



## Employment Development Survey of NPC Swimming Atlets in Surakarta 2018

Muhammad Rizki Batitusta<sup>1✉</sup>, Supriyono<sup>2</sup>

Jurusan Pendidikan Jasmani Kesehatan dan Rekreasi, Fakultas Ilmu Keolahragaan, Universitas Negeri Semarang, Indonesia<sup>12</sup>

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### Abstract

The purpose of this study was to determine the organizational system, coaching accomplishments, exercise programs, achievements, sources of funds, completeness and swimming sports infrastructure conditions the National Paralympic Committee of Indonesia in Surakarta 2018. The research approach used is qualitative descriptive approach. Research data collection techniques using the method of observation, interviews, and documentation. The validity of the data in this study using data triangulation. Technical analysis of the data include: data collection, data reduction, data presentation, and conclusion data. The results showed that the NPC Board running the organization in accordance with the duties and responsibilities. Coaching accomplishments done through three stages namely; pemassalan stage, seedling stage, and the stage of development achievements. The exercise program sports such as swimming in NPC training schedules, workout intensity, periodization, physical exercises, techniques, and tactics. Through this achievement coaching athletes with disabilities have an outdoor sport sporting achievement increased from year to year. NPC obtain funding from Kemenpora. The Fund is managed by a NPC to run coaching. Completeness and condition of the infrastructure used for swimming practice is quite good and sufficient. NPC coaching swimming athlete's performance goes well, ranging from performance management, the coach up to the achievements of athletes in national and international competitions.

### How to Cite

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✉ Correspondence address :  
E-mail: batitustarizki@gmail.com

## INTRODUCTION

Sports is one of the most important aspects of human life. This is because exercise has an important role in body fitness and health. Basically exercise is not only understood for body health, but in sports activities there are also sportsmanship, discipline, honesty, and responsibility. Based on Law No. 3 of 2005 concerning the National Sports System (SKN), sports are divided into three pillars, namely educational sports, recreational sports, and sports achievements.

Sports achievements are defined as sports activities carried out and managed professionally with the aim of obtaining optimal achievements in sports. In sports performance activities, it is not just doing physical exercise, but also there are goals to achieve sports achievements. Sports achievements can be achieved through sports, one of which is swimming. According to Badruzaman (2007: 13) swimming sports is an attempt to float or lift the body to the surface of the water. Swimming is not only a sports activity but can also create achievements. Swimming aimed at getting achievements is done by athletes, both normal athletes and disabled athletes. Swimming in getting achievements can be followed in various events, for example POPDA, Pon, Asian Games, until the Olympics.

Achievement achieved in swimming sports requires a formation. With coaching, swimming sports activities will be more focused both in terms of training programs and funding. Tohar (2002: 10) states that training intensively is not necessarily enough to guarantee achievement of achievement, this is because in addition to intensive training also must be of quality and quality. The achievement of improved performance requires the existence of an organization that accommodates the needs of athletes. With good management and coaching, it can create high sports achievements. Irianto (2002: 27) said that in sports needed stages of coaching to produce high sports performance, namely through stages of dating, nursery and achievement. One of the institutions or organizations that accommodate sports activities for athletes is the NPC or the National Paralympic Committee of Indonesia.

NPC is an official institution established by the government as a forum or sports organization for persons with disabilities in Indonesia. The beginning of the NPC was only a disability rehabilitation established by Prof. Dr. Soeharso. On October 31, 1962 Manurung Pairan established the Disability Guidance Foundation (YPAC) and succeeded in fostering a disabled person in

his time. However, YPAC has a problem in funding its organization. So that on October 31, 1993 the name YPAC was changed to BPOC or the Agency for the Development of Disabled People. Changing the name of this organization is intended to make YPAC obtain funding from the government. However, based on a decision made at the International Paralympic Committee (IPC) of the General Assembly on November 18, 2005, which obliged its members to use the word 'paralympic' for movements and activities related to the sports of persons with disabilities, the BPOC then became a member then renamed the National Paralympic Committee of Indonesia (NPC). Until now that name is used as the official name of the organization and its legality has been recognized by IPC and the Government of the Republic of Indonesia as the parent of a sports coaching organization for persons with disabilities in Indonesia. According to Law Number 19 Year 2011 concerning Ratification of the Rights of Persons with Disabilities, persons with disabilities, namely people who have physical, mental, intellectual or sensory limitations for a long period of time who interact with the environment and the attitudes of their people can encounter obstacles that make it difficult to participate fully and effectively based on equal rights.

