

Management of Athlete Achievement Development for Sport Supaya Sehat Football School in Semarang City

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Abstract

The process of fostering sports achievement is influenced by many factors, including clear coaching objectives, systematic training programs, and appropriate training materials and methods. In addition, it is necessary to consider the characteristics of the athletes being coached, both physically and psychologically, the coaches' abilities, facilities, and infrastructure, as well as the conditions of the coaching environment. The aim of the study was to analyze management, training programs, infrastructure, and funding for the 14-year-old group of SSS football schools in Semarang City. This research is a qualitative descriptive study. The approach used is the management function of Planning, Organizing, Actuating, and Controlling (POAC) by integrating the 5M elements of management resources (Man, Money, Material, method, and machine). Data collection techniques include interviews, observation, and documentation, while the research subjects are trainers, administrators, and athletes. The results showed that there were still multiple tasks in the management due to limited resources; the periodization of the training program was not quite right so that the peak performance of students was not as expected; they had not carried out a routine inventory of infrastructure; and they had not implemented tolerance beyond the policy for students who had not paid tuition fees. Conclusions Suggestions Management formulates the latest Standard Operating Procedures and implements them with full integrity. Trainers are obliged to carry out training programs that are appropriate to the program, carry out inventories, and add the latest training infrastructure to support progress in achievement. Management must be more assertive regarding payment policies Education Development Contribution.

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INTRODUCTION

Sport is an important thing that cannot be separated from everyday life. This is because almost every human activity uses gestures, but the only difference is the purpose and intensity of these gestures. Sport is a form of physical activity and is mostly carried out in the community, while sports activities in the community environment are to get physical fitness from these motion activities.

Sports are also intended to achieve achievements for athletes who focus on exploring the activities of certain sports with systematically structured training programs. Sports activities, according to their purpose, are grouped into four categories: 1) Achievement, 2) Education, 3) Health, and 4) Recreation.

Football is one of the most popular sports and is in great demand by all levels of world society, especially Indonesia. The development of football is because this sport has very easy basic movements to do and is played by all ages, from children to adults to even the elderly. Some people have started to think that football is not just about maintaining fitness or having fun, but more about achievement. So that people who come from sports academic backgrounds or ordinary people with a background in hobbies or abilities can establish soccer schools in Indonesia, where soccer schools are ready to accommodate every early-age child aged 6–14 years to develop their talents. dreams of becoming a professional soccer player.

The city of Semarang is one of the cities with football schools, which can be said to be growing rapidly. The public interest is so great that it supports generations of early footballers in developing their talents and skills through soccer schools that are spread across the city of Semarang.

The Sport Supaya Sehat (SSS) Football School is unique in that this football school is one of several football clubs and is the forerunner to the establishment of the PSIS Semarang professional club. SSS Football School is a football school that is in the good category in the city of Semarang. The SSS football school is also the forerunner to the birth of the pride team of Semarang, namely PSIS. The SSS soccer school is

known by the people of Semarang as a football coaching center with a good reputation for having students divided into 9 (nine) age groups.

The existence of the SSS football school for 95 years in the field of nurturing talented young players is inseparable from obstacles and failures in coaching, so that in the past few years, not many athletes in coaching have been able to become national players or even professional players. It can be said that various national and regional competition events in recent years that the SSS football school has participated in have experienced a decline in achievement because, in the past few years, the SSS football school has only won the title a few times. The decline in achievement is, of course, the focus of an important discussion considering that the SSS football school has a good reputation.

However, the success or failure of the sports achievement coaching process is influenced by many factors, including clear coaching objectives, systematic training programs, and appropriate training materials and methods. In addition, it is necessary to consider the characteristics of athletes who are coached both physically and psychologically, the coaches' abilities, facilities, and infrastructure, as well as the conditions of the coaching environment (Yunida et al, 2017: 126).

Based on the continuity of the findings of the problems above, it urges researchers to examine the Achievement Development Management of SSS Football School Athletes in Semarang City. Later in this study, we will explore management functions in the form of Planning, Organizing, Actuating, and controlling (POAC), as well as the elements of management according to the 5M theory (Harington Emerson 2006:70), namely man, Money, Material, Machine, and Method".

