

## Evaluation of Management Training Athletic Sports Club of Run, Jump and Floor in Sport and Youth Office (Diaspora) Aceh

Zikrur Rahmat, Irfandi

STKIP Bina Bangsa Getsempena Banda Aceh, Indonesia

[zikrur@stkipgetsempena.ac.id](mailto:zikrur@stkipgetsempena.ac.id)

**Abstract :** *The purpose of this study was to evaluate the management of Athletic sports club training, especially the numbers for the run, jump and throw of the Aceh Dispora, and specifically aimed at assessing the extent of the development of existing Athletic sports clubs in each District / City under the guidance of the Aceh Dispora, in the study this research is Sabang, Aceh Besar, Pidie Jaya, Bener Meriah, Gayo Lues, Aceh Jaya, Simeulue and Aceh Singkil. The method used is a qualitative research method, which only assesses the feasibility of developing the management of Athletic sports clubs. The results obtained showed that: 1) facilitating the management / management of athletic sports, especially the numbers of running, jumping and throwing the Aceh Dispora Patronage in each Regency / City, 2) creating a management evaluation plan for Athletic sports club training, especially running numbers, lompat dan lempar Binas Dispora in Aceh Province, including all Dispora in each District / City that overshadow Athletic sports activities, 3) make monthly, weekly and daily training programs, 4) apply rules to be more disciplined, directed and motivated in practice, 5) can organize well about scheduling, determine the place of training especially the existing Dispora Aceh Athletic Sports Club in each Regency / City. The results of the research and discussion show that the process of managing athletes in Aceh Athletic Sports clubs in the regions is still relatively low, this is because the management, management, recruitment and financing processes are still classified as less / still in the process of improving towards more advanced.*

**Keywords :** *evaluation; management; guided and athletic*

### I. Introduction

The role of a coach management is very important in carrying out each training activity, so as to achieve higher achievements. Achievement in athletic sports if the coach in carrying out his training can manage and develop it well. This is in accordance with the statement of Harsuki (2002: 315) that:

Factors that influence achievement are one of the factors associated with management (training process) by the trainer in addition to other factors such as organizing factors of the competition, profile of the state of the athlete and nutritional factors, funds, infrastructure (sarpras) and motivation from other people.

Therefore, knowledge in outline alone is not enough to achieve a higher level of achievement.

The achievements of an athlete and team are only achieved if the coach truly masters all the intricacies of his coaching. As stated by Harsono (1988: 12) that "athlete's high and low performance depends on the high and low of the trainer's knowledge and skills". Thus the trainer will be able to manage the entire training process so that the expected achievements will be achieved optimally.

Athletic sports are the most popular sports in the community, both domestic and foreign. Today sports football is not just a sport that strives to achieve achievements, but football is now a prestigiou

The Dispora Aceh has achieved many achievements at the Regional, Regional and National levels, but lately these athletic sports have rarely been heard as winners at the National

level, they are only able to maintain at the regional and regional levels, why that can happen? What is wrong with the Athletics Sports branch? then to answer the challenge. On this occasion, researchers were interested in conducting research on management management, especially the management of training for Dispora Athletics Club in Aceh Province.

## **II. Review of Literature**

### **2.1 Concept and Definition of Management**

The term management has many meanings, depending on the person who interpreted it. The term management is often compared to the term administration. In this regard, there are three different views: first, interpreting administration is wider than management (management is the core of administration); second, seeing management more broadly than administration; third, the view that management is identical with administration. According to Haiman (2002: 2) explains that:

Management is a function to achieve a goal through the activities of others and oversee the efforts of individuals to achieve a common goal, whereas according to the Encyclopedia of the Social Science states management is a process by which an implementation of a particular goal is organized and supervised.

From the reviews above, it can be concluded that management is interpreted the same as administration or management, although these two terms are often interpreted differently. In various interests, the use of these two terms is often used interchangeably, as is the case in various literature, often exchanged.

