



Evaluation of the Soccer Achievement Development Program at PERSIK Kendal

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Abstract

The purpose of this study was to evaluate the results of the soccer sports achievement coaching program in terms of context, input, process and product. The indicators studied were finance, organization, coaching, facilities and infrastructure, human resources and training program. This research is an evaluation research using the CIPP method using a qualitative approach. The population of this study are administrators, coaches, and soccer athletes at PERSIK Kendal. Data collection techniques are observation, interviews, documentation and data triangulation. The data obtained were analyzed qualitatively with the following steps: (1) data reduction, (2) data presentation and (3) drawing conclusions. The results of this study (financial target funds are clear, structured organization, coaching exists but is less organized, adequate and proper facilities and infrastructure are not owned by themselves, Human resources are good, the training program is going well) : (1) Context. (2) input financial. (3) Process. (4) Products. Evaluation of coaching using the CIPP method at PERSIK Kendal can be seen that the expected target is not achieved from the achievement coaching program at PERSIK Kendal.

How to Cite

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INTRODUCTION

Soccer is a very popular sport in Indonesia and even throughout the world. Almost all men from children, teenagers, youth, parents have played soccer although the purpose of doing this sport is different, some are just for recreation, to maintain fitness or just to channel hobbies/fun (Irianto, 2011).

Implementation of program evaluation aims to find facts on the implementation of public policies in the field, the results of which can be positive or negative. The evaluation carried out in the implementation of program evaluation aims to find facts on the implementation of public policies in the field, the results of which can be positive or negative. Evaluations carried out professionally will produce objective findings, namely findings as they are, whether data, analysis, or conclusions are not manipulated which will ultimately benefit all parties involved in the professional coaching program which will produce objective findings, namely findings. as it is, both data, analysis, and conclusions are not manipulated which will ultimately benefit all parties involved in the coaching program (Irmansyah, 2017). A systematic, planned, regular and continuous coaching process needs an evaluation because the good or bad of a field of work can be known if an evaluation has been carried out.

Sports achievement is something that is observable and measurable, meaning that sports coaching is carried out with a scientific approach, starting from talent scouting to the coaching process. see from a systemic perspective that the quality of the results (output) is determined by the inputs and the quality of the coaching process that occurs (Didik Assalam , Sulaiman, 2015).

Coaching and development of achievement sports is carried out and directed to achieve sports achievements at the regional, national and international levels. Coaching is carried out by the parent sports organization, both at the regional level and at the central level (Firdaus, 2011). Achievement sports coaching cannot be done instantaneously, especially if there is no management from the road, but it requires totality and commitment to develop systemic and supportive sports. Sports achievement is something that is observable and measurable, meaning that sports coaching starts from talent search until the coaching process is carried out with a scientific approach. The achievements that have been obtained so far this is a real consequence of the subsystem that is less than optimal, namely the input and process.

Sports coaching programs cannot be done instantly. Coaching must be done through the right process and step by step continuously. Coaching must also be really organized through collaboration between agencies, organizations and sports stakeholders (Rasyono, 2016). The development of sports achievements in the regions is also very important in relation to nurturing potential athletes. In coaching sports achievements, absolutely must be done as well as possible. This coaching aims to get the seeds of talented athletes as successors to athletes who excel. Not a few athletes have the potential to emerge from the coaching carried out in the regions (Harminsyah Bakri, 2019).

Problems are a very strategic pillar to maintain the athlete supply cycle. Coaching are carried out from an early age associated with readiness and maturity from a physical and psychological perspective to pursue the peak age of achievement (peak age performance) which is different in each sport. (Rusli Lutan, 2013). The coaching program needs to be strengthened through peaking achievements in the form of training camps for athletes who have proven to be talented (Komarudin, 2015). Coaching can be done by identifying talent and then continuing with the talent development stage. This method is expected to make the nursery process better (Islahuzzaman, 2010).

The aim of Talent Development is to find children who have talent and potential who are ready to be trained and nurtured to become extraordinary individuals. Efforts have been made by both the government and the community who have the competence to continue to explore and find talented children in all fields. Likewise in the field of sports, every sport has standards and measuring tools to find talented children. According to (Rini Sukamti et al., 2019) Talent search is very important in order to find talented children. Children who have talent will find it easier, faster, effective and efficient to shape children into athletes who have peak achievements.

