

The Coaching Achievement Evaluation of the Archery at Bakorwil III Central Java in 2021

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Abstract

Those problems are the training program is not textual, the funding is limited, and the facilities and infrastructure are not complete. The objectives of this research are to analyze: 1) the antecedent of the archery achievement development; 2) the transaction of the archery achievement development; 3) the outcome of archery achievement development. This research employs qualitative approach and applies evaluation model, namely antecedent, transaction, and outcome. The sources of the research data are administrators, coaches, athletes, and documentation in the form of coaching licenses and data of the Perpani's administrators. The data were collected through observation, interviews, and documentation. These data were analysed using data collection, data reduction, data presentation, and drawing conclusions. The results of the antecedent evaluation on the archery achievement development showed that: 1) the training program arrangement was made textually, the success of the program had not been fulfilled; and 2) the organizational structure was carried out according to the duties and responsibilities. The transaction evaluation showed that: 1) the enrolment of the athletes was carried out without any selection; 2) the coaches were appointed by the administrators; 3) the source of funds came from KONI, sponsorships, and parents of the athletes; 4) the availability of infrastructure is still limited. The outcome evaluation showed that the Perpani Pati's achievement is at the national level, the Kudus's achievement is at the national open championships, the Jepara's achievement is at the national championships, and the Grobogan's achievement is at the international championship. It can be concluded that the facilities and infrastructure needs to get renewed.

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INTRODUCTION

Sport is defined as systematic activities to encourage, foster, and develop physical, spiritual, and social potential (Candra & Rumini, 2014). Achievement sports are intended as an effort to improve the abilities and potential of athletes in order to raise the dignity of the nation carried out by people who possess talents, abilities, and potentials to achieve certain achievements (Candrawati, Sugiyanto, & Divine, 2018). Achievement sports development is a sport development conducted with the purpose of achieving achievements in sports (Raharjo, 2014). In this context, it can be interpreted as sports development focusing on the competitions and matches starting from the lowest level to the international level.

There are several elements that need attentions so that the development process can obtain maximum results (Assalam, Sulaiman, & Hidayah, 2015). These elements include: (1) Human resources (Athletes and Coaches), (2) Training Programs, (3) Sports Organization, (4) Government Roles, (5) Funding, and (6) Facilities and Infrastructure. From these six elements of sports achievement development, none of them should be neglected because they are interrelated with each other. If one element of the development is not carried out properly or is neglected, it will never achieve maximum results (Nurcahyo, Soegiyanto, & Rahayu, 2014).

Human resource is a process of empowering people to work humanely so that their physical and psychological potential can functions optimally to achieve the organizational goals (Sari, Handayani, & Hidayah, 2017). Athletes and coaches are the human resources in the sports achievements development. Athletes are the main actors of the achievement, while coaches are the key coaching figure who must understand the training procedures correctly by mastering the training knowledge, theories, and methodologies.

Athletes are sportsmen, especially those who participate in competitions or matches (strength, agility, and speed). Athletes must

have higher physical ability than average people. These phrases are frequently used to refer specifically to athletes (Ramadani, 2017).

Coach is a term that reflects respect, status, and responsibility. Athletes consider a coach as an expert at everything and good at playing various roles. The title of coach often remains even after the job as a coach is over. Once we are coaches, we are forever coaches for our athletes and society (Alim, 2020).

The training program is a written binding guideline and it contains ways that need to be taken in order to achieve the predetermined goals. The training program is usually prepared by the coach and used as a reference in training activities. It will be good and appropriate when it considers the determining factors including the talents of the athletes, training, facilities and infrastructure, funds, and the quality of the coach (Rubianto Hadi, 2007).

The Law of the Republic of Indonesia Number 3 year 2005 about the National Sports System argues that a sports organization is a group of people who work together by forming an organization for carrying out of sports in accordance with the laws and regulations. One of the sports development strategies is to pay attention to the role of sports organizations as a forum for sports development and to place them as the spearhead of the achievement development.

