

## Taekwondo Sport Development in Sukoharjo District

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### Abstract

*Taekwondo is a martial art that requires mental toughness and high self-confidence. The purpose of this study was to determine: (1) Taekwondo organizational system in Sukoharjo Regency, (2) Taekwondo sports management management in Sukoharjo Regency, (3) Taekwondo athlete development in Sukoharjo Regency. The research method used is descriptive research with a qualitative approach. Sources of data in this study came from taekwondo administrators in Sukoharjo district: taekwondo coaches, athletes, and taekwondo members in Sukoharjo district. Data collection techniques using interviews, observations, and documents. The technique of taking research subjects was purposive sampling with a sample of six people. The results of this study are that the organizational system for coaching taekwondo athletes that has been going on from 1993 until now has produced many achievements, this is because the taekwondo athlete coaching system in Sukoharjo Regency has been running according to the predetermined household budget. All members of the taekwondo organization have carried out their duties according to their respective sections.*

### Keywords

taekwondo; organization; management



## I. Introduction

Sport is a form of improving human quality in the formation of character, discipline, sportsmanship and increased achievement that is able to generate a sense of national pride through an achievement. Sports achievement is one of the benchmarks for the progress of the nation, which has an important role in efforts to establish and improve the quality of human resources for development. To achieve this achievement in sports, several factors are needed, namely internal factors and external factors. Internal factors include the coaching system and sports infrastructure. While external factors include, psychological factors, exercise routines, coaches, physical condition, as well as techniques and skills possessed by athletes that can support a sports achievement not only the factors mentioned above, in achievement sports there are HR management chats (recruitment, selection, orientation, process, evaluation, promotion and relegation to athletes, coaches and managers), and there are training programs (long term, short term and program evaluation). If all these factors can be met, it is certain that Indonesia's sports achievements will be better.

Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an

organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020).

Sports sports coaching is related to many indicators. The most influential indicators are indicators of the coaching system, funding and implementing components in the achievement development system. The implementing component includes athletes and coaches. Taekwondo is a martial sport that requires mental toughness and high self-confidence. The existence of a Taekwondo sports club is a very potential forum for fostering potential athletes starting from an early age category. The existence of a Taekwondo sports club in the Sukoharjo Regency area is an inseparable part of the regional development process that is packaged in stages and sustainably. In the course of its relatively long age, Taekwondo in Sukoharjo Regency has succeeded in donating a number of Regional Junior athletes, Regional Seniors, National Senior to represent the province or Indonesia in regional and international arenas. The existence of Taekwondo in Sukoharjo Regency is a potential forum for fostering athletes from an early age. Taekwondo organization in Sukoharjo Regency is an alternative for nurturing sportsmen at an early age, which was pioneered in 1993 and has continued until now.

Based on the results of a preliminary study conducted by researchers, Taekwondo in Sukoharjo Regency has succeeded in donating a number of national junior athletes in the Taekwondo sport to represent Indonesia in regional and international arenas. The championships that Taekwondo athletes have participated in in Sukoharjo Regency include POPNAS (National Student Sports Week), POPWIL (Regional Sports Week), Youth PON (National Youth Sports Week), KEJURNAS (National Championship), SEA Games (South East Asia Games ) and ASIAN GAMES. At the XX Papua PON 2021, one of the Taekwondo athletes from Sukoharjo Regency managed to donate a gold medal for the Central Java contingent. Although there have been many achievements, there is still a lot of potential that can be optimized through the Sukoharjo Taekwondo sports coaching. These include the management of athlete nurseries, infrastructure and training programs. In the process of sports development, the existence of the Indonesian Taekwondo Management (TI) in the Sukoharjo Regency area plays an important role which is expected to educate and foster Sukoharjo Taekwondo sports achievements in a better direction. The successful achievement of Taekwondo athletes is related to the governance and management process of coaching which has an impact on the success of the sport's achievements, so it is necessary to improve the management of Sukoharjo Taekwondo sports achievement development.