METHODS

This research uses explorative, descriptive, and qualitative methods. Descriptive qualitative is used to reconstruct the relationship between the phenomena that occur, which are systematic towards the parts, and the phenomena and their relationships (Crooks et al., 2011: 82). The

descriptive method basically describes the situation and is directed at establishing meaning and providing useful data for further research (Moffat, 2015: 53). The qualitative descriptive method is research that aims to explore or look for problems or situations to gain insight and a broad understanding of the causes or things that influence the occurrence of something (Utama, 2013: 4).

The main focus of this research is the management of the SSS Football School in Semarang City. The research subjects of this research were all those who were directly involved in the activities of the SSS Football School in Semarang City and actively participated in this research plan. These respondents or research subjects included coaches, administrators, and athletes.

Research data is in the form of written or spoken words, pictures, photographs, or actions obtained from data sources, namely people, writing, and places. Arikunto (2010: 172) says that the data sources were obtained from three objects, namely paper, place, and person. In the process of collecting data for this study, researchers used the methods of observation, interviews, and documentation. In this study, data validation techniques were carried out using source triangulation and method triangulation. The data analysis technique used in this case is based on an interactive analysis model and continues continuously until complete, so that the data is saturated. Data analysis activities are: data reduction, data display, and conclusion drawing or verification.

RESULTS AND DISCUSSION

Management

The SSS football school management regularly carries out short-, medium-, and long-term plans by holding meetings with all management. The SSS football school organization is a sports organization that can be said to be capable of facilitating members to carry out activities using the facilities. With a relatively large number of students, of course, the source of funds is clearly sufficient for activities, but since

the organization's inception, leaders have always implemented a pattern of frugality so that activities always review finances and future needs that are bigger and more important.

The election of the chairman or officials in the organizational structure is carried out in a transparent manner based on joint elections and policies. The selection does not contain elements of gratuity or gifts given to the members of the meeting, so the determination is purely based on the trust of the members in the hope of bringing the organization forward.

Delegation of responsibility to other members is not justified, but this is tolerated if it occurs beyond the capacity of the task-bearer concerned, for example, a serious illness for a long time or death, so that one of the administrators can hold concurrent positions or be replaced by another administrator.

The outline of the management's activities is inseparable from the previous activities that have been carried out, but previously an evaluation was carried out and the addition of new innovations was carried out. The agenda for the management meeting is the administration of organizational legal entities, administration (trainers, students, and administrators), finance, and infrastructure.

Actuating within the SSS football school organization is the responsibility of all members, including the management. The movements of the management include going directly to the field and supervising the training activities of students and trainers, managing finances by planning the allocation of funds for each need, overseeing transactions in and out of money, and doing bookkeeping.

Controlling the activities of the SSS football school is carried out by the management or the chairman, while if the chairman is unable to attend, control is carried out by other senior management or a more senior coach. Internal control is carried out by administrators or coaches where these activities do not require a large amount of money; however, for external trial match simulation activities or participating in matches, administrators allocate funds for several coaches or administrators.

Training Programs

The SSS football school runs training activities three times a week; there are additional exercises outside the predetermined schedule, and students carry out match simulation enrichment programs. The program of activities carried out by coaches and athletes includes physical training, tactics, technical training, and competition manipulation. The entire training program must be carried out by athletes, with targets set by the coach based on the training program.

The grouping of the number of students is determined by age; in this case, the administrator has the right to determine the biodata of the student registration form. For new students or students who have not mastered the technique, the trainer's strategy is to provide a separate training period for one month for basic technical skills. After that, the trainer gives additional time to repeat the next material. Even during breaks, the coach always motivates students to be better.

Separating the process of physical training from the process of training techniques and strategies using certain concepts is done so that students can focus on their abilities and how long their body resistance moves within the specified time duration. Movement of the body with several circuits and concepts determined by the coach, as well as the effects arising from students physical exercise, is the benchmark for the coach to determine the position of the players, the strategy used, and the duration of each student's play.

