

**Evaluation of the Achievements of PON XX/2021 Papua in the Central Java  
First Martial Arts Branch****Abdul Ghoni<sup>1✉</sup>, Taufiq Hidayah<sup>2</sup>, Fajar Awang Irawan<sup>3</sup>**Program of Physical Education, Universitas Negeri Semarang, Semarang, Indonesia<sup>123</sup>**Article History**

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**Abstract**

The development of achievements in Central Java's leading martial arts sports is a place of the achievements of PON XX/2021 in Papua. This study's objective is to assess the antecedents, transactions, and results of the first branch of the Central Java Martial Arts sport. This study's data sources include administrators, coaches, athletes, and other stakeholders. Data collection techniques are observation, interviews, and documentation. The obtained data were analyzed in the following manner: data collection, data reduction, data presentation, and conclusion drawing. According to the findings of this study, the athlete development program for the Central Java First Martial Arts Branch has been structured by the coaching program's history, vision, mission, and objectives. Recruitment of coaches and athletes has been successful because they meet the requirements, the training program has been conducted according to the scheduled training program, but not optimally, the facilities and infrastructure are inadequate, some of the training equipment at the training grounds is not up to standard, and funding is still inadequate. In meeting the needs of coaches and athletes, welfare is inadequate and insufficient. Not desirable because it needs more consistency in achieving goals each year. In conclusion, the achievements of the Central Java First Martial Sports Branch throughout less than three (three) PON since the beginning of the year have not been optimal in achieving success in each sport at regional, national, and international championships.

**How to Cite**

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## INTRODUCTION

Sport is all systematic activities to encourage, foster and develop physical, spiritual and health potential (Sari, Handayani, & Hidayah, 2017). Achievement sports are sports that foster and develop athletes in a planned, tiered, and sustainable manner through competition in order to attain accomplishments with the support of sports science and technology (Nurchayyo, Soegiyanto, & Rahayu, 2014). With the assistance of sports science and technology, achievement sports are conducted through a process of coaching and development that is planned, tiered, and sustainable (Pelana, 2017).

Regional, national, and international sports achievements are pursued and fostered through the development and growth of achievement sports (Hidayat & Rahayu, 2015). The parent organization of sports branches provides coaching at both the regional and central levels. In addition, coaching is conducted by empowering sports associations, establishing national and regional sports development centers, and holding competitions continuously and in stages. The application of the coaching pattern must be predicated on the athlete's future risk management (Dewi & Vanagosi, 2019).

Sport management is a combination of skills related to planning, organizing, directing, controlling, budgeting, leading and evaluating within the context of an organization or department whose main product or service is related to sport. Improving the coaching and development of sports, especially achievement sports, cannot be separated from the role of administrators and organizations (Seran, Rumini, & Soegiyanto, 2020).

Organization is a manner or instrument for achieving organizational objectives, and elements or units within an organization must be able to accommodate various programs and activities designed to achieve organizational objectives (Adzilika, 2018). Komite Olahraga Nasional Indonesia (KONI), as the highest national sports organization, according to article 36 of the Law of the Republic of Indonesia Number 3 of 2005 concerning the National Sports System, has the following tasks: to assist the government in making national policies in the field of management, coaching and development of sports achievements at the national level, and coordinating the functional sports parent organization as well as the provincial/district/city sports committees (Alim, 2020). Provincial, city, and district KONI are responsible for assisting local governments in

the formulation of regional policies pertaining to the management, coaching, and development of athlete achievements, coordinating the parent organization, and preparing and implementing the participation of achievement sports in cross-regional and national sports activities.

The National Sports Week (PON) is one of the parameters that can be used as a reference for Central Java athletes who have placed below their maximum in the last five (five) PON competitions. Central Java is unable to compete with provinces such as DKI Jakarta, West Java, and East Java, which have dominated this four-yearly sporting event in recent years.

Central Java's medals in every PON event have also declined, making Central Java even further behind other provinces. The number of medals won by several provinces is only slightly different from Central Java. If this needs to be corrected, Central Java's ranking will worsen at the upcoming PON event.

Here, the problem is formulated 1) How is the evaluation of the Antecedent of the Central Java I 2021 Featured Martial Arts branch on the achievements of PON XX/2021 Papua. 2) How is the evaluation of the Transaction of the Central Java I 2021 Featured Martial Arts branch on the achievements of PON XX/2021 Papua. 3) How to evaluate the Outcomes of the Central Java I 2021 Superior Martial Arts sport on the achievements of PON XX/2021 Papua. The objectives of the problem to be achieved are 1) to evaluate the antecedent of the Central Java I 2021 Featured Martial Arts branch on the achievements of PON XX/2021 Papua. 2) evaluate the Transaction of the 2021 Central Java First Martial Arts branch on the achievements of PON XX/2021 Papua. 3) Evaluate the Outcomes of the Central Java I 2021 Superior Martial Sports branch on the achievements of PON XX/2021 Papua.

