

Analysis of Management in Student Sports Education and Training Center (SSETC) Archery Central Java 2020

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Abstract--This study aims to: (1) Find out the organizational structure of SSETC Archery Central Java. (2) Find out the steps in recruiting athletes for the Student Sports Education and Training Center (SSETC) Archery in Central Java. (3) Find out the implementation of facility and infrastructure management to support the athletes' achievement in SSETC Archery Central Java. (4) Find out the implementation of financial management in SSETC Archery Central Java. (5) Find out the implementation of training management in SSETC Archery Central Java. The study was conducted in Student Sports Education and Training Center (SSETC) Archery in Central Java. This study employed descriptive qualitative method. The unit of analysis was in Student Sports Education and Training Center (SSETC). The techniques of data collection included documentation, in-depth interview, and observation. The data sources of this study were the administrators, coaches, and athletes in Student Sports Education and Training Center (SSETC) Archery in Central Java. The findings indicated that the management of in Student Sports Education and Training Center (SSETC) Archery in Central Java is generally good. (1) The organizational structure of PLOP Archery is good, having organizational elements that continuously facilitate the athletes to gain achievement. (2) The recruitment process for athletes has been well conducted because of the very selective process and it is in line with the criteria/benchmark issued by Kemenpora. (3) The implementation of facility and infrastructure management is less good. This is due to the incomplete supporting facilities for the SSETC athletes as well as the mere use of the available facilities. (4) The implementation of financial management is good as it is proportionally distributed. (5) The implementation of training management in Student Sports Education and Training Center (SSETC) is good. Considering the limited budget allocation from APBN and APBD, the management only optimizes the available budget.

Keywords: SSETC management; organizational structure of SSETC; athlete recruitment; facility and infrastructure management; financial management; training management.

I. INTRODUCTION

Sports is one of the attempts to enhance human quality that aims to build characters and personality, discipline and high sportsmanship, as well as improving achievement that may evoke

national pride. In addition, sport achievement is an indicator of national development which has a significant role in creating and enhancing the human resource quality for the sake of development.

The process of training and encouraging sport achievement inevitably requires highly potential athletes. In order to have potential athletes, it needs training and supporting the achievement of athletes with productive age, which is in the school age. In accordance with this purpose, the government established a coaching model for students, or student training, in several provinces in Indonesia involving students as the target object. It was called *Pusat Pendidikan dan Latihan Olahraga Pelajar* (PPLP), and currently becomes *Pemusatan Pendidikan dan Latihan Olahraga Pelajar* / Student Sports Education and Training Center (SSETC). Students are the most suitable human resources that become the potential target to produce high-achieving athletes in the future.

In its relatively long age, PPLP, which changed its name to SSETC, has produced a number of national junior athletes for several sport branches to represent Indonesia in the regional and international competitions.

One of the sport branches that produce junior athletes is Archery. The competitions often followed by SSETC athletes are Popnas (National Student Sport Week) which is held once every two years in the odd years, Popwil (Regional Student Sport Week) which is held one every two years in the even years, as well as Kejurnas (National Competition) which is held annually. These competitions are where SSETC athletes compete at the national level to show the strength of each region and to prove the extent to which their everyday training succeeds or not. The field strength in Popnas, Popwil, and Kejurnas of Archery from 2007 until now (2020) has evidenced that SSETC Archery Central Java is the always-winning SSETC. On the other hand, facility and infrastructure of the athletes are inadequate. The available dormitory and training center relatively do not meet the standard. With this gap, SSETC Archery Central Java is worth investigating. There are certain factors of its management that lead to the winning of SSETC Archery Central Java since 2007 until now. In other words, the minimum facility and infrastructure can still produce high-achieving athletes.

Based on the aforementioned background, the questions that will be explored in this study are: How is the organizational structure of SSETC Archery Central Java? What are the steps conducted to recruit athletes of SSETC Archery Central Java? Do the facility and infrastructure meet the demand of the student athletes? How is the implementation of financial management in SSETC Archery Central Java? How is the implementation of training management in SSETC Archery Central Java?

II. RESEARCH METHOD

The type of this study was descriptive qualitative as the topic of this study focused on the management of SSETC Archery Central Java, which was presented descriptively, not by numbers.

This study was conducted at Student Sports Education and Training Center (SSETC) Central Java. The sampling techniques were purposive sampling and snowball sampling. The data sources of this study were the administrators, coaches, and athletes of SSETC Archery Central Java

The techniques of data collection were content analysis, in-depth interviews, and observation. After that, the researchers made data reduction to focus, simplify, and describe narratively which allows for the conclusion. Meanwhile, to determine the validity, techniques of examination were used by four criteria, they were credibility, transferability, dependability, and confirmability. The data being descriptively analyzed was obtained from many sources, through interview. The data analysis conducted in this study was (1) Data Collection, (2) Data Display, (3) Data Reduction, (4) Conclusion/ Verification.

III. FINDINGS AND DISCUSSION

Based on the entire research sequence and data collection from various sources obtained by the researchers, it was found some data which supported the primary findings of this study. The data was supposed to answer the research questions or provide useful information for those who need it. Below is the data findings which were obtained from a variety of information sources:

3.1. Organizational Structure of SSETC Archery Central Java

The sports branch of student archery in Indonesia was under SSETC (Student Sport Education and Training Center). Coordination in SSETC is highly needed to gain optimal support from various parties for high-achieving athletes.

To conduct coaching management, SSETC ideally has an organizational structure in the center of training management (Deputi Binpres & Iptek Olahraga Kemenegpora: 2006), i.e. there are (1) coaches, (2) person in charge, (3) chairman, (4) administrator, (5) daily executor, (6) student. In terms

of an organization, SSETC Archery is good with all organizational elements, each of which has a particular task.

