

The Evaluation Program of Coaching Football Achievement of East Nusa Tenggara Province Training Centre at the XX PON

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Abstract

East Nusa Tenggara Province's football has not fared well at the national level, especially the PON. The purpose of this study is several indicators, including coaches and athletes, training programs, infrastructure, organizational management, and funding. Method used research qualitative evaluation with countenance stage model, that consists of antecedent, transaction, and outcome. Data source: Coaches, athletes, and administrators from Asprov PSSI NTT. Data collected with observation, interviews and documentation. Data analysis process was data collecting, reduction, presentation, verification and conclusion. Result the study's findings include the following: adequate input from antecedents, coaches, and athletes; defined training program planning; availability of suitable but non-standardized infrastructural facilities; inadequate availability of organizational management; and insufficient funding. Transactions, recruitment of coaches and athletes based on agreed-upon terms and criteria, implementation of training programs guided by the program, using infrastructure, management coordinating with coaches and athletes, adhering to the budget plan, transparent and accountable. Outcomes, professional coaches' and athletes' performance, training regimens are out of expectations, coaches' and athletes' use of infrastructure, administrators' professional and responsible behavior, effective use of finances, and appropriate use of funds. Conclusion of the antecedents, coaches, and athletes were excellent, the training programs were adequate, the infrastructure sufficient, organizational management was inadequate, and funding was insufficient. Transactions, coaches, and athletes were excellent; training programs were excellent; infrastructure was excellent; organizational management was excellent, and funding was good. The outcomes, coaches, and athletes, training programs, infrastructure, organizational management, and funding are all excellent.

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INTRODUCTION

Achievement sports are coached to develop participants' talents and interests in a planned, gradual, and sustainable manner. Sports activities must be prepared to the maximum extent possible to have an impact on the education and personal qualities of others (Nurseta et al., 2017).

Sports coaching and development can take place on a family, educational, or community level through the introduction of sports, monitoring, coaching, talent development, and achievement enhancement (Muryadi, 2015).

To achieve the highest possible level of sports performance, it is required to conduct sports coaching through sports organizations (Darmawan & Pramono, 2017). The Indonesian Football Association (PSSI) is the governing body for football in Indonesia. PSSI is also in charge of Indonesian football, including funding, facilities, and infrastructure, as well as coaching athletes in Indonesia. This is consistent with Nugraha et al., (2019) statement that achievement sports are coached and developed with the goal of obtaining sports achievements at the regional, national, and international levels.

Increased sports achievement is obtained by planned, systematic, gradual, and sustainable training and game development, beginning with early motion recognition in civilisation (Putri & Muslim, 2017).

Coaching is a complex task that demands the use of a variety of strategies and actions to achieve expectations (Chiu et al., 2014). Thus, sports coaching is critical for an athlete's development to reach the peak of their accomplishments.

Peak performance in sports is only possible with a systematic, organized, regular, and continuous coaching approach (Pakaya et al., 2012).

Additionally, the success of achievement development is significantly influenced by the different factors. According to Nurcahyo et al., (2014), one element that contributes to the achievement of development goals is the use of proper management practices. Meanwhile, Priyanto et al., (2014) suggest that sports coaching is important to its advancement.

Additionally, for national sports development to function optimally, it requires critical components. The national sports coaching system is composed of the following components: 1) objectives, 2) management, 3) manpower, 4) athletes, 5) facilities and infrastructure, 6) program structure and content, 7) learning resources, 8) methodology, 9) evaluation and research, and 10) funding (Assalam et al., 2015).

The main issue in NTT provincial football is a lack of national achievement. These problems are undoubtedly connected with indices of achievement development, including as human resources (coaches and athletes), training programs, facilities and infrastructure, organizational management, and funding.

Researchers conducted initial observations and data collection in the sport promoted by Asprov PSSI NTT, namely football. In the XX PON, the NTT Province football team advanced to the finals as group 3 winners after defeating NTB Province 3-1 and Bali Province 1-1 in the group 3 qualifying round. in the sport of soccer is a remarkable achievement, considering the Province of NTT last competed in the PON for football in 1989 or the XII PON in DKI Jakarta.