From research results (Satria, 2012) background and goals of coaching in the formation, implementation of acceptance of coaches and assistant coaches, acceptance of athletes based on selection. Complete facilities and infrastructure and coaching funds, trainers have training programs. Implement a promotion and relegation system Services for the implementation of consumption and welfare of athletes, coaches and administrators must be appropriate. Athletes and coaches are provided with special transportation. The coordination that exists between the relevant

stakeholders is a proud achievement. Research result (Rohman, 2017) demonstrate the legality of the existence of trainers need support from the government and relevant agencies, show trainers must have academic qualifications, training experience and training authority. The competence of early childhood soccer coaches has influence and relevance to character development competencies, game strategy competencies, motivational competencies, and technical competencies. The competence of early childhood soccer coaches which is represented by the components of character development competence, game strategy, motivation and technical competence is conceptually developed into three coach competency formulations consisting of elements of attitude (affective), knowledge (cognitive), and skills (psychomotor).

The importance of talent search as crucial to recruiting the best players for well-known professional teams in sports. (Radicchi & Mozzachiodi, 2016) Some sports organizations rely almost exclusively on human expertise for the talent search process. In the context of Italian disciplines such as football, it is still believed that domain experts (coaches, managers and scouts) knowledge that can be used effectively are obtained from collecting data.

Evaluation by Stufflebeam (1985:69) in (Nuchron et al., 2013) is the process of determining the degree of behavioral change that occurs. From the program aspect, evaluation can be said to be an evaluation activity that is carried out continuously and within an organization. The program can be interpreted in two ways, namely as a plan and also as a unit of management activities.

In the Encyclopedia of Evaluation states that "evaluation is the process of applied inquiry to gather and synthesize evidence culminating in conclusions about the state, value, achievement, value, significance, or quality of a program, product, person, policy, proposal, or plan." (Mathison, 2005:140) in (Warju, 2016).

Evaluation is the solution for PERSIK Kendal soccer. Evaluation is carried out in order to find out and improve the weaknesses, shortcomings, opportunities and strengths of PERSIK Kendal. Based on the main idea above, researchers are interested in conducting research on "Evaluation of the PERSIK Kendal Soccer Achievement Development Program". The problem formulation of this research is how finance in PERSIK Kendal, How is the organization at PERSIK Kendal, How is the coaching at PERSIK Kendal, How are the facilities and infrastruc-

ture at PERSIK Kendal, How are the human resources at PERSIK Kendal, How is the training program at PERSIK Kendal. The purpose of this study is to evaluate finance, organization, coaching, facilities and infrastructure, human resources and training programs at PERSIK Kendal.

METHODS

The research used is a qualitative research with a descriptive-analytical approach, meaning that the data obtained in the form (words, pictures and behavior) are not written in numbers or statistics, but in qualitative form which has a richer meaning than just numbers or frequencies (Zuriah, 2009).

Researchers will develop concepts and collect data so that in this study it is not based on certain hypotheses and does not test hypotheses. One of the characteristics of the qualitative approach is the descriptive analysis model through systematic and intensive data collection and data analysis that will make it easier to describe the existing phenomena in accordance with the accurate facts obtained in the field related to the evaluation of soccer sports. achievement development program at PERSIK Kendal.

The research data collected in this study is data that is in accordance with the focus of the research, namely the evaluation of soccer performance development at PERSIK Kendal, namely context, input, process, and product at the PERSIK Kendal. Dalam sebuah responden atau subjek penelitian dalam perumusan masalah, proses penelitian, analisis data dan pengambilan keputusan penelitian. Therefore, the subjects in this study were administrators, coaches and players. Data collection techniques in this study are observation, interviews, documentation, and combination. To obtain primary data collection tools in the form of observations and interviews were used in this study, while as supporting data or secondary data used documentation in the form of archives. Triangulation is done to strengthen the data, to make researchers sure of the truth and completeness of the data. Triangulation can be done continuously until the researcher is satisfied with the data, until he is sure of the data (Afriзал, 2017).

Miles and Huberman in (Sugiyono, 2015) argues that the activities in qualitative data analysis are carried out interactively and continue until they are completed, so that the data is saturated. The data contains four components, namely: "data collection, data reduction, data presentation or presentation, drawing conclu-

sions or drawing conclusions. After getting the data, the next process is to examine all the data that has been obtained from interviews, observations, which have been written in field notes, documents, pictures, photos and so on, the next step is to do data reduction. main points, focus on the important things, look for themes and patterns. The next step is to reduce the data, which is to summarize the results of the research into a more core one to obtain a clear picture of the data needed by researchers, namely the evaluation of soccer achievement coaching at PERSIK Kendal. After the data is presented, conclusions are drawn or verification is carried out. The process of data collection, data reduction, data presentation, and withdrawal. Researchers collect data that can assist in providing information related to research. Then the data is reduced by a process of selection, focusing, simplification and abstraction of data from field notes.