Panuwun et al, (2014) stated that the sports coaching program requires funding, because it requires a lot of financing, including: building rent, coach fees and transport, tryouts, and other costs. Taekwondo club funding sources are obtained through: (1) registration fees, fees and other required fees, (2) non-binding donations, and (3) other legitimate businesses according to general applicable regulations. Research on sports coaching has been done, one of them by Panuwun, Soegiyanto and Setya (2014) whose results are the context aspect coaching program goes well, the input aspect coaching program goes well, the coaching program from the process goes well, and the coaching program is seen from the product. very good. The conclusion of this research is that the coaching program is running well. Another study was conducted by Bernabas Wani (2018) with research results: 1) antecedents which include the selection of athletes and coaches at PPLP NTT either because they were selected based on the terms and conditions applicable by the provincial government, facilities and infrastructure, and good sources of funds because the source of funds came from Kemenpora and assisted by Pengprov; 2) Transactions that include the implementation of the training program at PPLP NTT are

good because they run according to the scheduled training program. 3) Outcome, the achievement of boxing athletes in PPLP NTT is lacking and decreasing. Based on the description of the two studies above, this study has differences and novelties compared to the aforementioned research. Panuwun, Soegiyanto and Setya (2014) research focuses on evaluating the coaching program using the CIPP (Context, Input, Process and Product) model. Bernabas' research (2019) also focuses on evaluating the transactional performance development program for boxing at PPLP NTT which includes coaching programs including the implementation of training, consumption and learning programs, promotion and degradation, transportation, tranquility and coordination. While this research focuses on the management/management of sports coaching programs in Taekwondo in Sukoharjo Regency.

The results of sports coaching carried out in Taekwondo in Sukoharjo Regency still need to be improved. The situation and problems in Taekwondo in Sukoharjo Regency encourage researchers to examine the existence of Taekwondo in Sukoharjo Regency related to athlete development programs, facilities and infrastructure, funding and management management which will become a solid coaching pattern in sports coaching.

The management of coaching management in Taekwondo management in Sukoharjo Regency is focused on the management process that takes place at Taekwondo in Sukoharjo Regency, the resources owned by Taekwondo in Sukoharjo Regency and how the coaching efforts are carried out on Taekwondo in Sukoharjo Regency so that they are able to produce athletes with the expected achievements. Based on the description of the problems above, this study will examine "TAEKWONDO SPORT DEVELOPMENT IN SUKOHARJO REGENCY (Basic Interpretative Study of Organizational Aspects, Management, and Athletes Development)".

## **II. Research Method**

The type of research used in this research is descriptive with a qualitative approach. The subjects in this study were Taekwondo Management in Sukoharjo Regency; Taekwondo trainers in Sukoharjo Regency and Athletes or Taekwondo members in Sukoharjo Regency. In this case, the primary data sources collected are the results of interviews and observations as well as documents regarding the development of Taekwondo martial arts sports in Sukoharjo Regency. While the secondary data in this study are in the form of written documents related to the development of Taekwondo martial arts sports in Sukoharjo Regency. Data collection instrument is a tool used to collect data. Because it is a tool, the instrument can be in the form of checklist sheets, interview guidelines, photo cameras and others. The three data collection techniques used in this study were observation, interviews, and documentation. Miles and Huberman's analysis technique, data analysis is carried out during data collection and after data collection is completed within a certain period. Activities in data analysis are data reduction, data display, and conclusion drawing/verification.

## **III. Result and Discussion**

Taekwondo is part of the sport of achievement in Indonesia and for that Taekwondo Indonesia with full awareness wants to make it a martial sport with Indonesian character and personality based on Pancasila, based on kinship. Aware of the importance of Indonesian Taekwondo sport in shaping the physical and spirit of sportsmanship and mentality of the nation that is responsible for supporting government programs in

socializing sports and cultivating the community. Considering the growing demands for achievement development at every level of sports organizations in science and technology, thanks to the grace of God Almighty, Taekwondo Indonesia has formed an organizational forum that is equipped with Articles of Association and Bylaws.

