

Implementation of Management Achievement Coaching in the Central Java Hang Gliding and Paragliding Union using the Provincial Central Java Championship or Provincial Sport Week

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Abstract: This research was conducted on the management of paragliding competition organizers in Central Java province and the performance training division for paragliding sports in Central Java province. This study aims to find out 1) planning from management, program activities, funding, facilities and infrastructure for organizing competitions and fostering achievement, 2) organizing management, programs activities, funding, facilities and infrastructure for organizing competitions and fostering achievement, 3) implementation of management, program activities, funding, facilities and infrastructure for organizing competitions and fostering achievement, 4) supervision of management, program activities, funding, facilities and infrastructure for organizing competition and fostering achievement, and 5) evaluating the organization of competitions and fostering achievement. It employed qualitative descriptive methods with naturalistic interactive qualitative approaches. Data collection was carried out using questionnaire, interviews, observation and documentation. The reduction method was used to analyse the data, which were followed by presenting data and drawing conclusions. The validity of the data in this research is achieved by conducting triangulation through source triangulation methods, member checking and asking informants to re-examine the data so that there is a common perception. The results of the study are 1) Planning of organizing competitions and fostering achievements are categorized very well, 2) organizing competitions and fostering achievements are categorized very well, 3) implementation of the competition and performance fostering are categorized as good and very good, 4) supervision of the competition and performance fostering are very good, and 5) evaluation of the competition and fostering achievement is categorized very well. It can be concluded that management of achievement coaching and organizers of the competition are categorized very well so they could successfully foster achievement by implementing good and professional competitions: Management, Achievement Coaching, Paragliding, and Central Java

1 INTRODUCTION

Coaching sport achievements is a very important factor in advancing sports achievements. The progress of sports depends on the development of the sport itself in the community, school, regional, national and international environment. All of these levels require a better mechanism for developing sports. The target to be achieved through guiding and fostering sporting achievements from an early age in general, is to help the realization of character building and national character in Indonesia's national development. Apart from the efforts to get talented and potential athletes from early childhood, they are ready to be developed in various sports to

achieve high achievements, both at the regional, national and international levels (KONI, 2000).

To achieve this goal, KONI (the Indonesian National Sports Committee) has an organizational structure from the sub-district to the central level. A series of KONI leaders' composition is obliged to carry out duties and obligations in accordance with the Articles of Association / Bylaws and binding decisions such as KEPRES RI (Presidential Decree of the Republic of Indonesia) No.72/2001 article 2 that KONI has the duty to assist the government in establishing national policies in terms of fostering and developing sports achievements, including amateur and professional athletes. Coordinating a sport event and fostering achievement sports activities whose implementation is carried out by the

parent organizations of the sports branches were concerned. It also includes carrying out and coordinating the parents' participation in the national, regional and international multi events. Added to this, they also carry out evaluation and supervision to achieve consistency between policy and implementation.

The national sports coaching system can run well, especially in the regions, and it only requires important components that run parallel to the coaching path. The development of sports coaching can be done in a regional or provincial scale such as regional training. The training aims to find younger generation to be sent to national training as athlete representatives of their regions. The development of sports in Indonesia can go through a coaching process carried out by each region. In Indonesia there are 33 provinces, each of which has a policy to develop sports coaching in its area.

Coaching is an effort to organize or a way to achieve a goal (Lutan Rusli et al, 2000). Coaching is an effort or action taken to change a situation well to get the goals to be achieved optimally (Kusnanik, 2013). Sports experts around the world agree that the need for coaching stages is to produce high sports achievements, which includes the stages of fading, breeding and fostering achievement (Irianto, 2002). Sports coaching that is carried out systematically, persistently and continuously, is expected to be able to achieve meaningful achievements (Harre, 1999). Sports management shows an important role in management of physical education and sports activities, for example sports development generally requires managerial ability to achieve the goals of achieving sports coaching. Therefore, the guidance must be carried out based on planning which is divided into long-term, medium-term and short term. In broader terms, management is needed to integrate various aspects, not only technical and tactic interests but also economic and communication aspects (Rusli Lutan, 2000).