RESULTS AND DISCUSSION

The results of the evaluation analysis research include finance, organization, coaching, facilities and infrastructure, human resources and training programs at PERSIK Kendal.

Context Evaluation Research

Finance

Context Evaluation of PERSIK Kendal's finances, finance is a very important factor for program development and the needs of a soccer team. Finances are needed so that irregularities do not occur, the problem that occurs is the existence of financial difficulties by clubs in the soccer industry. What often happens is an imbalance between income and expenditure, causing debt to increase. This crisis has been experienced by several soccer clubs in Indonesia, these clubs are unable to pay the salaries of their players, coaches and management. Efforts must be made carefully so as not to experience a financial crisis, must be able to identify needs, since the issuance of the Minister of Home Affairs Regulation Number 22 of 2011 which stipulates that funding for professional sports is not budgeted in the APBD. Funding for professional sports organizations is not budgeted in the APBD because it is the main responsibility of the sports branch organization and/or professional organization concerned. This is in line with the mandate of Article 29 paragraph (2) of Law Number 3 of 2005 concerning the National Sports System, that the coaching and development of professional sports is carried out by the parent organization of sports branches

and/or professional sports organizations.

Based on the results of interviews with financials with context evaluation, PERSIK Kendal's financial needs have targeted funds to navigate the competition, these funds are to meet the operational needs of the competition, player salaries, coaching staff and management. So the target of funds to navigate the competition and the welfare of the coaches is clear.

Organization

Context evaluation of the PERSIK Kendal organization, the organization is the level at which the organization's goals are accepted, and have the same desire for a certain goal. An attitude that reflects the extent to which an individual knows and is bound to his organization is an organizational commitment. An individual who has a high commitment tends to see himself as a true member of the organization. Each member's organization must have responsibility because it is someone's obligation to carry out the assigned function as well as possible according to the direction obtained.

Based on the results of research on organizations with context evaluation in PERSIK Kendal, that PERSIK Kendal organization has been running well by having an organizational structure of the main director, manager, secretary, treasurer and administrators.

Coaching

Context evaluation regarding PERSIK Kendal coaching, achievement sports coaching is sports coaching carried out with the aim of achieving a sports achievement. The development of a very important factor In the world of sports, soccer coaching needs to be carried out as early as possible through talent search and scouting, breeding, education and sports training based on science and technology effectively and efficiently, because whether or not a sport develops depends on the sport. self development sports coaching for athletes through various processes and stages within a certain period of time, cannot be done instantly. Therefore, to carry out the coaching program, a forum or organization in the field of sports is needed.

Based on the results of research on coaching with context evaluation at PERSIK Kendal, in carrying out the context evaluation of the achievement coaching program at PERSIK Kendal regarding coaching, PERSIK Kendal already has a coaching program but it is not well organized because there is no age level from early to senior.

Facilities and infrastructure

Evaluation of the context of PERSIK Kendal's facilities and infrastructure, it should be realized that good facilities and infrastructure are also needed to carry out soccer activities. In a professional club, facilities and infrastructure are very important things to pay attention to, because facilities and infrastructure are one of the supporting factors that can make players enthusiastic in training and competing according to (Wicker, Hallmann, and Breuer 2013) in (Y Herdyanto, 2019). Facilities can also be a factor in the decline in the achievement of a club due to unsuitability for use, both in terms of facilities and infrastructure.

Based on the results of research on facilities and infrastructure with context evaluation in PERSIK Kendal, Implementation of the evaluation of the context of the achievement development program at PERSIK Kendal regarding the infrastructure, PERSIK Kendal has adequate, decent, but not self-owned facilities and infrastructure. The facilities already exist and are owned by themselves, but the infrastructure is incomplete and not their own.

Human Resources (HR)

Evaluation of the context of PERSIK Kendal's HR, Indonesia's less successful soccer achievements were caused by many factors, including infrastructure, nutrition, etc., but more importantly, human resources (HR). The coach must take into account all the positive and negative factors that will arise at a time, so the quality of the training program and communication must be adapted to the circumstances of the athletes or players, both individually and in teams, the environment, and the character of the players themselves. The success or failure of a training is influenced by several factors that are very decisive, of the many factors that have an impact on the results of training, including coach, player and environmental factors.