The process of sports development in Sukoharjo Regency which has been running with the facilities, facilities and infrastructure and is supported by the presence of athletes and coaches who have become the choice for this management makes it a separate consideration for the government to determine policy. The policies implemented in sports development in Sukoharjo Regency can be seen from several aspects, namely policies, funding and participation in various championship events. According to the Sukoharjo Taekwondo Supervisor, Dr. Singgih Hendarto, M.Pd in formulating policies regarding sports development in Sukoharjo Regency, especially taekwondo, requires the participation of related parties. The statement is as follows, "cooperation between the legislative, executive and through related OPD". Looking at the existing strengths and weaknesses, Dispora has steps that are felt to be able to boost sports development in Sukoharjo Regency. Dispora has a program that can help the growth and development of sports in Sukoharjo Regency, namely the existence of coaching at an early age and students. The following statement from Dispora relates to the local government's policy solution, namely, "Increasing sports activities in schools and student sports events". (SH interview). "Improve sports activities in schools and student sports events". (SH interview). "Improve sports activities in schools and student sports events". (SH interview).

In a modern organization, management is an initial process to achieve success. Management is all activities to mobilize a group of people and move all existing supporting facilities in a cooperative effort of a group of people to achieve certain goals as effectively and efficiently as possible in an effort to achieve these goals. In order for the management of the taekwondo organization in Sukoharjo Regency to run well, it must be able to carry out ideal and effective management, and must have supportive and competent management tools or facilities. Competent management functions include: Planning (Planning), Coordination (Coordinating), Directing (Directing), Decision Making (Decision Making), Leadership (Leadership),

The development of sports in Sukoharjo Regency cannot be separated from the participation of actors in the field, namely athletes. The existence of athletes will determine the achievements of Sukoharjo Regency. Through coaching and training that is tailored to the needs of the athlete will develop optimally. The athlete selection process is not only carried out arbitrarily but through the stages that must be passed to be able to have potential athletes. In general, the athlete recruitment process carried out in Sukoharjo Regency, according to KONI, is that the recruitment of athletes is carried out individually from their respective sports. Systemically, KONI does not interfere in the athlete recruitment process so that the selection is carried out by each branch.

The process of developing taekwondo sports does not necessarily only involve the role of the taekwondo sport but requires the participation of relevant parties in the overall development of the sport. The process of recruiting athletes and preparing programs for the sport of taekwondo is required to coordinate with KONI so as not to exceed the limits set by the local government and have priorities in achieving targets. According to the KONI Management that, "Nursing counseling in this case KONI is a forum for all sports, automatically coaching for sports is carried out by KONI, in this case at KONI there is a field of achievement development, they are the ones who brew and determine the priority scale. (Interview with KONI management). This situation shows that KONI has a controlling role over all activities carried out by sports in Sukoharjo Regency.

Furthermore, the role of KONI is clear, namely in the development of achievement sports that are engaged in all sports. KONI plays an important role in determining the quality of the coaching program so that the targets to be achieved can be realized properly.

### 3.1 Discussion

This study aims to analyze the development of taekwondo athletes in Sukoharjo which includes sports facilities and infrastructure, quantity and quality of human resources and sports development policies. Research findings show that coaching is focused on developing human resources. The perpetrators of overall taekwondo development in Sukoharjo Regency involve KONI, Dispora, sports branch managers, coaches, athletes, educators and students as well as the community in general. The main programs in sports development in Sukoharjo Regency are the development of achievement sports, recreational sports and educational sports. Of the three programs launched, all of them have mutually beneficial relationships. This is considering that all levels of society need activities that can channel interest in sports talent, seek a more comfortable atmosphere by exercising to improve community culture in sports, improve sports education, and improve sports achievements. The three sports programs are expected to run optimally.

This situation is in line with the vision and mission of sports development in Sukoharjo Regency which mentions socializing sports to be advanced and independent. In line with the vision and mission, the steps taken by the local government in sports development in Sukoharjo Regency have the aim of being able to live forward and independently. The development process that involves all aspects of sports from achievement sports, recreation and education will certainly make the entire community in Sukoharjo Regency involved in sports activities and sports development. To provide facilities to the parties and actors of sports development in Sukoharjo Regency, the local government is gradually providing sports facilities and infrastructure.