## METHODS

The research approach used is the qualitative method. The approach is a naturalistic qualitative approach. The qualitative method is research that intends to understand a phenomenon that occurs both in terms of behavior, perception, comprehensive and holistic with a description using words, and the results of the research are naturally based on findings in the field (Sugiyono, 2010). The process of collecting data in this study researchers used the method of observation, interviews and documentation (Rumini, 2015). This research design used the Stake model through three phases Antecedent, Transaction, and Out-

comes. The primary data source in this study was the results of interviews conducted by researchers with administrators, coaches, athletes, and related stakeholders. The data analysis technique used was based on an interactive analysis model

developed by (Miles, M. B., humberman, A.M., & Sldana, 2014) data analysis comprised 4 interacting components namely, Data Collection, Data reduction, Data Display and Conclusion. The four components are a continuous cycle.

**RESULTS AND DISCUSSION**

Research Variables	Indicator	component	Evaluation indicators	Informstion
Antecedents	Management	Determine work performance standards	Conformity of vision with goals Compatibility of Mission with goals	In accordance
		Organizational structure	Program compatibility with goals	In accordance
	HR	Determine work performance standards	Clarity of division of responsibilities	In accordance
	Infrastructure	Organizing tools/inventory	The rights of members are accommodated and facilitated	In accordance
		Standard tool guarantee (specification)	Appropriateness of the implementation of the election of the Board of Directors Appropriateness of Trainer Recruitment Implementation Appropriateness of Athlete Recruitment Implementation	In accordance
	Funding	Budget Planning	Perform grouping of ready-to-use tools/damaged spare inventories	In accordance
		Direction of Budget Goals (Realistic)	Meets ready condition standards, in order to provide user convenience	In accordance
	Exercise Program	Determine the standardization of training	Economical Systematic According to the needs Able to read future events	In accordance
		Determine the standardization of training	Meet Realistic Effective and Efficient Right on target	In accordance
	Transactions	Management	Work Interaction	The exercise program can be mastered
System procedures/methods (implementation)			Execute exercises according to the system Achieve peak Performance Qualification readiness to compete	In accordance
Job Description/Evaluate Job Description			Harmonious Support each other Mutual Cross Check	In accordance
HR		Determine work performance standards	Able to create an organized work system Have an effective way of doing the system System procedures must be innovative and have alternative solutions	In accordance
Infrastructure		Equipment maintenance	In accordance with the organizational structure according to the competency of the management Directly proportional between job suitability with good results	In accordance
	System procedures/methods (implementation)	Appropriateness of the implementation of the election of administrators Appropriateness of trainer recruitment implementation	In accordance	

	Funding	Implementation of Use of Funds	Innovative and has alternative solutions	In accordance
		Monitoring the use of funds	Tool inventory, Periodization of equipment	In accordance
	Exercise Program	Training Program Planning	Use with the correct technique Use under the correct conditions and situations	In accordance
		Training Program Planning	Economical Transparency in the Use of Funds Budget bookkeeping	In accordance
		Training Method	The clarity of the opening has proof of the entry and exit of the budget	In accordance
		Coach and Athlete Interaction	Compatibility with the implementation of the training program	In accordance
		Practice Material	Compliance with competency conditions Adequacy of preparation time allocation	In accordance
		Execution of Exercise	Easy to understand according to purpose, innovate, effective	In accordance
		Athlete selection process (Regeneration)	Motivates feedback	In accordance
	Management	Quality of Achievement of Work Targets	On target, effective and efficient Results reports are understandable to all members and recipients of information (results of correspondence/administration)	In accordance
			All members are satisfied, happy to enjoy the results of the management's performance. (Psychological satisfaction)	
	HR	Determine work performance standards	Appropriateness of the implementation of the election of administrators  Appropriateness of the implementation of the recruitment of trainers	In accordance
			Appropriateness of the implementation of athlete recruitment	
Outcomes	Infrastructure	Ideal Facilities and Infrastructure	Efficient in labor time and costs Provides comfort and a sense of security Provide convenience and expedite work Maximum results	In accordance
	Funding	Achievement of income results	Managers Athletes and Coaches feel satisfied and get welfare Gives a sense of trust to users of funds Facilities during the activity are met	In accordance
	Exercise Program	Achievement Achievements	Physical endurance increases Technique Mastery Increases The development of set patterns and strategies increases	In accordance
		Product Regeneration	The faster you understand the character of your opponent in the match Performance increases  Skills support Have physical endurance District/city level championship license Selection results	In accordance