The trainer can easily find out the habits of students during the training process. With physical pressure according to the ability of students, it will be clear what students do in a state of fatigue and how students think in a state of fatigue.

The trainer makes thorough, intense observations of the students, be it during training sessions or during internal match simulations. This observation intends to sort out students who can understand the trainer's instructions from those who still don't, so the trainer will group them and give them special treatments that can improve the quality of student understanding.

The trainer supervises the overall training process, from technical supervision to play management. Direct corrections are made during

practice, so there are no consecutive mistakes. The coach expects each athlete to be able to immediately find out what mistakes and shortcomings they have.

Infrastructure

The planning has not been realized in handling infrastructure. This is because it is considered by the officers that they know a lot about what actions should be taken before and after training. On the other hand, the infrastructure officers have a lack of management resources, which results in their duties as administrators or trainers not being carried out properly. This infrastructure facility officer carries out tasks with a dual-position system, which is very unprofitable for the trainer. Planning shows that there has been no serious action to organize infrastructure according to Standard Operating Procedures. Maintenance activities are not scheduled but adjust to the situation and conditions that occur in these infrastructure facilities.

In this case, infrastructure officers are not involved in planning the budget costs used for the procurement of equipment. Maintenance activities are not scheduled but adjust to the situation and conditions that occur in these infrastructure facilities. Without well-conceived planning, it will only result in irregularities in carrying out the work, so it is very important to carry out regular monitoring and scheduling to ensure the condition of infrastructure facilities.

Infrastructure officers did not carry out routine inventories, which resulted in a lack of oversight and the team's wealth. Officers should carry out an inventory of infrastructure facilities to make it easier to monitor and report to management. The work process is carried out together, although not as infrastructure officers.

All administrators are responsible for monitoring all activities related to using the equipment. Some important items need to be monitored for their use because this tool is portable in nature and can be moved very easily. Storage or use of this tool requires precision. Student negligence in using equipment is also a factor in the loss of equipment, such as forgetting or delegating responsibility to colleagues.

Funding

Discussing short-, medium-, and long-term activities is the subject matter of financial planning; sorting them out in order to prioritize more important needs without putting aside the supporting needs. As for what is discussed in the plan regarding infrastructure, especially field rent, participating in competitions, payment of coach salaries, participating in competitions in all age groups, and developing other achievements, carrying out organizational cash reserves is a must that needs to be done so that losses and bankruptcy do not occur organization.

Football school activities are very much influenced by the finances they have; therefore, all activities will be determined by the amount of the entrance fee based on the number of students who register. The influence of the football school's financial income can also result in several planned activities having to be canceled or postponed due to insufficient costs.

Distribution is carried out in various ways, such as via transfer or in person, which has provided convenience in applying for or distributing finances. Payments that have been submitted and used must be reported back to the treasurer because it requires authentic proof of the funds that have been used.

All forms of large or small transactions must be recorded, and the treasurer has an obligation to keep an eye on these activities. The recipient of the fund is also one that needs to be monitored so that the funds are right on target and become material for further scrutiny. The treasurer has a systematic record of the completeness of large funds and recipient funds; there are no double findings as recipients.

CONCLUSION

The conclusion from the results is that management management shows that the election of organizational structure administrators is carried out by acclamation, concurrent assignments still occur due to limited resources, administrative tasks that should be done computerized are still mostly done manually, and the organization's notary deed is still in the process

of being made. Management of the training program shows there are students leaving without explanation. Grouping students of different ages with the same training program and portion of material. The periodization of the training program is not quite right, so the peak performance of students is not as expected. Management of Facilities and Infrastructure shows the lack of training support equipment, including the latest touch of technology that supports increased performance, storage of training equipment, and the fact that the field is still one with different football schools and has not carried out a routine inventory of equipment. Financial management shows financial reports that are not valid because several times they do not have physical evidence or digital traces of transactions. The application of tolerance goes beyond the policy for students who have not paid Education Development Contributions.

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