As can be seen from these data, the NTT Province football sport has not performed well in PON. Due to the fact that the NTT Province has not participated in football for 30 years or seven times at the PON event, the NTT Province football sport has always failed to get through the qualification round or Pre-PON.

Initial field studies based on 2016 Pre-PON XIX data and interviews with the secretary of Asprov PSSI NTT obtained data, specifically for the recruitment of trainers and experts directly nominated by the team manager based on licenses and track records. Pre-PON athletes are recruited and selected individually by coaches and assistant coaches from several Asprov PSSI NTT member clubs. The training or coaching program is inadequate because coaching occurs only during the tournament. The training center, or training center (TC), was held only once during Pre-PON XIX 2016, from March 5 to March 16, 2016. The training facilities and infrastructure were inadequate because they did not adhere to the PSSI NTT Asprov's regulatory standards for facilities

and infrastructure is still in need of acquisition and repair. This is detrimental to the management of the Asprov PSSI NTT organization, as the average member has multiple positions, either inside Asprov, Askab/Askot, or in other fields. It is regarded inadequate in terms of money, as evidenced by the fact that Pre-PON 2016 was entirely funded by a grant from the NTT Provincial government in a tiny sum, which was used for all Pre-PON activities, and there was no funding from the private sector or sponsors. As a result, an evaluation is required to ensure that it becomes a material consideration for the management of PSSI NTT Asprov.

Evaluation must be conducted in a systematic, planned, regular, and continuous coaching process, as an evaluation can determine whether a job is good or terrible (Satria et al., 2012). As a result, when peak performance is achieved through a tiered coaching pattern, an evaluation of the coaching program can be conducted.

Evaluation is a series of activities used to determine the extent to which a program has been implemented and achieved by examining the effectiveness of each component (Umayah et al., 2020). The purpose of evaluation is to get accurate and objective data regarding a program or activity; the data gathered is then used to determine whether the program's actions should be continued, improved, or discontinued (Sulistiyo & Rahayu, 2017). On this basis, it is necessary to conduct an assessment via an evaluation of the PSSI NTT Asprov as a forum for the development of soccer sports in Indonesia, particularly in the NTT Province.

The purpose of this study was to evaluate the antecedents/inputs, transactions/processes, and outcomes/results of indicators including human resources (coaches and athletes), training programs, facilities and infrastructure, organizational management, and funding in fostering the provincial soccer sport's achievements. Pelatda PON XX in East Nusa Tenggara.

METHODS

The study used a qualitative approach, with Robert E. Stake's Countenance Evaluation

Model. By evaluating the antecedent stages (the situation prior to the activity), the transaction stages (the activity itself), and the outcome stages (the results) (Arifin, 2012). Thus, the stake evaluation was not only determines whether a difference exists between the goal and the actual condition, but also compared it to an absolute criteria for evaluating a benefit (Allung et al., 2018).

This means that research data was collected using accurate and objective information and then compared to what has been accomplished through the NTT Province soccer achievement coaching program at Pelatda PON XX and what should had been accomplished based on predetermined standards or absolute standards, to clearly identify the benefits of program activities.

The subjects were 2 coaches, 5 athletes, and 2 PSSI NTT Asprov administrators. The data collection techniques used in this study were observation, interview, and documentation. Instruments or guidelines for data collection as observations, interviews, and documentation. The recruitment of coaches and athletes, the implementation of training programs, the used of facilities and infrastructure, the management's performance, and the utilization of funds were all observed. Interviews with coaches, athletes, and administrators were done. The documentation process begins with the collection of certificate documents, certificates, coach and athlete biodata, training program documents, training equipment and venue documents, certificate documents and administrator biodata, and funding documents. From June through August, this research was done in Timor Tengah Selatan (Soe) Regency and Kupang City, NTT Province. Data analysis were used in this study: data collection, data reduction, data presentation, and conclusion drawing.

RESULTS AND DISCUSSION

The results included: the stages of antecedent, transaction, and outcome indicators of coaches and athletes, training programs, facilities and infrastructure, organizational management, and funding.