## **Antecedents**

### **Management**

From the results of Table 2 on the antecedent variables with management indicators, it was found that the results of observations of the Centralized Pelatda Program had not been fully implemented according to the aim of welfare of the members. Complete organizational structure, duties and responsibilities in accordance with competence. The vision sets a goal, namely to create the right training program formula in the midst of the Covid 19 Pandemic. Coordinate and communicate with each other and for the Team to present the best performance. The Centralized Pelatda Program has not been fully implemented in accordance with the aim of welfare of the members. Complete organizational structure, duties and responsibilities in accordance with competence. Feedback and suggestions are well received or accepted.

### **Human Resources**

From the results of Table 2 on the Antecedent variable with the Resource indicator Humans obtained the results of observations of the KONI management assessment system for Central Java Province and Pengprov for Central Java's First Excellence Martial Arts Sports Branch . Trainer selection system (National and International licensed, experienced, has a Training Program). Athlete selection system (Kejurprov, selekda). Athlete Physical and Psychological Tests.

### **Infrastructure**

From the results of Table 2 on the Antecedent variable with indicators of facilities and infrastructure, the results obtained from observations have not yet carried out an inventory of equipment. Athletes have their own tools from personal space. The available equipment is not entirely provided by athletes. Do not have a spare tool with a standard match. It does not provide comfort for athletes because it is in accordance with the typical athletes want. The condition of all equipment is not in good/damaged condition

### **Funding**

From the results of Table 2 on the antecedent variable with the funding indicator, it was obtained the observation that planning prefers low prices for its needs. If it is felt that the need is not important, it will be removed from the list. The budget is not adjusted to the needs, especially urgent matters. Prefer that spending is kept to a minimum. Reality doesn't go according to plan

### **Exercise Program**

From the results of Table 2 on the Antecedent variable with indicators of facilities and infrastructure, it is obtained from the observation

that athletes are able to carry out training programs and master the material to completion. Coaches and athletes apply high discipline and comply with the rules in training sessions. Athletes have reached peak performance at the right age and match results are on target. Prefer that spending is kept to a minimum. So it is very limited in terms of facilities to fulfill needs. Reality doesn't go according to plan

## **Transactions**

### **Management**

From the results of Table 2 on the Transaction variable with Management indicators the results of friendly observation , greeting each other , punctuality and cooperation, as well as encouraging each other. There is mutual checking of tasks . Set the Job Description and Conditions). The system works at the right time and in the right way. Very Innovative, immediately changing the way activities work can be accommodated at that time. Distribution of tasks according to the number of administrators. In accordance with the area of competence per person, the needs of members are accommodated. Results according to job descriptions, complete results, quality on time, and accurate

### **Human Resources**

From the results of Table 2 on the Transaction variable with the Human Resources indicator, the results of observations of the Taekwondo Provincial Government were obtained in recruiting trainers taking into account the trainer's certificate, as well as the coaches always updating in carrying out training by understanding the number of athletes who have different traits or characteristics . Athletes and trainers are quite open in terms of coordinating the implementation of the training program, the selection process that we went through was not easy, there is a process that we have to go through to become a Pelatda team .

In the recruitment of wushu teacher trainers, the process/stages are always prioritized in terms of administration, especially namely trainer certification, besides that training is also open to the system used by Pengprov . To get into the Regional Pelatda Team was very difficult going through the stages of the process, we as athletes were happy with the system used by Pemprov, being open to each other by looking at achievement data .

### **Infrastructure**

facilities and infrastructure are very important, for this reason, we always propose infrastructure facilities to the KONI of Central Java Province, both match equipment and match



equipment, we as trainers would like to thank you for being given adequate infrastructure facilities. Coaches and athletes become enthusiastic in training because the infrastructure is adequate, even though it is not complete, but it meets the standards needed to achieve the achievements we want.

#### **Funding**

Funds for Pengprov activities come from the Central Java Province KONI grant budget. Besides that, also in collaboration with sponsors in championship activities. In every activity carried out by Pengprov, they receive assistance in coaching athletes and activities through proposals submitted to the KONI of Central Java Province. Managers get funding sources for Pengprov coaching from assistance from KONI Central Java Province, submissions are made through proposals according to the program, trainer incentives can also be obtained from KONI Central Java Province getting three million rupiah each month

#### **Exercise Program**

The implementation of the training program is carried out by athletes every day starting in the morning at 5 o'clock then finishing at 8 o'clock, continuing school then training again at 3 o'clock until evening, only one time off a week, the athlete feels happy because the training program has been communicated in advance with the athlete. The implementation of the training program is carried out intensively in order to produce significant athlete development. The trainer communicates with the management to always prepare food and drink for athletes during the implementation of the training program. Athletes are physically drained when implementing an exercise program.