A very important component in the achievement training program in sports can be pursued through competitions. Competition can be defined as a situation where people compete against others in organized physical activities (Mylsidayu, 2014). Competition is an event to pit several participants or competitors with the same goal (being a champion) according to certain predetermined game rules (Aditya, 2013). Efforts to organize professional competition and to improve sports performance coaching programs require management. Good management is programmed and run by human resource department who have professional and

responsible staff in their fields. Management is the art of regulating the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal (Hasibuan, 2009). Management is a process carried out to realize organizational goals through a series of activities in the form of planning, organizing, directing and controlling people and other organizational resources (Paturusi, 2012). The statement is confirmed by Griffin's that management is a series of activities (including planning and control) directed at organizational resources (human, financial, physical, and information) to achieve organizational goals in an effective and efficient way (Fahmi, 2011). These notions are aligned that management is always applied to the collaborative effort of a group of people in achieving its goals. The conclusion of the author is that management is a tool used in achieving the desired goals of a group of people or organizations. Management has a function that is divided into four stages, namely planning (planning), organizing (organizing), implementation (actuating), and supervision (controlling) (George R. Terry in Harsuki, 2012). They are in line with Husdarta, who found that 1) there is management functions to improve the efficiency and effectiveness of the program, 2) the terms management and administration are interpreted the same, but preferably to use management terms, 3) management is a process that involves planning, organizing, implementing and supervision (Husdarta, 2011).

Central Java is one of the provinces in Indonesia which has good sports potential. This is evident from the Central Java achievement in the event/multi-sport competition known as PON (National Sports Week) which is always consistently in the top 5 in the final standings. It is the highest national level competition in Indonesia. One branch of sports that persistently brings medals to contingents / teams in Central Java at the PON event is the paragliding sport. It was proven by the achievements in the last three periods of the implementation of PON (2008, 2012 and 2016), where paragliding was consistently in the top three. The achievement of these results is inseparable from the successful implementation of the Central Java Provincial Sports Week (PORPROV) event. Provincial Sports Week or often referred to as PORPROV is a multi-event sports competition / event in Central Java, which is held every four years. Central Java PORPROV matches sports branches between regencies in Central Java. PORPROV event / competition is one of the benchmarks of sports coaching in each district in producing outstanding

athletes who will then be projected as athletes representing Central Java in the PON event.

Based on the description above, the researchers are interested in conducting research to find out and analyze how the existing management system in the Central Java Provincial Sports Week Competition of Paralayang Sports.

2 RESEARCH METHOD

The research design used in this research is descriptive qualitative with a naturalistic interactive qualitative approach, also called this research in natural conditions (Sugiyono, 2010). Qualitative research is a method for exploring and understanding the meaning by an individual or group of people ascribed to social or humanitarian problems. This qualitative research process could involve several steps, such as asking questions and procedures, collecting specific data from participants, analyzing data and interpreting data (Cresswell, 2013).

Data collection is the recording of events, matters, information and characteristics or all elements that will support and support the researcher. Data collection is done by using certain techniques, namely interviews, questionnaires, observation, and documentation (Sugiyono, 2010). A questionnaire is a list of questions given to others willing to provide responses in accordance with the researchers' requests (Riduwan, 2007). The purpose of distributing questionnaires is to find complete information about a problem from respondents by filling out a questionnaire.

3 RESEARCH INSTRUMENTS

The research instruments in this research are by using interview guidelines, a set of question items in questionnaire, observation sheets, and documentation.

Categorization rubric according to sports management experts is presented as follows.

Table 1: Criteria for taking conclusions rubric categories of management of good sports organizations.

No	Indicators	Categorization
1	<i>Planning</i>	<ol style="list-style-type: none"> 1. Clear what is done 2. Clear who did it 3. Clear where to do it 4. Clear when to do 5. Clear how it's done
2	<i>Organizing</i>	<ol style="list-style-type: none"> 1. Complete management 2. An activity mechanism 3. Clear job descriptions 4. Routine activities (meeting activities)
3	<i>Actuating</i>	<ol style="list-style-type: none"> 1. Program implementation 2. Planned activities 3. 5 M (Man, Money, Method, Material, and Machine) 4. Respective duties
4	<i>Controlling</i>	<ol style="list-style-type: none"> 1. Supervision 2. Reporting 3. Evaluation 4. Monitoring
5	<i>Evaluation</i>	<ol style="list-style-type: none"> 1. Implementation 2. Program activities 3. Facilities and infrastructure 4. Funding

Information :

1. Very good, if you meet all the categorizations
2. Good, if only there are three indicators in the categorization
3. Good enough, if only 1 or 2 indicator(s) in the categorization
4. Not good, if no indicator is addressed in the categorization

4 DATA ANALYSIS TECHNIQUE

Data analysis is a very critical work in the research process, researchers must carefully determine the pattern of statistical or non-statistical analysis (Setyosari, 2010). The steps of data analysis include reducing data, presenting data, and drawing conclusions. The researchers only took three techniques to ensure validity of the data in this study, namely making careful observations so as to better understand phenomena and events, conducting triangulation through sources and triangulation methods, conducting member checking and asking informants to re-examine the data so there is a common perception.