The NPC organization has 18 sports branches, one of which is swimming. NPC has a very important role in conducting achievement training on disability athletes. The NPC prepares disabled athletes with the potential to face competitions or championships to be followed. In the swimming competition itself the NPC has a slightly different regulation than non-disabled athletes. NPC as an organization that accommodates disability athletes fosters athletes to reach potential. With the NPC, people with disabilities are able to become athletes who have good achievements. They are able to achieve achievements at home and abroad with their respective fields. NPC swimming sports achievements have increased from year to year, proven that Indonesia was able to become the overall champion in Malaysia, Myanmar and runner-up in Singapore. On the other hand the NPC organization as a forum for disability athletes has also experienced rapid development. When viewed from its history, the initial NPCs were under KONI, but since 2015 the NPC has been released from KONI. In 2015 the NPC became a stand-alone organization even today it has been aligned with KONI. Based on the description above, the formulation of the problem that the researcher wanted to express in this study was: How was the achievement of the

achievement of the National Paralympic Committee of Indonesia swimming athletes in Surakarta in 2018?

## METHODS

The research approach used is a qualitative descriptive approach. Research location on Jl. Ir. Sutami No. 86, Jurug, Surakarta Surakarta City 57125, precisely at the National Paralympic Committee Office. The subjects of this study were NPC administrators, swimming trainers, and swimming athletes. Research data collection techniques using the method of observation, interviews, and documentation. The technical data analysis carried out included: data collection, data reduction, data presentation, and data conclusions. The validity of the data in this study uses data triangulation. The research objects studied included organizational systems, patterns of achievement training, training programs, sources of funds, completeness and conditions of infrastructure for swimming sports at the NPC.

## RESULTS AND DISCUSSION

Coaching according to Musanef (1991: 32) is a process of human use, equipment, money, time, methods and systems that are based on certain principles for achieving predetermined goals with maximum power and results. Coaching itself has the aim of getting better results or high achievements. The aim of the NPC organization is to raise the name of the Indonesian nation through national or international championships. NPC organizations form and develop talents possessed by athletes with special needs.

Fostering achievements in the field of sports requires a programmed, directed and continuous formation and is supported by adequate support. NPC is one of the organizations that carries out achievements in sports. According to Jones (2004) organization is a tool used by people to coordinate activities to achieve something they want or value, namely to achieve goals. Harsuki (2012: 117) provides further explanation that organizations are places where administrative and management activities are so static. The NPC organization only organizes training for athletes with special needs (disabilities). The central NPC organization selects disability athletes to participate in international championships such as ASIAN PARA GAMES, ASEAN PARA GAMES, PARALIMPIADE. In a sports organization it has a management that manages and runs

the program that has been created. NPCs have competent administrators, trainers and athletes. The central NPC has 17 administrators. The management of the NPC is for all sports, because the NPC does not yet have an administrator in each sport. The trainers for swimming sports at the NPC numbered nine people, including one manager, three coaches, four assistant coaches, and one assistant coach. In 2018, NPCs have 28 athletes for swimming sports and have an S & M code which means showing class. Forced athletes are classified into S1-S10 class. Attorney General Athletes in the NPC numbered 16 athletes. Blind athletes are classified in the S11-S13 class, with 6 blind athletes. Young athletes are classified in the S14 class, which amounts to 6 athletes.

Muryadi (2015) said that the emergence of talented athletes can not be separated from good coaching by sports clubs, through a systematic, planned, orderly and continuous coaching process, success in achieving achievements also depends on the organization which is the center of achievement training. In carrying out NPC achievement training, it is almost the same as what is done by the training of non-disabled athletes, but it cannot be denied that the training carried out by NPCs has not been able to match the guidance carried out by non-disabled people due to factors such as human resources, but the Government this is planning the SKO (Special Sports School) which is devoted to disability. The plan is that the school will be built in the city of Solo and this SKO will accept students from all over Indonesia from middle and high schools where the costs will be borne by the government. Central NPCs also carry out stages to get potential athletes. These stages include covering breeding, nursery, and achievement coaching.