Antecedent Evaluations

An antecedent evaluation that considers the availability of human resources (coaches and athletes), the planning of training programs, the availability and feasibility of infrastructure facilities, the availability of organizational management, and the availability of funds to support the NTT Province football sport's achievement at the XX PON Pelatda.

Coaches and Athletes Availability

Whether a coaching program is in operation or not, it cannot be separated from the availability of human resources as a driver of a planned activity. Have adequate human resources, in this case coaches and athletes, is critical for developing athletic achievement. The training process entails the collaboration of coaches, athletes, and other stakeholders in a community of practice, or what is frequently referred to as a team (Jones & Ronglan, 2018).

According to the findings of research on coach and athlete availability, it is considered good, as they had a high level of input or input, are adequate, and competent. For a coaching staff that included a head coach, a physical trainer, and a goalkeeping coach and has been customized to the team's needs, the head coach must hold an AFC license. Existing athletes have appropriate numbers and are subject to quotas to carry out the planned coaching program effectively.

Exercise Program Planning

The purpose of training program planning was to establish objectives for the training process and to ensure optimal performance. A coach's success was determined not only by their skill to train, but also by the fact that the coach must have a distinctive training style that motivates athletes (Rangeon et al., 2012).

It was deemed acceptable based on the results of study into exercise program design, because the training program was planned by the head coach and assistant coaches to assist in training program on the field. The exercise program has been created with a well-defined schedule and training menu. Monday through Friday, morning and afternoon practices are held; Saturdays are reserved for trials; and Sundays are

reserved for rest. The morning training menu has a greater emphasis on tactics, technique, and game patterns, whereas the afternoon training menu places a greater emphasis on physical activity, with the intensity of the exercise being altered according to the training menu.

Availability and Feasibility of Infrastructure

Facilities and infrastructure were critical components of athlete achievement. The availability of facilities and infrastructure has a significant impact on how quickly athletes progress throughout training. It can be influenced by the availability of sports facilities, as the better the facilities, the higher the quality of the athlete's performance (Patil & Metri, 2016).

According to the findings of research on the availability and feasibility of infrastructure, it was considered good, because the availability of training equipment such as balls, goals, cones, and other training equipment is adequate, and the completeness of players and coaches is adequate, as are the shoes, socks, costumes, and vests, all of which comply with PSSI regulatory standards. However, the feasibility of the field is still inadequate, and the training ground is still not suitable, because the field has an uneven and hard ground surface, and had no grass.

Organization Manager Availability

Organization is a conscious framework and planning system in which people work together and interact in a cooperative, participatory, and powerful manner to accomplish predetermined goals (Budio, 2018). It is vital to have an adequate organizational management system in place while conducting a coaching program to ensure that the scheduled coaching activities operate well.

According to the findings of a study on the availability of organizational management, this is not a favorable situation, because the regional government's activities are managed by a single individual who works as a team manager and is appointed directly by the Asprov PSSI NTT management. There are additions needed to ensure that each administrator may carry out their tasks in accordance with their main task, and also to ensure that the administrators who manage the regional

head's operations have a clear organizational structure.

Availability of Funds

Funding is important for all operations to run successfully, including the establishment of an achievement sports coaching program. Funding is important in sports coaching since the ability to maintain the continuity of activities within the organization is primarily decided by the support provided by funding (Ulum et al., 2013).

According to the findings of interviews about the availability of funds, it was deemed poor, as funds were available from only one (single) source. The recruiting and selection of athletes were funded entirely by subsidies from the NTT Provincial government and not through sponsorship. However, because the regional government of NTT Province or KONI NTT had not provided funding for regional development activities, the funds used in this regional development activity are still self-help funds from the team managers.

Transaction Evaluations

Evaluation of transactions involving the recruitment of coaches and athlete selection, the implementation of training programs, the use of facilities and infrastructure, the coordination of administrators, and the use of funds to promote the NTT Province soccer sport's achievements at Pelatda PON XX.