Based on the results of research on HR with context evaluation at PERSIK Kendal, the implementation of context evaluation of achievement development programs at PERSIK Kendal regarding human resources, it is good to have a good recruitment system and information on receiving coaches and players. Acceptance of players is by making a selection by spreading it to clubs in Kendal and social media, if the recruitment of coaches is by submitting an application and must have a license in accordance with the provisions of Asprov.

Training Program

Evaluation of the context of the PERSIK Kendal training program, the main component in the soccer school is the training program. Through a well-designed training program, you will be able to develop all your potential from the physical, technical, strategic, tactical, and mental aspects of competition. The role of the coach is very important, the coach must be able to provide a variety of programs. The training program must be adapted to the character of the athlete's development being fostered.

Conclusion of research results on training programs with context evaluation at PERSIK Kendal, The implementation of the evaluation of the context of the achievement development program at PERSIK Kendal regarding the training program, training program, strategic plan, guided by a structured training program has gone well. The training program has been submitted to the coaching team, the training program is notified to the players before training so players can understand the training program.

Research Evaluation input

Finansce

Evaluation of input regarding PERSIK Kendal's finances, Evaluation of financial inputs is useful in determining what is needed to raise funds to achieve goals. When the government no longer allows soccer teams to use APBD funds to run soccer clubs, from club operations to player salaries, it really needs the role of sponsors. Revenue in the soccer industry mainly comes from match tickets, sales of broadcast rights to the media, sponsorships and the sale of various club merchandise (Kurniawan et al., 2020).

Based on the results of interviews on finance with evaluation of inputs, that funds were obtained from the personal funds of managers, directors and sponsors. There is already a fundraising procedure, namely by submitting proposals to related parties who can finance.

Organization

Evaluation of inputs regarding the organization PERSIK Kendal, Organization is the process of ascertaining the human and physical requirements of every available resource to carry out plans and achieve organizational-related goals. Organization also includes assigning each activity, dividing work into specific tasks, and determining who is entitled to perform some tasks (Haryadi et al., 2017).

Based on the results of research on the organization with input evaluation at PERSIK

Kendal, the implementation of the input evaluation of the achievement coaching program at PERSIK Kendal regarding the organization, went well where the administrators and coaches worked in accordance with their respective tupoksi.

Coaching

Evaluation of input regarding PERSIK Kendal coaching, the training center program has been implemented, namely one month before the competition starts, the players and coaching staff are in the mess to do the training center. Training camps are part of an integral sports achievement coaching system. The goal of coaching is to get good players and solidarity for PERSIK Kendal because the PERSIK Kendal team uses local players.

Facilities and infrastructure

The success of the coaching program strongly influenced by many factors, one of which is the availability of adequate facilities and infrastructure accompanied by optimal utilization and management. Facilities and infrastructure resources are very important and main in supporting the development process, for that it is necessary to improve their utilization and management, so that the expected goals can be achieved.. Facilities and infrastructure that are well implemented can create a clean, neat, beautiful atmosphere so as to create pleasant conditions for both coaches and athletes to be in the gym.

Based on the results of research on facilities and infrastructure with input evaluation at PERSIK Kendal, implementation of input evaluation of achievement coaching programs at PERSIK Kendal regarding facilities and infrastructure, already has players and coaches so that it is quite comfortable for training camps, there is maintenance of infrastructure carried out by the relevant agencies.

Human Resources (HR)

Evaluation of input regarding PERSIK Kendal's HR, coach as a person who is considered an expert to prepare people or a number of people to master certain skills, while soccer coaches have several levels, the license used to fulfill the requirements to train a League 3 team, namely C AFC. athletes or players must have a good attitude, skill, physical and mental. Mental training and treatment and training must be adapted to the individual condition of the athlete.

Conclusion of research results on HR with input evaluation at PERSIK Kendal, Implementation of the evaluation of the performance development program input at PERSIK Kendal

regarding human resources, has complied with the terms and criteria in the recruitment of coaches and players. The criteria for being a coach for PERSIK are at least having an AFC C license in accordance with PSSI Asprov regulations and the current PERSIK Kendal trainer is AFC B licensed.

