



Management Human Resources Sport Based Improvement of Development Index Sport in Padang City West Sumatra

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Abstract

Sport Development Index is a way to measure the improvement of sport development in a region. This research measures sport development by using sports human resource management in Padang as the indicator. The purpose is to discover the quality of sports human resource management in Padang examined from Sport Development Index and to analyze the availability of sports human resource. This research is conducted in Padang, West Sumatra Province, by taking data from 3 institutions as the scope of studies including the Education Authority, National Sports Committee of Indonesia (KONI), and a local non-formal institution. The research method applies qualitative and quantitative approaches. The qualitative data is collected through observation, document analysis and interview, while the quantitative data is taken by using a norm method of Sport Development Index. The result shows that the number of sport development in Padang based on the index of sports human resource management is 0.00082. According to the Sport Development Index, this number is within the range of 0.000-0.499. It means that sports human resource management belongs to low category quantitatively and qualitatively, or in the other words the quantity is deficient and the quality is low. To conclude, the sport development in Padang belongs to low category, thus the regional government needs to pay more attention and improve the sport development in the city.

How to Cite

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INTRODUCTION

The success of the development of particular human development in an area partially can be assessed by looking at how large the most fundamental problems in society can be resolved. These problems include poverty, unemployment, illiteracy, food security, and the rule of democracy. But the issue is close to human development partially vary widely where some aspects of the construction of certain works and some other development aspects fail.

Progress in the field of development of sports is not measured by the number of medals achieved in national events such as the national sports week and many more. Based on a system of National Sports (SKN) listed above, to achieve the construction progress of sports there are a lot of things involved, either from human resources or sports labor who are involved in sports activities, open space that is available for the sport activity, public participation to do sports and physical fitness that are achieved in the community.

Based on the above statement, there are four constructions of sports based on SDI, namely: the availability of open spaces for sports, human resources or sports labor who are involved in sports activities, participation of the public to do exercise regularly and physical fitness that are achieved by the community. The four parts of the researchers took only one i.e. human sports resources, because researchers wanted to find out how good the Sports Development in the city of Padang in the view of human resources. Open spaces in Padang were very widespread both aquatic and land, then the participation of communities in the city of Padang was quite high and physical fitness in Padang was quite well. Based on the above, then the researcher will lift a title research of "human resources management sports-based sports development index increased in Padang, West Sumatra".

Review of The Literature

According to Manullang (2002:3), there are three management term sense, namely as a process management, second management as collectivities people who perform management activities, the third management as an art and as a science. In the first sense, that is as a process management, different from the definition given by the experts. There are three definitions of management according to the first definition.

Other experts like George R. Terry in Soewarno Handyaningrat, (1992:20) provides a definition of management as a process that distin-

guishes the planning, organizing, implementing and monitoring employment directing by utilizing science nor art to complete the purpose that has been set and in the definition of management looked at is a process that consists of planning, organizing, directing, implementing, and monitoring.

The development of management science that is appropriate according to the rapid accumulation and the times, gave rise to the diverse opinions about the management functions. One opinion is expressed by Untung Nugroho (2015:11), there are 4 main functions in management, (1). Planning, (2). Organizing, (3). Directing/Actuating, (4). Controlling. In this framework, some common functions of management are identified as follows;

1. Planning

Understanding planning according to experts there are several slightly differences as it made Charles a. Bucher and March b. Krotee (2002:9), planning is a process of logical and deliberate outlines the work done together with the methods used and the time allotted for a job. While according to Untung Nugroho (2015:11), planning is the process of defining the objectives of the organization, making the strategy for achieving the objectives, and develop a plan of activities of the organization. While according to the quoted Terry Harsuki (2016:85), planning is drafting a pattern of activities the future integrated and predetermination.

2. Organizing

Organizing in this definition is the word that means 'to organize', which means to perform and compose the organization for some purposes, in which the word derives also from the word organ. While the organ itself in the book Webster's New Collagiale Dictionary is derived from the word organon, which is derived from the Ancient Greece. As for the meaning of the word organ itself is, "An instrument or medium by which an important is performed or and accomplished means a tool or medium used for important actions or achievement purposes. So to organize means putting together parts that break into a union so that it can be used to run the action in the achievement of the objectives."

3. Actuatingor Directing

Directing or the term supervision according to The Liang Gie in Hana P (2012:78) is a manager in the reign, commissioned, leading, directs and guides employees or personal organization to carry out its work in achieving the objec-

tives that have been determined. Encouragement or (actuating) includes activities conducted managers to initiate and continue the activities set out in planning and organizing so that goals are achieved. Moves intended to drive the business of the group in such a way that they wished and tried to reach the organization.

4. Controlling or Supervision

The notion of supervision can be defined as a process to implement the work of what was already implemented, evaluate it, and if necessary correct it with the meaning so that the execution of the work in accordance with the original plans (M, 2002:173). While according to Untung Nugroho (2015:27) surveillance is an activity that seeks to control, so that the implementation can run according to plan and ascertain whether the objectives of the organization are achieved.