Triangulation is an activity carried out to ensure the confidence of the data obtained in the study. Since it is essential to check the validity of the data

in this study, the researchers carried out the following procedure (1) triangulation of resources, which includes comparing and checking the degree of trust of information carried out through different informants. There are several ways of triangulation with sources, and in this study source triangulation is achieved by asking the chief executive and other administrators, (2) triangulation of method includes checking the data trustworthiness through informants using different data collection techniques. In this research, what is done is to check the truth of the information obtained by comparing the interview data with the observation data.

5 RESEARCH RESULTS

5.1 Planning

Based on the results of interviews, questionnaires, observations, and documentation in organizing competitions and fostering achievement in paragliding in Central Java, researchers conclude that planning in organizing competitions and fostering achievements in paragliding in Central Java province are categorized very well because all systems are clearly addressed in accordance with 5 excellent planning criteria. They are stated by sports management experts, which consists of the following principles (1) it is clear what is done. In this case what is done is to hold competitions and foster achievement on paragliding in Central Java. This was followed by all districts in Central Java with qualifications of pilots who have active licenses or driving licenses with the match system. The system is in accordance with the guidebook of international paragliding championship competition rules and achievement training patterns, (2) it is clear who is doing it, in this case the paragliding competition in Central Java province is run by managers in their respective fields, such as chief executive, match supervisor, director of competition, director of administration, secretary of organizer, secretary of match, administration, match organizer committee, facilities and infrastructure (equipment) and funding (treasurer), while fostering achievement in paragliding in Central Java is carried out by managers of sports branches in all districts in Central Java, (3) it is clear where to do it. In this case the competition and paragliding achievements in Central Java were held in Karanganyar Regency, precisely on the Bukit Kemuning. It is a national standard paragliding competition that has facilities for education, recreation and achievement and can

be used for landing accuracy and cross country competitions, (4) it is clear when to work. In this case the paragliding competition in Central Java province was held on October 19-25, (5) it is clear how what is done, in this case what is done is to prepare competitions and guidance for paragliding achievements in Central Java. This is in accordance with the guide book / PORPROV of Central Java local championship which was adopted from the international paragliding championship guidelines and patterns of achievement development by experts.

5.2 Organizing

Based on the results of interviews, questionnaires, observations, and documentation on organizing in organizing competitions and fostering achievement in paragliding Central Java province, researchers conclude that the organizers are categorized very well because they all fit 4 criteria of an excellent organization (1) Complete Management. In this case the paragliding competition in Central Java has complete management organizational structure, including: chief executive (Saifuding Haffa), match supervisor (Agung K. Hariadi), game director (Alfari Widyaswara), administrative director (Wahyu Sumaryadi), the organizing secretary (Adrian Prihartanto), the match secretary (Faisol), the person in charge of administration (Nur A. Indriyani), the competition organizing committee (Maius D. Purwono), facilities and infrastructure (Budi Santoso) and funding / treasurer (Rachma Wulandari), (2) the existence of a working mechanism. In this case the paragliding competition in Central Java has a work mechanism including: having a work schedule such as: Monday-Saturday starting at 6:00 to 17:00 WIB (West Indonesia time). The board is on Bukit Kemuning to prepare, carry out and evaluate Paragliding Competition in Central Java. Every Thursday-Sunday starting 08.00-16.00 WIB, training camps are held on Bukit Kemuning, (3) a clear job description. In this case the organizer of the paragliding competition in Central Java has their respective duties and responsibilities in accordance with the assignment decree (SK) given by the Chief of the Paragliding Competition of Central Java Province (Mr. Ari Samiaji), so there is no overlapping work between administrators, (4) there are routine activities (meeting activities). In this case the competition management always carry out activities such as preparing administrative documents every Monday and Saturday.

5.3 Actuating

Based on the results of interviews, questionnaires, observations, and documentation of competitions and paragliding achievement in Central Java, the researchers concluded that the competitions and fostering achievement program in paragliding in Central Java were categorized very well because they all fit 4 criteria of excellent moves, as stated by sport management experts. They are (1) implementing the program. In this case, the management of the competition and the paragliding achievements in Central Java has carried out programs such as carrying out competitions based on the guidebook/ guideline for the local championship of PORPROV in Central Java. It was adopted from the guidelines of international paragliding championships and a plan of training camp on Thursday-Sunday, (2) Carrying out planned activities. In this case, the management of paragliding competition in Central Java has implemented all program activities that have been programmed and pre-determined. The activities include announcing the competition to carry out activities that have been predetermined and planned before, such as: Monday-Wednesday at 08.00-10.00 for paragliding competition and Monday-Saturday at 11.00-16.00 for cross-country competition. One hour before the match starts, all of the organizers are already at the match location. The competition director is always at the match location to ensure that the match is successfully held. The match supervisor is always in the field to oversee the match procedure, aviator, referee and others. Added to this, the administrators and secretaries are always at his desk and prepare on the corner of the field to prepare player files, check players' data before competing, record scores and conduct training camps on Thursday-Sunday at 08.00-16.00 WIB, (3) Completing 5 M (Man, Money, Method, Material and Machine). In this case, the management of the competition and paragliding achievements in Central Java have completed 5 M (Man, Money, Method, Material and Machine). The organizers are ready of 5M around nine months prior to the paragliding competition, (4) carrying out their respective duties. In this case, the management of the competition and the achievement of paragliding achievements of Central Java has carried out their respective duties and responsibilities/job descriptions without anyone getting overlapping tasks.