According to Marijke Taks, et.al (2019), sport development is about facilitating opportunities for people to engage in sports and physical activity. More specifically, sport development refers to the policies, processes and practices of facilitating opportunities to engage in sporting activities. Toho Cholik Mutohir (2017) explains that sport is a reflection of the life of the people of a nation. In sports, the aspirations and noble values of a society are reflected in the desire to manifest themselves through sporting achievements. We often hear words that the progress of a nation can be reflected in its sports achievements. The hope is that sports in Indonesia can be used as a means of driving social movements for the birth of superior human beings, both physically,

The process of improving sports facilities is also carried out by local governments by providing equipment grants to educational institutions as a form of sports development in the field of education. This is because through education, sports can be socialized and conveyed by experts by packaging learning by physical education teachers. Coaching at an early age is very important because the process of development and growth of athletes is not as easy as imagined but requires a long struggle. This situation shows that the overall long-term development process must be able to be improved by the local government. In addition, sports achievements must be supported to be able to raise the name of the Sukoharjo district, which so far has minimal national achievements.

The improvement of sports facilities which is currently a program of the local government of Sukoharjo Regency, of course, the support of potential athletes and professional coaches is very supportive and becomes a powerful weapon to advance sports in Sukoharjo Regency. The current existence of athletes in Sukoharjo Regency is the result of the selection made by their respective sports. Likewise, the coaches are all under the



authority of the respective sports, which are tailored to the needs and abilities of the sports branch. The existence of potential athletes and coaches, the local government must also be able to identify the advantages and disadvantages of sports development in Sukoharjo Regency.

The process of coaching and developing sports does not necessarily only provide facilities and the presence of athletes and coaches, but also sees potential opportunities that can be developed. This situation shows that local governments must take steps to implement sports development. This is as stated by Abdul Wahab (2018), policy is an action that leads to a goal proposed by a person, group or government in a certain environment in connection with certain obstacles while looking for opportunities to achieve goals or realize stated goals. desired. This is according to research by Nugroho, Kristiyanto, and Purnama (2020) The availability of superior sports coaches in Sukoharjo Regency is quite adequate, with the experience of leading sports coaches in Sukoharjo district to train at the provincial and national levels, they can make good capital to implement training programs for athletes in Sukoharjo district. The cadre of coaches also needs to be considered, by encouraging superior sports athletes who are experienced and have passed the peak of achievement who are then directed to become sports coaches according to their respective sports.

The policies taken by the government must be based on problems that arise in the field. So that this step can provide a solution to the implementation of sports development as a whole. The policies taken by the Sukoharjo district government include providing sports coaching through student sports events and activities. This is one of the breakthroughs to find potential seeds and evaluate the development so far. The implementation of results-based coaching management has been well planned where all coaching programs have been well planned and designed. Besides that, In carrying out the coaching program, the management organizes and arranges personnel properly according to the needs of experts in the implementation of the coaching program. The performance of the management and coaching team as well as other support teams has shown good results. In carrying out its role, the process of directing and organizing the team can also run well. In the funding process, there will still be a lack of funding implementation in which this situation requires transparency and distribution of funds according to need. In addition to the implementation of the management role, funding is a major factor for the optimal development of the coaching process. Without adequate funding, there will be no optimal coaching process.

This is in accordance with the theory of Alex Gunur (2009) so that in a management process to run well, there are several means or tools that must exist and be fulfilled by a person or organization. In line with this opinion, it shows that in order to achieve the results of the implementation of the management program in fostering achievement, funding must be provided for the procurement of facilities and infrastructure, professional trainers and the existence of other coaching supports that must be fulfilled properly. The process of fostering sports achievements today can be said that funding can be the most important factor because without good funding the coaching process cannot run well.

In the theory of M Furqon (2012) "the coaching process takes a long time, starting from childhood or early childhood until the child reaches the highest level of competition efficiency". In line with this opinion, it shows that the achievement development process is not easy and instant. The process of fostering achievement certainly requires good planning in the long term. The existence of maximum control of funding management programs will help achieve maximum coaching results. This situation is because the process of developing and growing in athletes can also affect the level of skills and

abilities of athletes in sports. This is also given that the sport of taekwondo requires continuous training and maximum progress so that the athlete's ability can improve and be maintained properly.

