open space available, the easier it is for people to use and utilize it. On the other hand, the more limited the facilities/infrastructure/open space available, the more limited the opportunity for the community to use and utilize it. Thus, the availability of sports facilities/infrastructure/open spaces will affect the level and pattern of community participation in sports. Regions that care about their sports development will try to provide open spaces for sports and be integrated with regional development. This dimension is also a prerequisite for sports sustainability in the three pillars ahead (Basuki, 2017).

Adequate, now there are many standard futsal fields in big cities in Central Java. Not entirely evenly distributed, especially in the small cities. However, what is available in big cities is sufficient, because there are already fields of international standard and there is coaching at an early age. Still not evenly distributed, only big cities have the adequate infrastructure, but small towns are not. The checking of facilities and infrastructure that had been given needed more care in the process of preparing athletes in each region.

### **Training Program**

The training system is part of the theoretical concept and training methodology implied and used as a guide for all trainers. The creation of the training system can be done by taking into account general knowledge of training theory and methodology, research results, the experience of the best trainers, comparative approaches with other countries. These supporting factors become an inseparable unit in producing a good training process (Susanto & Lismadiana, 2016).

The Central Java there is no specific way to recruit. Training program clear that experience in handling teams, licenses, understanding the character of Central Java players is also important. Training Program good, it's in accordance with the standards for

Central Java's AFP needs. The coach's report card and coach's experience and the coach's achievements in bringing the team."

The results of interviews with resource persons concluded that the achievements of the team and coaches made a good report card to achieve a full report card. In success, there needs to be an understanding of every character in every athlete and coach. As a result, the closeness of coaches and athletes needs to be important in communication between coaches and athletes.

### **Discussion**

#### **Antecedent (Context)**

Sports capacity for a person will show a person's level of success in leading a sports organization. Because sports organizations cover many fields, which are important parts that must be controlled to be used as tools to achieve a goal. The ultimate goal of sports management is the success of its athletes in participating in championships both nationally and internationally (Sunarno, 2018).

The background that PSSI has made is the structure, from the PSSI organization to the AFP to AFK (because futsal is still under PSSI). As a special forum for futsal, to form the future roots of Indonesian futsal (in Central Java). They are advancing the potential of Central Java's futsal sport so that between AFK can synergize and later estuary to AFP. If there is a problem in AFK can be discussed on AFP. AFP as Parents for AFK throughout Central Java.

#### **Transaction (Process)**

Achievement sports cannot develop independently, so it requires the synergy of all parties to ensure sustainable sports development. The weakness of sustainable sports achievement development is in stark contrast to the demands of achievement sports, which will only succeed if the consistent, sustainable, and sustainable principles of long-term sports achievement development can be implemented properly. As stated by experts, the development of achievement sports must start from an early age until reaching peak performance, which takes

place through a continuous coaching process for 10-12 years, or at least 10,000 hours of practice. Therefore, the implementation of achievement sports coaching emphasizes the process, rather than the product/result (Rusli Lutan, 2013: 3 (Habibie, 2016).

Every coach must have an exercise program used to train physically with their respective benefits and goals in preparing athletes for national competitions. The method of accepting athletes that need to be done is all corners of Central Java so that all successors of athletes can be explored from all over Central Java. By providing information to all coaches to convey to their athletes so that they can take part in the Central Java team selection.

The importance of facilities and infrastructure to assist in the smooth running of trainer programs to achieve the expected targets, the serviceability of the infrastructure used is an important factor for enthusiasm in training to achieve the trainer's target.

The welfare of the life of an athlete and coach needs to be a concern and homework for the management; welfare is increased and cared for in order to create a new spirit in training activities and the target desired by AFP Central Java.

### Outcomes

The process of coaching and developing sports is a conscious effort that is carried out systematically to achieve sports goals (The National Sports System Law No. 3, 2005). One of the goals of sport is to increase sports achievement. Achievement requires coaching as early as possible through talent search, monitoring, breeding, education, and sports training based on science and technology more effectively to improve the quality of sports organizations both at the central and regional levels (Yusfi, H, Destriani, Destriana, 2019).

The team's achievements cannot be separated from the intervention and attention of the AFP management, programs, coaching, available infrastructure, good communication between coaches and athletes. Athletes'

achievement depends on how big the role of sports coaching is.

### CONCLUSION

Antecedent of Central Java futsal sport's potential is that between AFK can synergize and later estuary to AFP. If there is a problem in AFK, it will be discussed in AFP. AFP as parents for AFK throughout Central Java. Coaches selected with AFP to form teams and prepare teams to compete at the national level, with established coaching standards and licenses and coaches' achievements when taking their teams to AFK. Transaction (Process), The training program has been compiled and discussed with the team to train in achieving the targets expected by coaches and administrators for the national competition level. Facilities and infrastructure are very important to assist in the smooth running of trainer programs to achieve the expected targets under national standards. Welfare that needs to be considered in athletes and coaches to make team spirit in training and rights fulfilled are important factors in TIM. Outcomes, The achievement achieved is the success of the entire team from AFP, which has a good program and coaching, and the selection of quality coaches and athletes has made it a valuable asset in an organizational structure within the club. So that they support each other and work with each other to achieve the same goal of competing at the national level. The conclusion is that the evaluation of the futsal coaching program in Central Java seen from the three factors is good and can compete for achievements.

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