#### **Outcomes**

##### **Management**

Performance is a real embodiment of the planning plan, and implementation in the field will be the goal of planning. It is the responsibility of all management to carry out planned management tasks from planning to implementation. The transfer and control of the management is carried out in accordance with the procedures that have been planned. Activities that are often carried out by the Central Java Provincial KONI Management and the Management of the Central Java First Martial Arts Sports Branch are obtained by researchers in the field, and carry out their respective duties and responsibilities according to their fields.

The activities carried out by the KONI Management of Central Java Province with the

Management of the Central Java First Martial Arts Branch carried out a degradation system as a competition system for fellow athletes so that athletes are serious about carrying out routine training. For supervision carried out in the good category there is supervision, there is reporting and monitoring.

#### **Human Resources**

The leading sports branches I of Central Java, namely Taekwondo, Pencak Silat and Wushu which are related to the recruitment of trainers, it can be concluded that for the recruitment of trainers, namely having to have a trainer's license in every branch of the leading martial arts sport I Central Java, at least have a national license, have programs training programs, and trainers who truly understand the martial arts disciplines they train and have short, medium and long term programs.

#### **Infrastructure**

For Pengprov, sports facilities and infrastructure are very important, for this reason, we always propose infrastructure facilities to the KONI of Central Java Province, both match equipment and match equipment, we as coaches would like to thank you for being given adequate infrastructure facilities. Infrastructure is the basis for achievement, therefore the coaches and trainers always update the existing infrastructure by paying attention to the evaluation of equipment and competition equipment.

#### **Funding**

Pengprov incentives given to us every month are good, but if possible it can be increased again for the welfare of the administrators and trainers. Pengprov received assistance for athlete development activities. Coaches and athletes get incentives every month for our daily needs. In the future, athlete incentives can be further improved.

#### **Exercise Program**

We have prepared a good training program from pre-match to later in the competition using data, so athletes can be monitored significantly in their progress.

Management of Pelatda PON XX/2021 for the Central Java I Featured Martial Arts branch has been said to be good according to the activities of the KONI Central Java Province and Pengprov Sports activities, namely having a secretariat, a place for centralized training that is clear and has a routine training schedule as well as participating in domestic try outs as well as abroad. In accordance with the objectives of the Pelatda PON XX/2021 Papua aims to be a forum for preparing athletes from all districts/

cities who excel. The availability of athletes, trainers and administrators for the Central Java First Featured Martial Arts sport already exists. Each sport has a different number of trainers according to the needs of each Central Java First Featured Martial Arts branch .

Facilities and infrastructure are the main goals that are very important in supporting the development of sports achievements . If the facilities and infrastructure are not fulfilled, the coaching program will certainly not run smoothly. Any equipment used in the coaching program must comply with international standards. Because if you are used to using non-standard tools, it will affect the performance of the athletes in the competition. The 2005 SKN Law Article 3 paragraphs 20-21 explains that the role of sports infrastructure is a place for organizations to carry out sports activities. Sports facilities are training equipment used for all sports activities (Ratna & Raharjo, 2021) .

Funding is one of the factors that supports the results of coaching, because without coaching funds it is difficult to achieve the achievements you want to achieve (Prasetyo et al., 2018) . According to the results of research in this field, funds were obtained to fund the development of Central Java athletes through the Central Java Province APBD funds . A budget is a plan of plans described in financial terms, in the form of an estimate of one year's income and expenses. According to (Harsuki, 2012 : 139 ) , the Indonesian National Sports Committee (KONI) always formulates two budgets, namely a one-year budget for short-term plans and a four-year budget to support long-term plans .

The skill and ability of the trainer in applying all training programs in the field that have been systematically designed beforehand is the key to the success of a trainer . The trainer's ability and skills to implement various forms of systematically designed training plans are the key to the trainer's success. A systematic, identified and sustainable training plan is a factor that can answer training challenges (Jihad & Amnas, 2020).

## CONCLUSION

The conclusion of the results of this study is that the antecedent, in planning achievement development at Pengprov, has been going well. Preparations ahead of PON are carried out properly according to the planned program. Transaction , in its implementation Pengprov communicated with the Provincial KONI in preparation for the 2021 Papua PON. The implementation

has been good by running a training program according to the schedule and portion set. The outcome results obtained will be used as evaluation material for the next PON preparation to be even better. In leading sports I is expected to get gold.

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