### **2.2 Basic Concepts of Sports Management**

Management tasks are fundamentally oriented to tasks and implementation planning, organizing, coordinating and controlling (Control). A good manager / coach will need the above activities, in addition to the ability to do work and make the right decisions in order to achieve the goals of his organization.

Many experts agree on some of the functions and tasks contained in the management described above. For more details, the economists state that the functions of management are as follows:

Terry (1988:23) states that management functions such as planning (planning), implementation, organizing, nursery and (controlling).

The definition of some of the above elements can be explained below as follows, namely:

#### **a. Planning**

Is a systematic process in taking decisions about actions to be taken in the future. Planning is also a collection of policies that are systematically compiled and formulated based on data that can be accounted for and can be used as work guidelines. In planning there is a meaning of understanding of what has been done, problems faced and alternative solutions and to carry out the priorities of activities that have been determined proportionally. According to Harsuki (2003: 155) states that:

Planning in sports management includes: (a) History, (b) Committee structure, (c) Program framework, (d) Results and objectives and (e) Recommendations ". Planning that is arranged professionally and proportionally can provide better results. In relation to club planning in ball foot sports in the form of: (a) history of club development, (b) club management arrangements, (c) framework of club programs and training programs, (d) evaluation and

follow-up of results (matches and club progress) and (e) recommendations for the club's success to the sponsor.

#### **b. Organizing**

Organizations are basically a group of people who are intentionally united in efficient cooperation to achieve the stated goals. In addition, the organization can also be seen as a system and form the relationship between authority and responsibility between superiors and subordinates in the framework of achieving and goals that have been set in the most efficient way (Soedjadi, 1989: 7). A manager / coach of a professional club is expected to be able to organize qualified personnel so that previously set targets can be achieved. In this case the evaluation of the results of the performance of personnel or members is carried out systematically from time to time.

#### **c. Nursery**

Nursery or coaching is one of the goals of a management to achieve integrated planning, preparation and programs. To achieve the goals of each club, it needs to be bridged through the goal of quality and quantitative coaching. Coaching at each club implies that high achievement can only be achieved if athletes consist of talented and potential seeds who have been nurtured well from an early age. Thus, the objective of the problems and nurseries included in the coaching program and as early as possible the seeds can be presented in every regional and even national tournaments and events. The principle of fostering athletes to achieve the high achievements adopted by developed countries today is "Athletes are not born but athletes are printed or made." Refusing to the question, the various high achievements capable of being displayed and achieved by athletes are now no longer determined by talent but must be made or printed by coaches. or sports coach.

#### **d. Controlling (Controlling)**

Supervision can be interpreted as an effort to observe systematically and continuously, provide explanations, instructions, guidance and straighten out various things that are less precise and correct errors in the management process.

Supervision of the planned program

### **2.3 The Nature of the Coach**

The coach is an individual who has the responsibility to optimize and increase the degree of the athlete to achieve persistence. A coach or coach is a title or designation that exudes respect, status, respect and responsibility. A coach's title often continues even though the coach's assignment is over. Athletes consider the coach to be an expert in everything and are good at playing various roles. Therefore, the role of a trainer who is so broad and complex must be interpreted as a duty to mate athletes in all aspects. The methods of approach are inseparable from the use of scientific aspects and also enriched with skills that are creative, innovative and able to use their instincts.