According to (Soekanto, 2002), a role is defined as a dynamic aspect of position (status). If a person carries out his rights and obligations in accordance with his position, it means he carries out a role. The role of the government refers to the Law of the Republic of Indonesia Number 3 year 2005 Chapter V concerning Duties, Authorities, and Responsibilities of the Government and Regional Governments. The role of the government is really needed in carrying out the sports achievements development. They are responsible for realizing the goals of the national sports implementation.

Funding supports every part of the organization. Therefore, every organization must have financial funds. This support is very important so that an integrated program can be realized to support every sports activity in order

to achieve maximum results. Every sport activity truly needs funding for the purpose of the continuity of the achievement development program. The more funds you have, the greater the chance of success in the achievement development program (Amnas, Hartanto, & Kusuma, 2021).

Facilities and infrastructure are needed to facilitate or assist the course of activities in sports clubs. Good development must be supported by the availability of the facilities in the form of sports facilities and infrastructure because they are elements that support the success of sports development that must be available for every effort of increasing the achievement (Andriawan, 2008).

Evaluation is the first step in supervision. It is the step of collecting the right data so that it can be continued by providing proper guidance. Evaluation is very important and useful especially in decision making. It is oriented around the attention of the policy makers and funders that characteristically include questions about the degree to which the program has achieved its intended goals. Evaluation can be used to check the level of success of a program related to the program environment with an assessment whether the program is continued, postponed, improved, developed, accepted, or rejected.

This research employs Stake Evaluation Model because it covers a comprehensive or complete view. It is expected to obtain information regarding various aspects of the development program. There are three components in this research model, namely: Antecedent/Context, Transaction/Process, and Outcomes. These are used to obtain accurate and objective information and to compare what has been achieved from the archery achievement development program in Bakorwil III which should have been achieved based on the established standards.

The Stake Countenance Evaluation Model is an attempt to describe and provide assessment on the programs. This evaluation model not only emphasizes the decisions made during the evaluation, but also adds another dimension, namely description. This model

explains that assessment activities do not end in a description of circumstances, events, or objects, but they must arrive at a judgment about whether it is good or bad, and whether the process program is effective or not. Archery is an activity of using a bow to shoot arrows. It is a sport that utilizes bows and arrows in its application where the arrows are released through a certain trajectory towards the target at a certain distance (Andriawan, 2008). Archery requires its own expertise or skill. In an archery match, each player must be able to release his arrows right on the target that has been set. Someone who likes or is an expert in archery is called an archer (Pratama, Taufik, & Rahadian, 2020).

The Archery Association in Bakorwil III Central Java, which consists of Perpani Pati, Perpani Kudus, Perpani Jepara, and Perpani Grobogan, has competent athletes who have received many achievements at the regional, national, and international levels. However, even though each region already has excellent athletes, they still cannot win the grand championship in every championship that they participated in, especially within 2015-2019. Based on the background of these problem, the researcher will provide input regarding "The Evaluation of the Archery Achievement Development at Bakorwil III Central Java in 2021" which is expected to provide input for the management of Perpani (*Persatuan Panahan Indonesia/Indonesian Archery Association*) at Bakorwil III Central Java.

The objectives of this research are to review and analyze: 1) the results of the evaluation of human resources in Perpani Bakorwil III Central Java; 2) the results of the evaluation of the training program carried out by Perpani Bakorwil III Central Java; 3) the results of the evaluation of sports organizations running at Perpani Bakorwil III Central Java; 4) the results of the evaluation of the government's role in the process of fostering archery achievements in Bakorwil III Central Java; 5) the results of the evaluation of achievement funding sources in Perpani Bakorwil III Central Java and; 6) the results of the evaluation of the

availability of facilities and infrastructure in PerpaniBakorwil III Central Java.

METHODS

This research employs a qualitative approach. It applies Stake’s Countenance Evaluation Model reviewed from the stages of antecedents/context, transaction/process, and outcome. This model is aimed to obtain accurate and objective information and to compare what has been achieved and what should be achieved by the archery achievements development in Bakorwil III Central Java.

This research focuses on examining the problems of the evaluation of the archery achievement development in Bakorwil III Central Java. The objects in this research are everything related to the elements of archery development, namely human resources (athletes and coaches), training programs, organization, government roles, funding, and facilities and infrastructure.