5.4 Controlling

Based on the results of interviews, questionnaires, observations, and documentation of supervision, the researcher concluded that supervision in competition and guidance for paragliding achievement in Central Java province was categorized very well. It met 4 good supervision criteria as stated by sport management experts, including (1) supervision. In this case, the chief of the paragliding competition in Central Java, Mr. Ari Samiaji, always conducts monitoring and control of all activities (during the competition and when fostering achievements). The supervision was carried out through face-to-face interaction and contact with the organizer. Besides, the game director is always in the field to ensure that all activities are carried out properly and the match supervisor always checks all the preparations for the match, in terms of the field, the audience, the committee, and the pilot, (2) report. In this case, the management of the competition and the guidance of paragliding achievements in Central Java always writes a report related to the implementation of performance and competition, such as reporting the results of every match carried out, from the match safety, the match score, the leading referee, in order to be reported to the office, (3) evaluation. In this case, the management of the competition and the guidance of paragliding achievement in Central Java always evaluate to discuss any deficiencies when the activity takes place (competition and fostering achievement), (4) monitoring. In this case, the chief of the paragliding competition in Central Java always monitors the activities. Monitoring is carried out for observing the organizers' performance and the matches and achievement. The chief of the paragliding competition in Central Java attends the competition and he is also involved in fostering accomplishments.

5.5 Evaluating

Based on the results of interviews, questionnaires, observations, and documentation, the researchers concluded that evaluations carried out in the competitions and paragliding achievements in Central Java were categorized very well. The management has met four evaluation criteria (very good) as stated by sports management experts. Evaluation is always carried out by administrators who are in charge upon the competition completion and athlete coaching. Administrators always gather to discuss any deficiencies that exist when activities

are conducted within system, program activities, facilities and infrastructure, and funding aspects.

6 DISCUSSION

Coaching is an effort or action to change a situation to get the goals to be achieved optimally (Kusnanik, 2013).

A very important component in the achievement training program in sports can be pursued through a competition. Efforts to organize good and professional competition and to improve sports performance development programs require management.

Management functions to improve the efficiency and effectiveness of the program, the terms management and administration are interpreted the same, but preferably using the term management. Management is a process that involves planning, organizing, implementing and controlling (Husdarta, 2011).

Management is a process carried out to realize organizational goals through a series of activities in the form of planning, organizing, directing and controlling people and other organizational resources (Paturusi, 2012).

Sport experts agree that the need for coaching stages is to produce high sport achievements through the stages of fading, nurturing and fostering achievement (Irianto, 2002).

Sports coaching that is carried out systematically, persistently and continuously, is expected to be able to achieve meaningful achievement (Harre, 1999).

Sport management shows an important role in the management of physical education and sports activities, for example sports development generally requires managerial ability to achieve the goals of achieving sports coaching. Therefore, the guidance must be carried out based on planning which is divided into long-term, medium-term and short-term planning. In broader terms, management is needed to integrate various aspects, which are not only technical and tactic interests but also economic and communication aspects (Lutan, 2000).

7 CONCLUSIONS

Conclusions from the results of this study are (1) planning in the competition and fostering paragliding achievement in Central Java is

categorized very well because it fits 5 criteria of good planning according to sport management experts, (2) organizing in the competition and fostering the performance of the paragliding in Central Java province is categorized very well because it fits 4 criteria of good organizing according to sport management experts, (3) competition and paragliding achievement in Central Java province is categorized very good because it fits 4 criteria of good movement according to sport management experts, (4) oversight in the competition and paragliding achievements in Central Java province is categorized very good because it fits four criteria of good supervision according to sport management experts, (5) evaluation in the competition and paragliding achievement in Central Java is categorized very well because it fits 4 evaluation criteria which are very good according to sport management experts, (6) coaching achievement and good and professional competition is quite successful because many new champions are created and they appear to defeat senior athletes who have subscribed to t Central Java provincial team and the Indonesian national team. Therefore, the coaching chairman of paragliding in Central Java are satisfied with the training programs in all districts in Central Java.

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