Training Program

The results of the research on the training program with the evaluation of inputs at PERSIK Kendal, Implementation of the evaluation of the input for the achievement coaching program at PERSIK Kendal regarding the training program, there is already a training schedule and there are try outs, try ins and in accordance with the objectives because for the competition it is mandatory to measure ability and mental. PERSIK Kendal's training schedule is neatly and orderly. There are try out and try in exercises because for competition it is mandatory to measure ability and mentality. The training program provided by the trainer is in accordance with the objectives to be achieved by PERSIK Kendal and there is special preparation when there is a competition such as there is preparation, the program, for the competition a special training program must be arranged.

Research Evaluation Process

Finance

Process evaluation regarding PERSIK Kendal's finances, financial processes can identify and use the available resources efficiently. In order to be financially controlled, there must be a balance between expenses and income. Therefore, it is important to implement a management control system in running a soccer industry, especially in terms of finance. Financial operational activities are inseparable from how the organization manages its finances and controls the reporting of financial records every year. Therefore, accountability for financial management is needed, especially accountability in the preparation and disclosure of financial statements. Given the large amount of income accompanied by high expenses, a good management is needed in running a sports industry (Sajjadi, S. N., 2013).

Based on the results of interviews on finance with process evaluations, the salaries of the management, coaches and players are on time and the contracts are also clear. Every month there is a periodic evaluation of financial activities every month for reporting and budget discussion.

Organization

Process evaluation regarding the Kendal PERSIK organization, responsibility for certain

tasks is assigned to an organizational level where there is sufficient capacity and information to complete them and are given sufficient authority. An important part of the delegation of responsibility and authority is accountability, acceptance of responsibility and authority means that individuals also agree to accept the demands of task responsibility. Because in addition to getting clarity regarding the limits of the tasks he receives and to whom he must be responsible for the results of his work, in the organization he is motivated to accept other responsibilities and complete the tasks he receives well.

Based on the results of research on organizations with process evaluation at PERSIK Kendal, in its implementation, the evaluation of the performance development program process at PERSIK Kendal regarding the organization is good, the coordination meeting is running and in the organization no one has dual duties.

Coaching

Evaluation of the process regarding the PERSIK Kendal organization, the PERSIK Kendal training center resulted in the emergence of local players who took part in PERSIK Kendal. Concentration will lead to optimal results where the coach can immediately understand the team's strengths and weaknesses. It can be concluded that the implementation of the evaluation of the achievement development program process at PERSIK Kendal regarding coaching, Training camps have good results.

Facilities and infrastructure

Process evaluation regarding PERSIK Kendal's facilities and infrastructure, Achievement of maximum achievement results is supported by appropriate and appropriate coaching roles, competent trainers, and adequate facilities and infrastructure. Facilities and infrastructure are good enough so the results will be good. Based on the results of research on facilities and infrastructure with process evaluation at PERSIK Kendal, it can be concluded that the suggestions and infrastructure for supporting training are fulfilled but less like a gym because modern soccer is required to have strong muscles and not all meses have the same facilities.

Human Resources (HR)

Process evaluation regarding PERSIK Kendal's HR, educated trainers are able to understand well the problems related to coaching, a club that has a much greater chance of success and achievement than a club that does not use a coach who has no basis in coaching knowled-

ge. The coach as the main actor must know the needs of the team and take well-calculated decisions. Athletes who already have skills, physically need mental support, with mental players can be tested by means of trials and after testing can be determined which players are good and not good.

Conclusion of research results on HR with process evaluation at PERSIK Kendal, implementation of the evaluation of the achievement development program process at PERSIK Kendal regarding human resources, there has been counseling and guidance to coaches and there is a promotion and degradation system in determining the team. Management improves the quality of human resources by including the training of PERSIK Kendal trainers. The relegation promotion system is applied by the coach to determine the team.

Training Program

The results of research on the training program with process evaluation at PERSIK Kendal, the implementation of the evaluation of the performance training program process at PERSIK Kendal regarding the training program, the evaluation related to the training program has gone well but has not been scheduled. Evaluation related to the training program is carried out after training, there must be an evaluation because with the evaluation you will know the team's shortcomings. The program implementation report is addressed to the team manager but not yet scheduled.

