

**Implementation of Management Functions in Football Clubs****Hendi Hardi Hutabarat¹, Razali²✉, Ahadin³, Myrza Akbari⁴**Faculty of Teacher Training and Education, Syiah Kuala university, Aceh, Indonesia^{1,2,3}Faculty of Teacher Training and Education, Samudra university, Aceh, Indonesia⁴**Article History**

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Abstract

Football is a very popular sport in Indonesia. Management is an important aspect in the organization of a football club. This study aims to determine the extent of the application of management functions in a football club. This study uses a qualitative research design with the type of case study research that aims to find out and find as much information as possible and an overview of the management of a football club. The subjects in this study were all components of the PSGG Gayo Lues club, namely club owners, coaches and football players. The data in this study were obtained based on the output of observational interviews, while secondary data were obtained through archives, documents, photos of activities and others. Data analysis consists of four components, namely: data collection, data reduction, data presentation or display, drawing conclusions or conclusion drawings. Based on the results of the research and description of the data, it can be concluded based on the management functions as follows: (1) the planning function can be carried out properly in a football club management, the football club must have a Memorandum & Article of Association, (2) The organizing function will be carried out if the human resources in the football club organization have met the qualifications and competencies needed in an organization, (3) The actuating function will be carried out well if the leadership at the club can play an optimal role so that there will be a principle of leadership hierarchy, (4). The controlling function in the management of the football club organization will run optimally if each evaluation result can be followed up with a fixed target.

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INTRODUCTION

Football is a sport favored by the people of Indonesia. In Indonesia, football is played by all people, from children to adults. has become a popular sport because of how easy it is to play. Indonesian people's love for football can be seen from the enthusiasm of the fans to support wherever their club competes, (Prabasmoro, 2020).

Discussing football in Indonesia, football activities in Indonesia still need a lot of improvement from various components. Starting from coaching young players, managing facilities and infrastructure to organizational management. These components are indispensable in the achievement of achievement. In achieving maximum performance, of course, coaching must start from an early age so that young athletes can be processed and trained to achieve maximum abilities, (Pringle et al., 2021). To form the right coaching system, of course there must be supporting elements, one of which is the coach. A good coach is a trainer who is able and knows about matters relating to coaching based on knowledge in the field of coaching. On the other hand, physical condition is one of the important components in achieving achievement. all these components must be coordinated in a good management, (Habenstein, 2021).

Management functions are the basic elements that are always present in the management process that will be used as a reference by managers in carrying out activities to achieve organizational goals, (Shchepotina et al., 2021). Management is the main implementing tool in an organization, including in football club organizations. With the implementation of management functions in the form of planning, organizing (organizing), actuating, controlling. The role of management in a football club is to improve performance and to achieve the expected goals according to the targets that have been set and planned, (Soegoto & Siddiq, 2018).

In this modern era, football is increasingly developing and complex. Modern football is no longer just a sport for recreation or physical fitness and health, but has turned into an industry to earn big profits. (koronios) Good and professional organizational management is certain to be the main key if a football club wants to be successful, both in terms of achievement and in terms of economy (Financial Benefits). Management is an inseparable part of the activities of a comprehensive organization, (Sulistiyono et al., 2021). Management in football clubs is formed from various fields, broadly starting from the

organizational structure (club leaders, managers and staff), financial budgets, coaches, players, health teams, masseurs, physiotherapists, facilities and infrastructure to club supporters and others, (Fry et al., 2021).

Management is an important aspect in the organization of a football club, because it is an important element in managing when participating in a competition. To achieve maximum performance, club management needs to be managed properly and professionally. Because, management is the main motor in organizing and managing the club so that the club's goals can be achieved, (Midtgaard et al., 2021). Things that must be done to encourage the advancement of Indonesian football are: every professional football club must have a representative stadium, understand financial management, accounting and taxation in Indonesia in order to implement Financial Fair Play properly and correctly, have facilities and minimum equipment to support player quality improvement, (Gouttebarga et al., 2021).