## **III. Methodology**

The Research Methods Used are as follows:

- a. Types and Nature of Research. A case study approach refers to a group of methods that emphasize quantitative analysis (Yin, 2009). Data is collected from a number of organizations through methods, such as participant-observation, indept-interviews, and longitudinal studies. The case study approach seeks an understanding of a problem being

- investigated. Provide opportunities to ask questions and capture the wealth of organizational behavior, but conclusions that are described are specific to the particular organization being studied and may not be generalized.
- b. The research approach uses qualitative research. Denzin and Lincoln (Lexy Moleong, 2005) explain that this type of qualitative research is a type of research that uses a natural setting, with the intention of interpreting a phenomenon that occurs and is carried out by moving various existing methods.
  - c. The research location covers all Dispora Offices in Aceh Province. The location was taken with the consideration that in each District of the City is a representative of each Dispora in Aceh to foster, meet the athletes, especially the Athletics branch.
  - d. Types and Data Sources. In this study the data needed includes primary data and secondary data. Primary data, namely data obtained from direct or first-hand data sources, especially concerning technical feasibility (feasibility of study), design masterplan evaluation management training athletes trained athletes in dispora in Aceh province including all dispora in each city district which shades to foster athletic sports activities. Then secondary data, namely the type of data that is not attempted by the collection process itself (Marzuki, 2002). Secondary data can be in the form of an information value from the evaluation process. Then the results of previous research reports and other publications. Secondary data sources include materials in the form of teaching, journal, secondary and tertiary products.
  - e. Data Collection Instrument, divided into two, namely for primary data using interview techniques and questionnaires. This interview technique is done by indept-interview, namely the type of method of collecting data through interviews conducted in depth that is conveyed to the data source (W. Gulo, 2003). In addition, to provide further sharpening and elaboration of data, Focus Group Discussion (FGD) was carried out by involving stakeholders. As for secondary data using library research identification, where this method is used in order to obtain a number of secondary data, namely by collecting data in the form of scientific books relating to the problem under study, documents, management regulations that are appropriate and applicable in the norm -About the Environment of the Republic of Indonesia.
  - f. Data analysis. In this study the researchers used qualitative analysis techniques, namely by remembering that the amount of data collected was mostly qualitative data. This technique is right for research to produce qualitative data, namely types of data that cannot be categorized statistically qualitatively. This qualitative method is used for several reasons.

#### **IV. Discussion**

From the results of research data collection in several areas of Aceh Athletics Assisted Athletes including: 1) Kota Sabang, 2) Aceh Besar, 3) Aceh Jaya, 4) Simeulue, 5) Gayo Lues, 6) Pidie Jaya, 7) Aceh Singkil, and 8) Bener Meriah, so in this case it can interpret the data that has been carried out on the design of management evaluation of the management of Dispora-trained Athletic sports club training in the Province of Aceh including all Dispora in each City District which oversees the development of Athletic sports activities.

Based on a number of reality discussions that have been mentioned above, to further limit the issue of adequate writing for the trainer, the writer will only review some of the experiences and findings in the field of research results that the trainers experienced several findings

including: 1) disciplinary, 2) training program which does not work, and 3) lack of facilities and infrastructure to support the training process.

Based on the findings of researchers spread across several districts / cities such as: Aceh Singkil, Subulussalam, Pidie Jaya, and Aceh Jaya, that:

- 1) The coach still does not have a handbook,
- 2) The trainer does not have a monthly, weekly and daily training program
- 3) The absence of standard rules in training,
- 4) Lack of timetable accuracy, and timing,

Special training programs, during training activities, where the training program is still not made, and even does not work. The training program in question is: a) monthly training program, b) weekly training programs, and daily training programs.

Every sport that will be played / trained certainly must have a number of adequate and adequate facilities and infrastructure, including: Aceh Singkil, Subulussalam, Pidie Jaya, and Aceh Jaya, where there are a number of sports facilities and infrastructure that are still lacking when conducting training sessions is an athletic track.

Based on the findings as discussed above, a handbook for training was born. The feasibility analysis process of designing the management evaluation of the training of Dispora-trained Athletic sports clubs in Aceh Province including all Dispora in each City District which overshadowing Athletic sports activities, it can be concluded that the management evaluation design process has been running well, smoothly, well in terms of fund disbursement, infrastructure distribution, achievement in each event organized by PENGKAB, KONI, and KEMENPORA RI, it is very proud, as seen in the achievement and achievement of medals at the Dispora Assisted Athletic Sports Club in each Regency / City .