The subjects of this research include one administrator, a coach, and four athletes consist of 2 men and 2 women in each Perpani in Bakorwil III. The sites of this research are Perpani Jepara, Perpani Kudus, Perpani Pati, and Perpani Grobogan as a place for the implementation of the archery achievement development in Bakorwil III Central Java.

Table 1. Research Data Collection

Component	Indicators
Antecedent	Training program arrangement Structure of the organization
Transaction	Recruitment of athletes Recruitment of coaches Facilities and infrastructure Funding
Outcome	Results/Achievements

The validity technique used in this study is triangulation of source data and technique (Armanjaya, Rustiadi, & Rumini, 2021). The data obtained from the administrators, coaches, and athletes were then developed into other words that are still related to the development of

information obtained by researchers through observation, interviews, and documentation.

The data analysis technique used in this study is based on an interactive analysis model developed by (Miles, M. B., Humberman, A.M., &Sldana, 2014) namely data collection, data reduction, data display, and conclusion. These four components are a continuous cycle.

RESULTS AND DISCUSSION

The evaluation of the archery achievement development in Bakorwil III Central Java in 2021 consisted of six aspects, namely human resources (athletes and coaches), training programs, sports organizations, government roles, funding, and facilities and infrastructure.

Table 2. Characteristics of the Research Subjects

Perpani	Subjects	Number	Age
Pati	Coach	2	35-42
	Athlete	4	17-21
Kudus	Coach	2	35-42
	Athlete	4	17-21
Jepara	Coach	2	35-42
	Athlete	4	17-21
Grobogan	Coach	2	35-41
	Athlete	4	17-21

Perpani Pati

All athletes who register to Perpani Pati must be accepted as long as they have their own equipment, and the recurve and compound divisions are prioritized because their level could reach national training. The recruitment of trainers carried out by Perpani Pati was based on a direct appointment from the general chairman followed by further training. All athletes fostered by Perpani Pati were given training so that they have basic knowledge about archery. All Perpani Pati coaches attended training either independently or by programs from the government so that their knowledge will always be up-to-date. Perpani Pati athletes have had a lot of achievements ranging from regional to national level championships. The achievements achieved by

the coaches of Perpani Pati are also quite excellent ranging from the regional and national championships.

Perpani Pati coaches implemented long-term, medium-term, and short-term programs. They also prepared training programs in the form of technical, physical, tactical, and mental training. Furthermore, they also arranged try-out and try-in programs. The Perpani Pati training program had been running in accordance with the conditions set by the coaches. The training Perpani Pati reorganizes every 5 years with the mandate and appointments made by the government. The members of the organization who are deemed less active are no longer given responsibility for the next administrators. Perpani Pati carries out organizational strategies by looking for sponsorship conducted before the competitions. The organizational management can be considered as healthy because it is coordinated and transparent, especially in finance.

The government fully supports the implementation of the development program because the general chairman of Perpani Pati is a member of the House of Representative. They provide assistance in the form of funds, moral support, equipment, and a special archery field. However, their role in Perpani Pati is not yet maximum because the funding received is still lacking.

The funding of Perpani Pati came from APBD funds, aspirations, and donations from parents of the athletes. Perpani Pati allocates these funds for athletes and coaches' incentives, and for purchasing and repairing the facilities and infrastructure, field cleanliness, finance training, and championship programs. The source of funds obtained by Perpani Pati is indeed quite a lot. However, but it is not yet maximum.

Perpani Pati provides facilities and infrastructure in accordance with the conditions and the needs. The addition of facilities and infrastructure is made when they have more funds. The completeness of the facilities and infrastructures owned by Perpani Pati has been quite adequate to support the achievements of the athletes.

Perpani Kudus

Many Perpani Kudus athletes came from school extracurriculars. Perpani Kudus recruited senior athletes who have potential. They were then asked to follow basic trainer training in order to produce new coaches. To maintain the quality of athletes, Perpani Kudus provided training. The coaches of Perpani Kudus are competent because they have already produced many excellent athlete.

Perpani Kudus athletes have made many achievements ranging from the regional, national, and even international levels. The coaches of Perpani Kudus have also produced many outstanding athletes. It can be seen from the achievements that have been achieved by the athletes either at the regional, national, or international levels.