Coach Recruitment and Athlete Selection

Maximizing athletic performance is fundamentally inextricably linked to the work of a professional coach. Trainers must meet the following criteria: be physically and psychologically healthy, possess knowledge and athletic abilities, have training experience, be capable of developing an exercise program, have undergone trainer training and possess a certificate (Fakhrurrozi et al., 2020).

Additionally, maximal performance is heavily influenced by the athletes' quality. Athletes are the primary focus of achievement sports coaching. It must be considered in recruitment in terms of age, talent, posture, and biometric components (Priono et al., 2014).

According to research on coach recruitment and athlete selection, it is a good system because the coach is directly selected by the team manager and is chosen based on several predetermined criteria, including coaches who have been in and out of football for an extended period, capable of developing training programs, excel as evidenced by their track record during practice, and also possess a trainer's license or certificate. For athletes selected first, they were chosen based on their age group, physique, and height requirements, as well as their ability or skills to meet the coach's standards to assist the success of coaching the NTT Province football sport at the XX PON Pelatda.

Implementation of the Exercise Program

The application of all forms of training materials that have been designed in a systematic manner is critical to a coach's success. The training program must be tailored to the athlete's abilities, with special emphasis paid to physical components, technical, tactical, and mental conditions that need to be improved meet training needs (Makadada, 2012).

According to the results of the research on the implementation of the exercise program, it was determined that it was running well and effectively; this can be seen in the fact that the training program ran according to the coach's program and schedule, and the athletes had no difficulty adhering to the exercise program. Throughout the practice runs, we've been conducting experiments with favorable results. However, because to the pandemic's limits, regional government planning also changed and was conducted in a single location, but everything was handled so that the scheduled training program could proceed.

Use of Facilities and Infrastructure

Facilities and infrastructure were critical components of conducting a football sports coaching program with the goal of obtaining the highest level of performance. It can be beneficial and useful in ensuring the effective implementation of the coaching program when suitable facilities and infrastructure are used. Excellent and comprehensive facilities and infrastructure contribute to the comfort of coaches and players during training (Sayed & Seikano, 2016).

According to the findings of research into the use of facilities and infrastructure, it is considered good because the facilities and infrastructure provided, both training and player equipment, have been utilized and are being used properly in accordance with their intended functions, but some facilities and infrastructure do not meet existing standards and continue to require repair.

Management Coordination

Coordination is an internal information system that required for the organization's work. Its purpose was to ensure the availability of clear and effective information and to ensure the program's smooth operation to avoid misunderstandings. Organizations were always made up of multiple individuals who interact frequently (Fraliantina, 2016). The management of the organization must cooperate to maintain the smooth operation of operations or programs, and this is done to avoid instances of poor communication (Triyasari et al., 2016).

According to the findings of the research on administrator coordination, it was considered good, because administrators, through team managers who oversee regional administration, always coordinate with Asprov management, coaches, and athletes. And in the field, during the implementation of the training program, if the manager was unable to attend or encounters challenges or hurdles, the manager supported by assistants who address the issue and coordinate via telecommunications, ensuring that the coaching program continues to operate successfully.

Use of Funds

Sports funds are used or managed in accordance with the principles of justice, efficiency, transparency, and public accountability. Funds serve as a critical resource in sustaining all planned projects, and their usage must be effective and efficient (Melé et al., 2017).

According to the findings of a study on the use of funds in fostering the achievement of the NTT Province football branch at Pelatda PON XX, it is considered good because the team manager controls the use of funds in accordance with the budget plan (RAB) and because the use of funds is transparent and accountable.

Outcome Evaluations

Evaluation of the outcome, which includes features of coach and athlete performance, the effectiveness of the training program, the efficient use of facilities and infrastructure, management performance, and the effective use of finances in promoting the NTT Province football sport at Pelatda PON XX.

Coaches and Athletes Performance

Coach performance refers to the coach's ability to carry out the tasks, work, and responsibilities delegated to him, which includes the capacity to establish programs, implement, and assess exercises designed to maximize athlete performance. Increased self-confidence, concentration, motivation, anxiety control, and arousal are all characteristics of improved athletic performance during training or competition (Gray, 2012).