Meanwhile, the results of the study were obtained through observation, interviews and a study of the management analysis of the training of athletes in the athletes of the Aceh Dispora, so entering the observation phase was carried out in three categories, namely place, actor and activity. Interviews were conducted at the general responsible for the Chairperson of the Dispora Aceh, namely Mr.Musri Idris, SE, M.Siselaku, the head of the Sports and Youth Agency of Aceh (DISPORA). Documentation studies in the form of data and reports, documentary photos for references and various other documents that were needed in the research. Observations were also carried out on each activity carried out during the research period.

Meanwhile, the results of the research were obtained through observations, interviews and documentation studies on the management analysis of the development of Aceh Dispora athletes. The results obtained showed that: 1) facilitating the management / management of athletic sports, especially the numbers of running, jumping and throwing the Aceh Dispora Patronage in each Regency / City, 2) creating a management evaluation plan for Athletic sports club training, especially running numbers, lompat dan lempar Binas Dispora in Aceh Province, including all Dispora in each District / City that overshadow Athletic sports activities, 3) make monthly, weekly and daily training programs, 4) apply rules to be more disciplined, directed and motivated in practice, 5) can organize well about scheduling, determine the place of training especially the existing Dispora Aceh Athletic Sports Club in each Regency / City. The results of the research and discussion show that the process of managing athletes in Aceh Athletic Sports clubs in the regions is still relatively low, this is because the management, management, recruitment and financing processes are still classified as less / still in the process of improving towards more advanced.



#### **4.1 Interview Result**

The results of the research conducted obtained data from interviews conducted in accordance with the management function itself, which includes planning, organizing, mobilizing and monitoring.

Based on the results of the research, the data is obtained as follows:

1. The results of interviews with Mr. Musri Idris, SE, M.Sc as head of the DISPORA Aceh sports field as the person in charge of the Education and Development Center for Athletics Athletes, and Head of Athletic Athletes Guided by the Dispora of Aceh.

The vision and mission of the Athlete of Athletics guided by the Dispora Aceh in order to sport advanced achievements, mission to advance sports through the introduction of sports, designing fit people, sport for all. The goals and objectives of the athletics Center for Athletic Education and Coaching Athletics Athletes guided by the Dispora of Aceh are to advance and promote sport in Aceh and cultivate sports in Aceh and cultivate sports for the purpose of good achievement. Planning that must be done in the future Coaching Athletics Athletes in Aceh is how to prepare a work program and good planning in all matters in accordance with management principles, namely planning, organizing, staffing, controlling and actuating. Strategic plans also need to be made for Athletics Assisted by the Dispora of Aceh, namely by placing the right people in the right and appropriate positions, encouraging staff to work according to their respective functions and preparing a clear leadership structure Dispora Athletics Assisted Aceh towards achievement sports through quality training-coach regulations. Operational plans such as the issue of funding and infrastructure need to be made because funding factors are very flexible, so these factors are very important supporting factors for the continuation of the Aceh Dispora Athletics Athletic program, the concrete operational plan in the form of daily operational facilities for athletes is provided. and also dormitories.

The training program and administrative structure are going very well. The indication is that the trainer has implemented the program he made, this is reflected in the existence of test parameters in the form of general physical, special and mental ability tests. Short-term and long-term programs of Aceh Dispora Athletics Athletes run well as they have prepared by the trainer after a meeting was held with the person in charge of the program. The training schedule for Aceh Athletics Assistance Athletes is fully the authority of the trainer after previously consulting with the person in charge of the Athletics Program of the Dispora Assisted by Aceh. The dormitory is also provided for athletes and the conditions are still good. Coaching programs are also made, the indications are that they have implemented the programs that have been charged to them, guidebooks / brochures as a reference for executing tasks are also well made, preparation of facilities to support internal training the form of sports equipment is provided, as a catch-up for the operational needs of training activities and the daily life of athletes for example providing all the needs needed by athletes. The source of funds for the activities carried out by Athletics Athletes Guided by the Aceh Dispora is the State Budget. The funds provided are not enough for the costs or operational needs of the program (the classic problem is the lack of funds). Those involved in the activity are all DISPORA ranks in accordance with the positions and tasks that have been charged by the government. In preparing all the requirements for these activities are the obstacles faced, one of which is the low desire of athletes to develop, less responsibility of a coach, little championships, still limited facilities and infrastructure, as well as management weaknesses. The solution to overcome this is to foster the interest and talent of athletes through nurseries so that the availability of athletes with large numbers.