The Perpani Kudus coaches arranged the development program in the form of long-term, medium-term, and short-term programs. There were several training programs made by them, namely technical exercise in the form of a minimum of 200 arrows per day, physical exercise in the form of hand strength and endurance, tactical exercise by adjusting the direction of the wind, and mental exercise in the form of scoring and evaluation. The training programs at Perpani Kudus were successful because the athletes were able to carry out the training program given by their coaches.

Perpani Kudus was established in 2006 and has been reorganized several times. The organizational strategy carried out by Perpani Kudus is to find sponsors to support the development program. The management of Perpani Kudus can be said to be healthy because it is familial in making decisions and transparent in finances. The government also fully supports the development program carried out by Perpani Kudus. The funding of Perpani Kudus comes from the National Sports Committee of Indonesia (*Komite Olahraga Nasional Indonesia*) known as KONI through APBD funds and assistance from the Djarum Foundation. These funds were allocated to purchase and repair facilities and infrastructure, to clean the field, and to pay for the training programs and competitions. The funding managed by Perpani

Kudus can be said to be maximum because they are able to provide bows and arrows for each athlete.

Every year Perpani Kudus also proposes an application to the Djarum Foundation for the provision of the required facilities and infrastructure. The condition of the facilities and infrastructure owned by Perpani Kudus is in good condition and is updated every time there is damage. The facilities and infrastructure owned by Perpani Kudus are quite complete to support the achievements of the athletes.

Perpani Jepara

Every athlete who enrolls to PerpaniJepara is immediately accepted as long as they have the equipment. The recruitment of coaches is based on direct appointment by the general chairman. To get talented athletes, PerpaniJepara held a coaching clinic which was guided by one of the coaches from BPPLP Central Java. PerpaniJepara has 3 coaches who are divided into 3 different training areas. The athletes of PerpaniJepara have some achievements ranging from regional and national open championships. The achievements of coaches have also been quite a lot for delivering athletes to the national open championships.

The PerpaniJepara coaches arranged the training program in the form of long-term, medium-term, and short-term. The athletes were trained to perform technical training, physical training, tactical training, mental training, and try-outs. The training program at PerpaniJepara was not successful. The athletes were able to undergo the training program from the coach, but they were less discipline in participating in the training program. PerpaniJepara was established in 2006 when there was an event of training and introduction to archery conducted by the KONI of Central Java. Looking for sponsors in the form of financial assistance before the competitions is one of the strategies of PerpaniJepara. PerpaniJepara is still not transparent in managing finances. There are also many administrators, who are members of the organization, but are not active in the field.

The government of Jepara lacks support for the development program carried out by PerpaniJepara. The most important support from the government is the financial assistance used by PerpaniJepara to develop the archery achievements. Their roles in the achievements development carried out by PerpaniJepara have not been maximum, especially in funding. The source of funds for PerpaniJepara only relies on APBD funds from KONI. These funds are only enough for the championship. The procurement and repair of the facilities and infrastructure still relies on the donations from parents of the athletes.

Perpani Jepara updates their facilities and infrastructure only when severe damage occurred. Even though the facilities and infrastructure are limited, the training activities of the PerpaniJepara athletes were running well. The completeness of the facilities and infrastructure of PerpaniJepara has not been fully fulfilled.

Perpani Grobogan

The registration for athletes in PerpaniGrobogan is done without any selection, but the athletes must bring their own equipment. The recruitment of coaches carried out by Perpani Grobogan is conducted by taking senior athletes who already have adequate knowledge of archery. The athletes received training when they first participated in archery training so that they could become professional athletes in the near future. PerpaniGrobogan has not been able to maximize the existing coaches, it can be seen from the three coaches. Even though PerpaniGrobogan is relatively new, they already achieved *Popda*, *Porprov*, *Kejurda*, *Kejurprov*, *Kejurnas*, PON, and open championships at regional, national, and even international levels. The coaches of PerpaniGrobogan have also led athletes to participate in regional and national open championships as well as official championships from regional and national government levels.