Product Evaluation Research

Finance

Product evaluation regarding PERSIK Kendal's finances, financial product evaluation is the final result of a series of program evaluations. Product evaluation takes place both during and after the program with an emphasis on gathering the information necessary for decisions to be made. In carrying out its activities, PERSIK Kendal needs to incur certain costs for its operational needs. The expenses of a soccer club such as PERSIK Kendal are mainly related to contracts and salaries of players and coaches. Apart from contract and salary issues, PERSIK Kendal also needs to use the funds for daily needs while participating in League 3 competition. To take part in the seasonal competition, at least PERSIK Kendal must prepare billions of rupiah for player contracts. On average, PERSIK Kendal sign 24-30 players per season. Beyond that the club management must provide funds in the form of administration.

Based on the results of interviews with financial with product evaluation, the target of funds collected by PERSIK Kendal is less than the initial target, the contracts of management, coaches and players are clear and the receipt of honorariums is on time.

Organization

Product evaluation regarding the PERSIK Kendal organization, in the organization must have a good performance, Performance in general is a person's success in carrying out a job. Performance is the work achieved by a person in carrying out the tasks assigned to him to achieve work targets. According to Kartono in (Tirtayasa, 2019) "Leadership is the ability to exert constructive influence on others to make a cooperative effort to achieve the stated goals". The quality of a leader is considered the most important factor in the success or failure, as well as the failure or success of an organization or institution is usually perceived as the success or failure of the leader. Leaders are obliged to give serious attention to fostering, mobilizing, mobilizing all potential employees in their environment so that the volume and workload that is directed towards goals can be realized. high performance.

Based on the results of research on organizations with product evaluation at PERSIK Kendal, in the implementation of the product evaluation of the performance training program at PERSIK Kendal regarding the organization, it has been going well with the deployment in the organization and there is supervision from management. Each management exercise monitors the performance of the coaching team and every week there is coordination. The head coach coordinates each trainer so that it runs according to the work program.

Coaching

Product evaluation regarding PERSIK Kendal coaching, fostering and giving birth to outstanding athletes requires a long-term coaching that requires systematic, targeted, planned and consistent handling and is carried out from an early age, increasing breeding efforts and coaching sports achievements must be carried out comprehensively through educational institutions as centers coaching under the coordination of each sports organization in order to achieve proud achievement goals.

Based on the results of research on coaching with product evaluation at PERSIK Ken-

dal, in the implementation of the product evaluation of the achievement coaching program at PERSIK Kendal regarding coaching has gone well which resulted in coaching that was promoted to become PERSIK Kendal players and players who played outside PERSIK Kendal.

Facilities and infrastructure

Product evaluation regarding PERSIK Kendal's facilities and infrastructure, With the existence of these facilities and infrastructure, it is very supportive of the implementation of coaching. Means of all equipment devices that are directly used in the coaching process. Meanwhile, Infrastructure is all the basic equipment that supports the implementation of the coaching process. Facilities and infrastructure that meet standards can make training more effective and efficient. Based on the results of research on facilities and infrastructure with product evaluation at PERSIK Kendal, it can be concluded that, Facilities and infrastructure meet the standards but there are still obstacles. The infrastructure is considered standard because it is used as a host and the obstacles in the players' residences are not all air-conditioned.

Human Resources (HR)

Product evaluation regarding human resources at PERSIK Kendal, the implementation is good, the trainer is certified according to the regulations and there are 3 licensed trainers, namely the head coach, assistant coach and physical trainer. The coach already has experience coaching a League 2 Team and is licensed by AFC B. The recruitment of PERSIK Kendal players is in accordance with what the coach wants, although not all of them can be monitored because some local teams have not sent their players to participate in the selection.

Training Program

Conclusion of research results on training programs with product evaluation at PERSIK Kendal, implementation of the product evaluation of the performance training program at PERSIK Kendal regarding the training program, The training program is in accordance with the objectives but has not been achieved. Yesterday's achievement was the target to qualify for the national level, but yesterday it did not qualify for the Central Java group and what has not been achieved for coaching the coach wants the best players in Kendal but the local team coach has not sent his best students to the training center.

CONCLUSION

Evaluation of coaching using the CIPP method at PERSIK Kendal can be seen that the expected target is not achieved from the achievement coaching program at PERSIK Kendal. So that the implementation of the PERSIK Kendal achievement development program can be continued but still needs to be improved again because there are some components that are lacking and not in accordance with what is expected. Some components that are still lacking and not suitable include: The process, namely the facilities and infrastructure to support training, is still lacking, the training program already has an evaluation but its implementation has not been scheduled. The product has not been met financially, it does not meet the target, facilities and infrastructure still have problems and the training program is appropriate but not on target because the competition did not pass the Central Java region.

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