#### **4.2. The Interview Results of Planning Field With Fauzi in Dispora of Aceh.**

The aim of the Athletes of the Aceh Dispora Patronage is to implement government programs in accordance with the funds allocated by the APBN, in order to foster high school and student age athletes. Planning that must be prepared is program planning referring to the program that has been prepared by the Minister of Youth and Sports and in its implementation should not be out of the program set by the Menpora. There is no coaching program at the Regency / City level, but talented athletes in the Regency / City will be recruited to become athletes in Athletics Assisted by the Aceh Dispora. Determination of dormitory accommodation is the UPTD and in its implementation will be assisted by a dormitory mother, PKD manager There were also health workers involved, and collaborated with the Bulan Sabit Hospital. The source of funds for activities is the state budget. The funds are sufficient, for the implementation of Aceh Dispora Athletics Assistance Athletes activities sufficient, at least make this program run. Constraints faced are mental athletes who are still not good. The results of the activities are evaluated by the IPOA as a body formed by DISPORA every day evaluating the course of the program. Another obstacle faced is planning, namely athlete recruitment and the lack of funding sources for athletes.

#### **4.3. The Interview Results with Azhari, S.Pd as Coach of Athletics in Dispora of Aceh**

The target of each athlete training is to make the trainer the target according to what event will be carried out. What else does the Athletics Athletes of the Dispora Aceh have their own championship. The coach has a target, the target is to be the best in every event that will be followed, now the coach is focusing on getting the best results, at POPNAS, POMNAS, POPDA events and other events. Before conducting the training, there must be a training program and must be prepared to become a guideline and reference for trainers in training, which in the end is to reach outstanding athletes. The training schedule is created as a guide for trainers and athletes to realize their respective responsibilities. Facilities and infrastructure for training trainers are inadequate or incomplete due to the lack of costs allocated by the government. The training schedule is made as a guideline for trainers and athletes to realize their respective responsibilities. Training facilities and infrastructure are inadequate or incomplete due to costs, which are allocated. Guidebooks in training juda are provided as a guide for training so as not to get out of the rules set by the DISPORA.

The location for conducting training activities was also provided with the facilities and infrastructure of the Harapan Bangsa Lhong Raya stadium. There is no transportation for trainers, but transportation is provided in the form of transport money. All athletes constitute altets of dispatches from the Regency, sometimes the coaches themselves go down the field to pick up talented athletes. Evaluation is also carried out every time the training is carried out with the athlete each time after training and training exercises to improve his movements. The athlete's performance data during the training program becomes personal documentation for the trainer himself as an ingredient for monitoring the progress of the athlete during training. When training there is a field monitoring team, that is, the sports department comes alone to monitor the training program.

Constraints during training for Athletics Assisted by the Aceh Dispora, there are facilities and infrastructure, training schedules that cannot be fully implemented for various reasons, namely athletes who are formed with school schedules. Critics' suggestions from the board were received by the coach as long as the suggestions were constructive for the success of the program of this activity. Achievements that have been achieved by the trainers while training

Aceh's Dispora Athletics Athletes towards Seagames Vietnam Laos and Palembang. Regarding the salary of the trainer, the salary is relatively smooth. In addition to relatively smooth salaries, the welfare of the trainer received attention from the relevant Office / management, this can be seen from the indication of relatively smooth salaries. The athlete's aspirations are often conveyed to the trainer, this is done so that the trainer knows what the obstacles and problems befall the athlete so that the trainer can find a solution so that the problems do not disturb his performance both during training and competition. The atmosphere of the training was conducive, there was intimacy between the coach of the athlete and the people involved in the program.