#### IV. Conclusion

Based on the results of research and discussions that have been put forward by the speakers and from the results of observations of the administrators, coaches, and taekwondo athletes of Sukoharjo Regency so that the conclusions in this study can be obtained as follows:

##### 1. Taekwondo Organization in Sukoharjo Regency

The Taekwondo organizational structure of Sukoharjo Regency is the chairman, vice chairman, secretary, treasurer, the head of the field in charge of the organizational administration section, the training group development section and the public relations section, the head of the education and coaching section in charge of the curriculum section, the level promotion exam section, the athlete coaching section and referee jury as well as the head of the field of facilities funds in charge of the equipment section and the finance and business section. Each organizational structure has a main task that must be carried out.

##### 2. Taekwondo sports management management in Sukoharjo Regency includes several aspects:

a. The planning has been combined with the objectives of the Sukoharjo Regency Indonesian Taekwondo Organization Management.

1) The main goals and objectives of the Sukoharjo Regency Indonesian Taekwondo Organization branch management are the development of clubs/dojangs so that members and increased training are the main planning factors.

2) Planning for the management of the Indonesian Taekwondo Organization in Sukoharjo Regency is prepared based on the articles of association and by-laws (AD/ART) which have been prepared by the central management.

b. The coordination of the management of the Indonesian Taekwondo Organization in Sukoharjo Regency has been going well, but there are still some obstacles that hinder the smooth coordination of the organization, namely the existence of clubs / Dojangs who still have not coordinated with the organization's management when they will hold an activity. This is evidenced by the regular holding of regular meetings which serve as a forum for coordinating all branch managers, trainers and members, coordinating training groups in an effort to find new members, and coordinating between trainers in the implementation of training programs.

c. The briefing carried out by the Indonesian Taekwondo Organization in Sukoharjo Regency has gone well. Direction of organizational management to trainers and members includes briefing on the organization's work program. The briefing is carried out in several ways, with media member meetings, briefings to the chairman and direct socialization at the training ground.

d. Decision making in an effort to solve and resolve problems that exist in the Indonesian Taekwondo Organization in Sukoharjo Regency is carried out by several methods according to the organization's work program foundation. The decision of the board of directors has the authority to assign or not to assign trainers from one training group to another within the Sukoharjo Regency area. Constraints in decision making are also influenced by the chairman who still needs consideration from the head of the field to decide a problem.

- e. The leadership of the chairman of the Indonesian Taekwondo Organization in Sukoharjo Regency is generally good, but there are still shortcomings in decision-making efforts, namely a lack of confidence and actual decision making outside the organization's work program. The chairman always provides motivation to work and train more enthusiastically to the administrators and athletes. The chairman once decided to hold a follow-up examination, which was not in the work program of the Sukoharjo Regency Indonesian Taekwondo Organization. In the coordination that is established, the head of the organization always holds a management coordination meeting, direct interaction with the head of the field.
  - d. Supervision carried out by the chairman is by checking through each head of the field about the work of each sub-sector of the organization.
  - f. The control carried out by the Indonesian Taekwondo organization in Sukoharjo Regency is generally good. Data collection of trainers, provision of conditions for trainers to be able to train and evaluation of coaching results. Member data collection, through registration forms, member forms and membership cards. The organization's finances are managed by the treasurer, but the results of interviews are still lacking, which results in problems with the financial system of the Taekwondo Organization in Sukoharjo Regency and data collection of all training facilities. Evaluation of programs and activities is carried out at every meeting of members and management.
3. The development of Taekwondo athletes in Sukoharjo Regency begins with recruitment. The recruitment of taekwondo athletes is carried out procedurally from the lowest level and is carried out starting from the regular class to the achievement class. The process of coaching taekwondo athletes in Sukoharjo Regency requires the role of KONI in regulating and coordinating all sports so that they have a program that is measurable and tailored to the needs of the event to be followed. The implementation of taekwondo sports coaching in Sukoharjo Regency also involves the role of coaches who have skills and expertise in the field of training taekwondo sports. In addition, the fulfillment of training facilities and infrastructure is the main capital in the success of the training program implemented by the trainer to achieve maximum results.

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