

Management of the 2023 ASKOT PSSI KU-12 Semarang City Football School League (SSB)

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Abstract

This research aims to 1) Analyze the human resource management process for organizing the School Football League (SSB); 2) Analyze the management process of school football league (SSB) information publication; 3) Analyze the management process of Facilities and Infrastructure for the School Football League (SSB); and 4) Analyzing the funding management process for the Askot PSSI KU-12 Semarang City Football School League (SSB) in 2023. This research is a qualitative descriptive study. The approach used is the management function Planning, Organizing, Actuating, Controlling (POAC) by combining 5M elements of management resources (Man, Money, Material, Method, Machine). Data collection techniques are interviews, observation and documentation as for the research subjects of the Semarang City PSSI Askot management, Referee and SSB league participant. Data analysis uses interactive and naturalistic interpretation. The research results show: 1) Human resources are minimal, resulting in duplicate tasks; 2) the delivery of information on the field is less updated, less detailed and tends to be inconsistent 3) carrying out inventory and infrastructure according to competition needs, especially the field uses a rental system with the government or village officials as managers 4) financial management shows a lack of funds resulting in the committee making changes to the budget allocation operations, not all of them have physical evidence or digital traces of transactions. Conclusion Suggestions 1) The management adds supporting staff, provides education on how to organize matches with full High Integrity. 2) the publication of information is formulated carefully and clearly regarding content, delivery time, updated news and complaint procedures 3). Responsible for lost equipment, periodizing equipment maintenance 4) increasing relationships to be able to raise more funds with mandatory proof of transactions.

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INTRODUCTION

Sports development is developing athletes in a structured, planned and sustainable manner through competition to achieve achievements with the support of sports science and technology (Patil, 2016). Sports coaching and development is the stage of introducing sports, monitoring, guiding, developing talents and increasing achievement in family paths, education paths, and community paths (Fernando, 2018). The guidance and development referred to must be carried out as an integrated, tiered and sustainable process. (Wahidah, 2015). Sports development is developing athletes in a structured, planned, tiered and sustainable manner through competition to achieve achievements with the support of sports science and technology (Wijaya, 2021). One of them is coaching through the Football School (SSB). Football schools (SSB) are the most appropriate forum for early childhood football development, currently football schools are flooded with students. The aim of this research is to highlight the importance of using three strategic management tools (planning, implementation, evaluation) in coaching. The roles and responsibilities of SSB have a very big contribution to the development of Indonesian football achievements in the future. This football school is where many reliable football players are found. Coaching from the start determines a footballer's future achievements. The role of a professional trainer is necessary for the success of the coaching process.

The rapid growth of football schools in Semarang City means that this is deemed necessary to accommodate talented boys in the sport of football into the Semarang City PSSI City Association or abbreviated as ASKOT PSSI Semarang City. Askot is an extension of PSSI as a vehicle for selecting cadres and developing football athletes at a higher level.

The Semarang City PSSI Askot always regularly holds football match events every year. After the 2020 corona pandemic, at the beginning of 2021 the Semarang city team began

to hold city-level football events again until 2023. The 2023 Askot event is the 3rd time after the corona pandemic, where the enthusiasm of KU-12 football activists increases every year. The increase in participants at the Askot event from 2022 to 2023 KU-12 is 22 teams, where in 2022 the number of participants will be 24 teams, while in 2023 the number of participants will be 46 SSB KU-12 throughout Semarang City. The increasing number of participants of course needs to be balanced by adequate infrastructure to accommodate all participants' needs in carrying out these activities. This year's Askot PSSI 2023 KU-12 Semarang City event has several differences in the implementation of this activity, where in 2022 the match will be held using 5 fields in Semarang City including: citarum field, zebra field, kalimas field, pongangan field and sambiroto field, however in 2023 it will only use 1 field.

There were 46 SSB participants, 22 matches were held in 1 day, using 1 field was very less effective and efficient, apart from resulting in longer activity times, the accumulation of participants in the field also made the movement of each SSB Team confusing for mobilization. Administrative problems also arose from each representative of the participating SSB team, who complained to the official regarding paying a deposit of Rp. 100,000 (One Hundred Thousand Rupiah) for each match which is charged to each team, they assume that the nominal registration is IDR. 1,500,000 (One Million Five Hundred Thousand Rupiah) includes the deposit. The lack of information provided is a problem before the match, this makes it confusing because most participants have never participated in an Askot event, one of which is the costumes that will be used, the location of the field, and things that are considered important. It is important to implement a meet conference for all participants to reduce differences of understanding and minimize the application of sanctions during the match.

The objectives of this research are: 1) Analyzing the Facilities and Infrastructure management process in organizing the SSB

Askot PSSI KU-12 Semarang City League in 2023; 2) Analyzing the management process of publishing information on the implementation of the SSB Askot PSSI KU-12 Semarang City League in 2023; 3) Analyze the financial management process in organizing the SSB Askot PSSI KU-12 Semarang City League in 2023; and 4) Analyze the Human Resources management process (Committee) in organizing the SSB Askot PSSI KU-12 Semarang City League in 2023.