Based on the picture above, it can be explained that the results of the documentation study taken are activities that are often carried out by athletes during the exercise. This is done routinely in addition to physical condition tests. Documentation day is a day when athletes are doing running exercises to increase speed. The coach always reviews and monitors every activity that takes place in the field.

Based on the results of research and analysis of data collected from observation, interviews, documentation and observation studies, it can be seen that the management of Athlete Assisted by the Aceh Dispora has carried out the management process in accordance with its functions even though there are still deficiencies and obstacles it faces, this can be seen in the activities The organization has run an organization management, among others, with the existence of a good management basis in the form of planning, organizing, mobilizing and supervising the relevant parties in the activities of the Aceh Dispora Assisted Athlete. Because basically management cannot be run alone this is in accordance with the opinion of Paturusi (2012: 85) that:

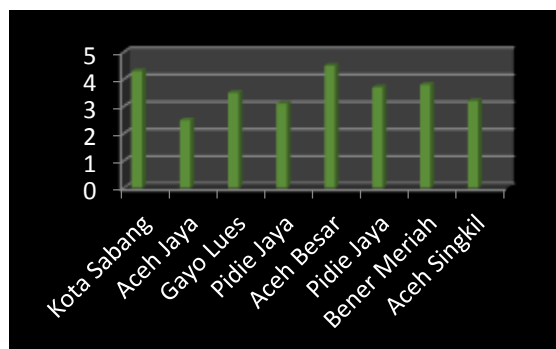
Management and administration do not run their own organizational activities individually, but together are in one move and step. In the administrative process the functions are more general and apply to the entire organization. While the process of management functions are more departmental or sectoral.

Based on the study, it can be explained that management and administration do not run their own activities that are comprehensive and organizational in nature, but together are in one move and step. In carrying out the activities of fostering Athletics guided by the Dispora of Aceh, they have carried out the management function well with the planning and targets to be obtained, but there are still obstacles.

Based on the collected data, it appears that in the process of organizing, the activity of guidance that is sufficiently maximal is seen in accordance with the tasks and functions in the management, although there are many obstacles in it, it is still necessary to improve so that the organization can be carried out optimally. In the mobilization process, improvements need to be made especially in moving members towards work programs, so that later members can take part in the program to the fullest. From the collected data, it also appears that weaknesses occur in the process of supervision of financial activities in particular. With the existence of the management process that has been implemented it needs to be improved so that it is expected to be able to become capital in increasing sports achievements at the national level so that it can lead to peak performance in accordance with the expectations of the community.

Graphically it can be described that, as seen:





## V. Conclusion

From the results of data collection research in several areas including: 1) Kota Sabang, 2) Aceh Besar, 3) Aceh Jaya, 4) Simeulue, 5) Gayo Lues, 6) Pidie Jaya, 7) Aceh Singkil, and 8) Bener Meriah, then in this case it can interpret the data that has been carried out on the design of management evaluation of the management of Dispora-guided Athletic sports club training in Aceh Province including all Dispora in each District of the City that overshadow Athletic sports activities. The feasibility analysis process of designing the management evaluation of the training of Dispora-trained Athletic sports clubs in Aceh Province including all Dispora in each City District which overshadowing Athletic sports activities, it can be concluded that the management evaluation design process has been running well, smoothly, well in terms of fund disbursement, infrastructure distribution, achievement in every event held by KONI, and KEMENPORA RI, it is very proud, as seen in the achievement and achievement of medals at the Dispora Assisted Athletic Sports Club in each Regency / City.

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