Sport development index is a composite index that reflects the success of the sports development based on four basic dimensions, namely: open space available for sports, human resources or sports labor who are involved in sports activities, participation of community citizens to do sports regularly, and the degree of physical fitness that are achieved by the community.

Pillars of sports in accordance with ACT No. 3 of 2005 about the Sport system mentioned that a pillar of the sport does not only concern sport achievement but also the education sports and recreational sports. That means, not just base it on the medals as a measure of success. Not to mention if the medal was obtained in inelegant and unuseful ways. Therefore, presented the idea of sport development index (SDI), which is a combined index that reflects the success of sports development and measure the progress of the development of the sport in an area.

METHOD

The research was carried out starting from

December 2016 until early January 2017. In accordance with the substance and focus of this study, namely the study of the development of sports, where the result of the construction of the sports expressed through the cereal index data is a number described later on, then this type of research is included in the types of descriptive quantitative research. There are three kinds of primary data collection techniques in the research of descriptive, namely: observation, interviews, and documentation.

To see the availability of sports human resources, researchers will focus on teachers and professors of physical education, sports instructors, coaches, and referees. After a number of sport HR gained further calculates the index. First look for an actual value, namely the value obtained from the results of the division between the number of sport HR with a population above 7 years old. The maximum value of sport HUMAN RESOURCE specified in the SDI is 2.08 and value through is 0.00. After all the figures were obtained, it was then calculated using the formula:

$$\text{SDM Index} = \frac{(\text{Actual Value}-\text{Minimum Value})}{(\text{Maximum Value}-\text{Minimum Value})}$$

After all the index was calculated and got the value of the index as a whole then the final stage was to determine which category or the norm of index values obtained to give justifications. SDI norm that used was :

Table 1. Norma SDI Agus Kristiyanto, (2012 : 49)

Index Numbers	Norm / Category
0.800-1.000	High
0.500-0.799	Medium
0.000-0.499	Low

RESULTS AND DISCUSSION

Table 2. The results of observation of the sport human resources (HR) of sport education in Padang

Profession Type	Amount According to Gender		Amount According to Certification	
	Male	Female	Certification	Non Certification
SD/MI	217	222	185	254
Elementary School/MI	217	222	185	254
Junior High School/MTs	64	37	85	16
Senior High School / Vocational High School	84	31	77	38
Lecturer	60	110	45	22
Total	425	297	392	330

Table 3. The Results Of Observation Of The Sport Human Resources (Hr) of KONI Padang

Profession Type	Amount According to Gender		Amount According to Certification	
	Male	Female	Certification	Non Certification
Elementary School/MI				
PE Teacher				
Junior High School/MTs				
Senior High School/Vocational High School				
Sports Trainer	168	72	112	128
Sports Instructor	33	21	3	51
Referee	278	67	345	0
Total	479	160	460	179

Table 4. The Results Of Observation Of The Sport Human Resources (Hr) of Non Formal Sports Institution in Padang

Profession Type	Amount According to Gender		Amount According to Certification	
	Male	Female	Certification	Non Certification
Elementary School/MI				
PE Teacher				
Junior High School/MTs				
Senior High School/Vocational High School				
Sports Trainer	8	0	0	8
Sports Instructor	33	14	0	47
Referee	0	0	0	0
Total	41	14		55

The results of observation of the sport human resources (HR) obtained from a variety of elements, namely, the Office of education of Padang, National Sports Committee of Indonesia (KONI) and Non Formal element showed that the amount and quality of sport human resources in Padang was 1416 people. The index of sports human resources (HR) in Padang was calculated by using the following formula:

$$\text{SDM Index} = \frac{(\text{Actual Value}-\text{Minimum Value})}{(\text{Maximum Value}-\text{Minimum Value})}$$

First, take a look at the actual value, the actual value retrieved from the division between the number of sports human resources (HR) in a region with a population above 7 years of age who were in the city of Padang. The number of sports human resources (HR) in the city of Padang was 1416, and population above the age of 7 years in the city of Padang was about 845.915 inhabitants. Then the actual values obtained were: $0.0017 (1416/845.915 = 0.0017)$

From the results of sports human resources index in Padang above, it can be concluded that the index value of the sports human resources (HR) in Padang was as follows:

Table 5. Index Value of the sports human resources in Padang

Instance Name	HR Value	Criteria
Department of Education HR	0.00041	Low
KONI & Dispora	0.00033	Low
Non Formal HR	0.00003	Low
HR Index of Padang City	¹¹¹ 0.00082	Low

CONCLUSION

Based on the results of data analysis that has been done, it was concluded that the results of the sport development of Padang in terms of Sport Development Index was 0.00082 then the index value of the sport development of Padang were still at low requirements. In particular, summed up two things as follows:

1. Sports human resources index in Padang was 0.00082, according to Sport Development Index, the value of this index were still at the range of 0000-0.499. This meant that the quantity and quality of sports human resources in Padang was at a Low category, in other words the quantity of the sports human resources in Padang was very small and in the quality of sports human resources in Padang was still low.
2. Overall availability of sports human resources in Padang were 945 male and 471 female so the number of sports human resources in Padang was 1416 people in total.

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