The central NPC conducted a survey conducted by the NPC which included promotions in which the NPCs had promoted and introduced in cities in Indonesia, and NPCs submitted to these cities to implement it or not and those who had implemented and owned NPC offices in Indonesia were as follows: : 1) NPC Solo, 2) NPC Bandung, 3) NPC Jakarta, 4) NPC Medan, 5) NPC Riau and 6) NPC Surabaya. While in terms of recruitment of athletes through championships such as Pepapernas and Peparнас there are no differences in recruitment such as disability from birth and disability due to accidents, the difference is the classification. In the nursery stage, NPCs re-select using MQS or a minimum time limit according to their respective classes. In the stage of selecting athletes, swimming coaches also see cognitive, and affective aspects. Self-help de-

velopment is carried out since January. Fostering achievements is done by preparing training programs, periodization, and intensity of training.

Tohar (2002: 10) argues that intensive training is not enough to guarantee the achievement of this achievement because improvement in achievement is achieved if in addition to intensive training is carried out with quality and quality. In the process of fostering the achievement of swimming athletes with NPC, it takes a long time. Trainers and athletes run the exercise intensity program well and are adjusted to the existing training schedule. For example, for the preparation of the ASIAN National Court Para Games held in October 2018, athletes from swimming sport have started training for a long time. Swimming sports training has been held since January. For nine months the athlete continued to practice according to the program and schedule that had been done. Fostering the achievements given by the trainers to swimming athletes is done consciously, planned, and directed. Coaching takes the form of knowledge, attitudes, and skills. This coaching is done as an effort to increase the potential of athletes, so they can compete with sportsmanship in every competition.

Through achievement training in which there are training programs, exercise intensity, and periodization of training, athletes can develop their potential and achieve high achievements. This is evidenced by Indonesia being able to become the overall champion in Malaysia, Myanmar and runner-up in Singapore. In October 2018 at the Asian Para Games Indonesia finished 5th. Athlete Para Swimming Indonesia itself contributed 3 gold medals, 4 silver, 5 bronze medals.

The facilities and infrastructure used to practice swimming at the NPC can be said to be quite adequate. The infrastructure used by athletes training is the swimming pool owned by KOPASSUS Kartasura. The NPC management cooperates well with KOPASSUS. This cooperation is in the form of swimming pool rental. Procurement of this infrastructure is supported by Kemenpora funds provided through NPC administrators. The swimming pool at KOPASSUS Kartasura is also worth using for training. This can be seen from a standard pool with a pond length of 50 m 1.15-2 m depth, there are start beams, trajectories, and trajectories.

In addition to infrastructure in sports training also requires supporting facilities. Swimming facilities are all equipment and equipment

used for swimming that includes both with regard to the complement of the swimming pool. Facilities for swimming sports at the NPC are also adequate and suitable for use. For trainers themselves carry equipment such as a stopwatch, whistle, and a timer. While the equipment used by athletes themselves is such as swimsuit, pin, swimming goggles, head cover, frog legs, pull boy, and hand paddle. Swimming sports equipment used in training is the property of personal athletes. The other tools specifically for blind athletes are sunglasses, white ropes and fishing rods. This fishing rod or rod is a name or designation used by people at NPC. This fishing rod in paralympic has another designation, namely Tapper. This tool is used when blind athletes practice or participate in competitions.

Sources of funding for NPC organizations are obtained from the government (Kemenpora). The needs of the management, coaches, and athletes are entirely funded by the government. The government provided funds to the NPC then the NPC who managed the funds. Based on the results of the interview the author and the management said that both the management and the coach had received welfare. Every month administrators, coaches and athletes get a salary from the government. If athletes get champions, they will be given bonuses or rewards according to their achievements. The government also issued funds to facilitate the training of athletes. Every month the NPC administrator pays the rental fee of the Kopassus pool for Rp. 9,000,000.00. The condition of facilities and infrastructure for training swimming sports is good. The Kopassus swimming pool used for training has complete facilities and infrastructure such as start beams, trails, trajectories, and timers.

## CONCLUSION

Achievement training at Surakarta NPC has gone through stages and good training programs. The NPC as an organization that accommodates disabled athletes is able to provide welfare for administrators, trainers, and athletes. The success of the NPC can be seen from its position which is currently no longer under KONI. Achievements achieved by swimming athletes show that there has been a well-implemented coaching. The achievements of NPC swimming athletes have increased from year to year, especially in the ASEAN PARALYMPIC GAMES event.

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