The coaches arranged the training program in the form of long-term, medium-term, and short-term which includes an exercise program in the form of technical training,

training schedule 4 times a week, physical fitness training once a month, tactical training to move shots if there is strong wind, mental scoring exercise once a month, and try-outs and try-ins. Although the athletes were able to undergo the training program given by the coaches, it is not yet effective because the training program is still in the stage of improvement.

The reorganization carried out by PerpaniGrobogan uses a subjective assessment method between members and is directly appointed personally. PerpaniGrobogan's organizational strategy is to find sponsors to help run the development program. The Perpani Grobogan organization can be said to be healthy because the management is transparent in finances.

The Grobogan Government fully supports the development program run by PerpaniGrobogan. Their involvement in the development program is to provide a field that is used by Perpani Grobogan for training activities. However, their role is not yet maximum in supporting the implementation of the Perpani Grobogan development program.

The source of funds comes from the APBD budget, parents' donations, and contributions from the general chairman of PerpaniGrobogan. These funds are allocated for the procurement and purchase of facilities and infrastructure, incentives for coaches and athletes, and for training programs and championships. The budget guidance obtained has not been effective because there are still many weaknesses.

Perpani Grobogan provides facilities and infrastructure when there is a lot of damage and there are more funds. Perpani Grobogan supplies facilities and infrastructure used for training activities according to the needs of the athletes. However, the facilities and infrastructure provided by Perpani Grobogan have not been effective in supporting the athletes' achievement because most of them are bought by each athlete's parents.

Discussion

Sports achievement development is a way of organizing to achieve a goal, theory, or speculation on an achievement. The best achievement will only be achieved if the development program is completely implemented and focused on the aspects of training including the athlete's personality, physical condition, tactical skills, technical skills, and mental abilities (Rusli Lutan, 2000).

There are elements that need to be considered so that the development process can get maximum results. As mentioned by the Central of KONI (1997:4), the elements of sports achievement development include; human resources (athletes and coaches), training programs, sports organizations, government roles, funding, and facilities and infrastructure.

Regarding the human resources in Perpani Bakorwil III Central Java, the acceptance of the athletes and coaches should go through selection and there must be terms and conditions. The quality of the athletes and coaches related to training must be improved in order to increase the achievement. The achievements of the athletes and coaches must continue at the district, provincial, national and international levels. The preparation of the training program in Perpani Bakorwil III Central Javamust be made textually, the implementation of the training program must align with the existing design, and the success of the training program must be seen from the athlete's ability to carry out all the training programs given by their coaches

The organizational structure in PerpaniBakorwil III Central Java must be clear and must have competent members. There must be a clear organizational strategy, and a healthy organization that is transparent and nothing is covered up. The support from the government for Perpani in Bakorwil III Central Java must be present and clear both during training and championship. The government involvement is also needed to fully contribute to the development program. Furthermore, their maximum roles, namely directing, facilitating,

and fully providing operational assistance, must be realized.

The sources of funding in Perpani Bakorwil III Central Java should be from the government and sponsorship without any individual funds. These funds are allocated for training, championships, facilities and infrastructure, and welfare. The maximum funding can be seen from the amount of funds owned for the achievement development.

The provision of the facilities and infrastructure in Perpani Bakorwil III Central Java should be carried out every year without waiting for more funds. They must be available and updated whenever there is damage. The facilities and infrastructure must also be complete, especially for the field, equipment (for all divisions), and the standardized target boards.

CONCLUSION

The conclusion of this research is that the antecedent evaluation on the Achievement Development of Perpani Bakorwil III Central Java is good. Each administrator carries out their respective duties. The implementation of the training and activities program has also been well programmed even though they have not been textual and scheduled. The transaction evaluation on the athlete recruitment process has not been carried out with a selection system. The recruitment of coaches has been very good because there are certain predetermined conditions such as having a national license. Regarding the existing facilities and infrastructure for the development of the athletes, it is still said to be lacking because it still needs renewal and the equipment is not yet complete. The funding is not in a good condition because it is not transparent and lacks support from the government. The outcome evaluation on the archery achievement in Perpani Pati, Perpani Kudus, and Perpani Grobogan must be maintained because it has been well programmed. For Perpani Jepara, it is necessary to revise their development program because there are still few achievements they

obtain in every competition that they participate in.

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