According to the findings of interviews with coaches and players, it is regarded positive for coaches to perform well, be professional, and carry out their assigned duties and obligations. The coach creates an exercise program, runs it, and continues it, while the athlete understands and follows the coach's and assistant coach's instructions.

Training Program Success

The success of the training program conducted at the training center can be determined by the achievement of the target success of an exercise program performed.

According to the results of research on the success of the training program in fostering the achievement of the NTT Province soccer sport at the XX PON Pelatda, it was considered somewhat good, because during the implementation of the training program, there were those who achieved the target with what was done during training, such as player movement with and without the ball, transitions between attacking and defending during trials, and there is an. Additionally, there are individuals who have not met the objectives of the training program design process, but have made improvements. As long as the Regional Headquarters has been operational, it has conducted trials with favorable results, including

two (two) ties and three (three) victories. There are still deficiencies and impediments to the training program in terms of training facilities, such as the field.

Use of Facilities and Infrastructure

In principle, adequate facilities and infrastructure can influence athletes' motivation to improve their training and contribute to the development of national sports (Hartono, 2011). Utilizing existing facilities and infrastructure can facilitate the systematic execution of comfortable exercises (Sinta, 2019). Existing facilities and infrastructure must be optimized and developed in lockstep with development of science and technology to ensure maximum achievement.

The facilities and infrastructure at Pelatda PON XX were considered to have been used properly and appropriately in fostering the achievements of the NTT Province football sport, both for practicing and competing during trials, and coaches and athletes feel comfortable with the facilities and infrastructure used. However, it did not currently meet acceptable quality standards and requires significant improvements to facilities and infrastructure to support the coaching program's execution. As a result, the regional government of NTT Province must pay additional attention to facilities in order for them to support training programs and perform properly.

Management Performance

To conduct a program effectively, a healthy organization was required; in this case, the organizational structure's management performance. Managers play a important role in the success of a planned program by providing direction, setting goals, motivating support, and assisting in the resolution of organizational difficulties (Rauniar & Rawski, 2012).

The management's performance in fostering the achievements of the NTT Province football sport at the Pelatda PON XX was excellent, because while the activity is running, the administrator is always present and communicating with the Asprov management, and if any deficiencies or problems arise during the regional administration's activities, the team manager is

responsible for resolving the issue. So that regional training programs can continue to run properl.

Use of Fund

Funding that is adequate, representative, sufficient, and sustainable was important to the success of the achievement development program. By allocating funds according to demands during the coaching process, the use of funds can adjust to the availability of existing funds, preventing a budget shortfall from interrupting the coaching process.

Utilization of funds in fostering the achievements of the NTT Province football sport at Pelatda PON XX the existing funds have been used properly and appropriately by financing all team needs, including lodging, consumption, provision of training facilities, equipment for coaches and athletes, trainer transportation, and all other matters pertaining to coaching activities and regional training activities.

CONCLUSION

The antecedents, which include the availability of coaches and athletes, are favorable because they provide adequate and competent input; the planning of the training program is favorable because it includes a clear schedule and training menu; the infrastructure is somewhat positive because it provides adequate availability; but the feasibility of the training field still requires improvement; and the availability of organizational management is favorable. Transactions such as coach recruitment and athlete selection are good because they adhere to specified conditions and criteria, the implementation of the training program is good because it is guided by the existing program, the use of infrastructure is good because it has attempted to use it, coordination between administrators, coaches, and athletes is good, and the use of funds is good because it complies to the budget plan, is transparent, and a good use of funds. Outcomes, which include coaches and athletes performing well, professionally, and according to their assigned duties; the success of the training program is quite good, as some participants reached the target and others did not; and the use of facilities and infrastructure has been

done properly and appropriately, the management's performance has been excellent because they are constantly present during activities and are accountable for resolving problems, the management's use of funds has been excellent and appropriate, the management's performance has been excellent because they are constantly present during activities and are accountable for resolving problems; the management's use is good and appropriate.

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