Based on the author's observations, it can be concluded that the achievements of a football club will not be maximized if there is no good organizational management. many factors that influence the decline in the performance of a football club. Factors that influence the performance of a football club in Indonesia are the presence of sports facilities, coaches, player motivation, coaching techniques, finance, moral support, government support, community support, management policies, advances in science and technology and many other factors, (Fernández-Villarino, 2021). This has a big impact on achievement. However, the most important thing that needs to be considered is the management and selection of a football coaching strategy at the club because it shows that a club is well planned.

METHODS

The design of this research is qualitative with the type of research is case study. This study aims to collect as much information as possible about certain variables and objects.

Determination of the subject in this study using purposive sampling. The subjects in this study were all components of the PSGL Gayo Lues football club, namely club managers, coaches, players and supporters of the PSGL Gayo Lues football club. The research data are (1) the main data obtained based on the output of interviews using respondents and observational data (2) secondary data are data obtained based on

data that is already available in the club such as archives, photos of activities and others, (Korornos et al., 2021).

RESULTS AND DISCUSSION

Based on the analysis of the research results, the results and discussion of the research are divided into 4 aspects of management, namely planning, organizing, actuating and controlling:

Planning

Based on the data description, it can be described that the planning function of the PSGL Gayo Lues football club has been running as it should, the club already has an Memorandum & Article of Association which contains the club's vision, the club has also drawn up a short/long term plan. Each program and decision-making is led by the general chairman who also refers to the club's vision and short/long term plans, the pattern of implementing the planning function at PSGL Gayo Lues club management is in accordance with the scientific theory which states that, "Making decisions is part of the planning function because every choices are made based on the process of completing each plan. Planning function in an organization's management is important because it has many roles in moving other management functions, (Fisne et al., 2021).

Organizing

Based on the description of the data, it can be described that the organizing function of the PSGL Gayo Lues football club has been carried out but is not optimal, club officials have not carried out their functions effectively and efficiently, this is because the general chairman position still plays a very strong role in decision making, this phenomenon is not a The ideal organizational management system This is in accordance with the scientific theory which states that "the organizational structure must be based on effective and efficient principles", (Balogh & Bába, 2021)

Actuating

Based on the description of the data, it can also be described that the actuating function at the PSGL Gayo Lues football club has been carried out well, the general chairman and manager are able to give instructions and act as directors to the lower official level so that the principle of leadership hierarchy has been running ideally, the vitality of leadership in this actuating function is in accordance with the scientific theory which states that "Basically moving other people is not

an easy thing. To be able to move it, managers/ leaders are required to be able to move their staff which can later be used as a driving force, (Jagielski & Zhang, 2021).

Controlling

Based on the description of the data, it can be illustrated that the controlling function at the PSGL Gayo Lues football club has been carried out but is not optimal, the controlling function has not been optimally seen from the non-implementation of the follow-up process to the post-evaluation of the PSGL Gayo football club, this phenomenon is not an ideal controlling management pattern as stated. This is in accordance with the scientific theory which states that "controlling is a valuable aspect in advancing an organization, the evaluation function must be optimized in an organization", (Grabowski, 2021).

CONCLUSION

Based on the results of the research and description of the data, it can be concluded based on the management functions as follows:

Planning

So that the planning function can be carried out properly in a football club management, the football club must have a Memorandum & Article of Association as their guide in implementing the planned program..

Organizing

The organizing function in the management of the football club organization will be carried out properly if the human resources in the football club organization have met the qualifications and competencies needed in an organization, besides that coordination between parts of the organization is also an important factor for an ideal organization.

Actuating

The actuating function in the organizational management of a football club will be carried out well if the leadership at the club can play an optimal role so that there will be a principle of leadership hierarchy, the general chairman and individuals who are in top positions in the organizational structure perform the function of instructing individuals in positions below them..

Controlling

The controlling function in the management of the football club organization will run optimally if each evaluation result can be followed up with a fixed target, the football club management must consider the controlling function to be an urgent one in a football organization.

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