METHODS

This research uses an exploratory qualitative-descriptive method. Descriptive qualitative is used to reconstruct the relationship between phenomena that occur, is systematic regarding parts, and phenomena and their relationships (Sugiyono, 2017). The qualitative descriptive method is research that aims to explore or look for problems or situations to gain broad insight and understanding about the causes or things that influence the occurrence of something. The main focus in this research is the management of the 2023 Semarang City Askot PSSI KU-12 SSB Askot League. The research subjects of this research are all those who are directly involved in the activities of organizing the 2023 Semarang City Askot PSSI KU-12 SSB Askot League and actively participate in the plan. In this research, the respondents or research subjects include: 1) Chairman of Askot PSSI Semarang City, 2) Chairman of the 2023 Askot PSSI KU-12 Semarang City SSB League Committee, 3) Organizing Committee, 3) Athletes 4) Team Coach. The data studied is the management of the SSB Askot PSSI KU-12 Semarang City League in 2023, including information management, human resource management, facilities and infrastructure management, funding management. The data sources were obtained from the committee, SSB Team Coaches, Referees, athletes participating in the league, parents of athletes, academics or researchers in the field of soccer.

RESULTS AND DISCUSSION

Football is one of the most popular sports in the world and the fastest growing team sport in Indonesia. A soccer game is a series of group tactical situations in the immediate area of the ball that are bound by changing points of attack. The development of football is one of FIFA's core missions, along with organizing and organizing the game around the world and organizing international competitions. Football is a competitive game, and defensive. Therefore, staying ahead of the curve is a constant focus for all gaming stakeholders. Every team, manager, player, and organization is trying to gain an edge over their competitors and maintain this edge to compete.

The human resources of the Semarang City PSSI Askot Football organization have 6 administrators. It is felt that these human resources are sufficient to organize an event at the level of Semarang City. The number of members is 6 people controlling areas that should require the handling of more than 6 administrators. Handling is considered ineffective and inefficient because multiple tasks result in reduced in-depth accuracy in certain areas so that it becomes less detailed and supervision is not accommodated properly.

The committee's lack of staff meant that the security was easily breached by spectators or parents of participants to be able to watch more closely. The appeal to return to the stands was made several times at the start of each match or new spectators arrived. This incident shows that the lack of supporting staff and lack of information means that competition activities cannot be carried out to the best standards.

Problems arise between officials and the organizing committee during match activities, due to the lack of participation of the SSB official team to go to sources of information and information. which seems to still not be structured regarding delivery times in the field and updated information.

Questions regarding several problems were not accommodated well and the answers did not provide the best solution for both parties.

Some of the organizing committee seemed to not understand the rules for organizing events and the answers to questions were not able to provide solutions, so that participants immediately moved according to their individual wishes.

The sanctions regulations during the match seem to be less transparent regarding the giving of red or yellow cards as well as the administrative costs that change for these sanctions. The information on sanctions costs seemed sudden so that participants were not yet prepared to handle payments on the field, especially since many cards were given during the match.

The infrastructure in the form of match equipment and office equipment at the secretariat is purely owned by the Askot PSSI Semarang City organization. These infrastructure facilities have the best quality, adequate quantity and are of national standard at SSB age group level. The infrastructure in the form of the PSSI Semarang City Askot field uses fields owned by the Semarang City government or fields in the community environment which are managed by the local village head using a rental system for one activity.

Funding for the implementation of the SSB Askot PSSI KU-12 League in Semarang City that year experienced a shortage of operational costs. The funds obtained by the Askot team were outside the predetermined budget, this was because contributions from several funding sources were only able to provide around 10% of the proposals submitted.

The lack of funds obtained required the Askot team to change the operational budget for activities, this had an impact on the infrastructure being used which was not optimal as well as affecting the number of referees on duty, in this case prioritizing only senior referees. Not all fund usage reports have proof of transactions. Using funds without proof will make it difficult for the treasurer to carry out financial reporting. Transactions without evidence result in the report appearing to be made up and easy to detect as an act of corruption.

CONCLUSION

The research conclusions show: 1) Human resources show a lack of supporting staff resulting in duplicate tasks, less able to provide alternative solutions in emergency situations 2) delivery of information in the field is less updated, less detailed and tends to be inconsistent 3) management of Askot's private infrastructure facilities, carry out inventory, infrastructure according to competition needs, especially the field using a rental system with the government or village officials as managers. 4) financial management shows a lack of funds resulting in the committee making changes to operational budget allocations, financial reports seem made up, because product and service transactions are not in accordance with current prices, not all of them have physical evidence or digital traces of transactions.

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