3.2. Steps to Recruit Athletes of SSETC Archery Central Java

The description of steps conducted to recruit student athletes for Student Sports Education and Training (SSETC) Archer Central Java indicates that the steps are well implemented, viewed from the good promotion and the participants from various regions. This is because there is good socialization from SSETC administrators, which are Youth and Sport Office, to a number of schools in regions in Central Java.

The process is conducted based on the procedure that is determined before by following the rules. The athletes follow step by step of the selection process, which needs 3 days and in line with the guide book issued by Kemenpora and benchmark Kemenpora.

The test carried out by Student Sports Education and Training Center (SSETC) Archery Central Java is in line with the benchmark issued by Kemenpora despite the incomplete equipment.

The problems are the athletes from some regions are 50% not real athletes, and the other 50% are beginner athletes from sport branch clubs.

In conducting the test, SSETC needs to deal with the order of measurement process. The measurement which practically requires the athletes to spend a lot of energy should be conducted in the last order, such as aerobic capacity, maximum aerobic capacity, and physical fitness based on the Guide to Determine Test Parameters at the Student Education and Training Center and Special Sports School. (Deputi Binpres & Iptek Olahraga Kemenegpora, 2006).

In this case, Student Sports Education and Training Center (SSETC) Archery Central Java is good in the recruitment process of student athletes as it is in line with the guide book to determine test parameters issued by Kemenpora, Deputy of Enhancing Sport Achievement and Science Technology.

3.3. The Implementation of Facility and Infrastructure Management of SSETC Archery Central Java

The procurement plan is arranged in the work program through Student Sports Education and Training Center (SSETC) Archery Central Java. The selection of goods and facilities to be purchased is deliberated by all administrators of SSETC Archery Central Java.

For example, inventory/training equipment, the needs for equipment in the athletes' dormitory and facilities, equipment for finance staff, administration, cleanliness and safety of the dormitory, etc. The use of training facility and infrastructure is optimal, such as training equipment in SSETC Archery Central

Java. Moreover, the storage of training equipment is in the right place (after training, the equipment is put back). There are record and report such as inventory book of the equipment-in-use, list of goods, acceptance and the use of goods. The report was in accordance with the term report or once in 6 months.

The description of facility and infrastructure management of SSETC Archery Central Java indicates that the implementation of the whole activities is good, including planning, organizing or providing, utilizing, storing, maintaining, as well as data recording or reporting.

Subagio (1990) stated that facility and infrastructure management is the process of planning, organizing, providing, utilizing, maintaining logistics or facilities and infrastructure.

The maintenance of sport facilities and infrastructure. It can be observed from the cleanliness and orderliness of the dormitory of Student Sports Education and Training Center (SSETC) Archery Central Java. The dormitory building has 2 floors so that the yard can be used for the athletes to do training and playing.

However, the infrastructure of Student Sports Education and Training Center (SSETC) Archery Central Java in terms of training is not completely good, meaning that the supporting training infrastructure is only 60% from all of the sports facilities. Another inadequate equipment is weight training, which is still very minimum or other supporting training equipment especially the use of less standard training equipment.

Meanwhile, the facility and infrastructure management of Student Sports Education and Training Center (SSETC) can be explained as follows:

- a. Facilities and infrastructure used in the Student Center Education and Training Center (SSETC) must meet the demand of type, quantity, and national standard.
- b. The standardization of sports facilities and infrastructure used in the Student Center Education and Training Center (SSETC) must be in line with the national standard.

How can Student Center Education and Training Center (SSETC) Archery Central Java gain achievement at the national or international level, if the training facilities do not utterly support the training. Training facilities are essential and highly encourage athletes to gain achievements.

As stated by Adhyaksa, "it is widely known that the decrease in Indonesian sport achievement is inevitable from the aspects such as the low concern of Indonesian governance on sports, as well as the limited sports facilities and infrastructure, the very few regular competitions, and less appreciation for high-achieving athletes" Adhyaksa Dault, *Actual Matters of Indonesian Sports*, (Diknas Sport Forum Magazine, 2004:13)

Therefore, until nowadays, Student Center Education and Training Center (SSETC) Archery

Central Java has been optimizing the available facilities to gain achievements.

3.4. The Implementation of Financial Management

The implementation of financial management indicates that APBN through deconcentration fund and APBD is good as it has been planned. Deconcentration fund is the fund allocated by the Ministry of Youth and Sports for the Head of Sports and Recreation (Disporapar) Central Java to train athletes of SSETC Archery Central Java as managed by Student Center Education and Training Center (SSETC) Archery Central Java, as well as the help to join competitions among SSETC as managed by Bapopsi Province Officer of Archery Central Java. Meanwhile, APBS is more used to fund the dormitory maintenance of SSETC Archery Central Java.

APBD of the Student Center Education and Training Center (SSETC) Archery Central Java is used for the operational cost of the dormitory.

The deconcentration fund is divided into 2 types:

- a. Training of SSETC Archery Central Java
 - 1) Budget for Non Operational Goods
 - a) School Uniform Procurement
 - b) Health
 - 2) Budget for Materials
 - a) Stationary Procurement
 - b) Documentation and Report
 - c) Computer Equipment
 - d) Konsumsi Atlet
 - 3) Budget for Other Services
 - a) Coach and Massage Service
 - b) Dorm administrator service
 - c) Safety officer service
 - d) SSETC administrator service
 - e) Stakeholder meeting service
 - f) Athlete service
 - 4) Budget for Other Domestic Trip
 - a) Transport for departure/return
 - b) Transport for coaches
 - c) Transport for try out
 - 5) Competitions among SSETC
 - a) Athlete allowance
 - b) Coach and official allowance
 - c) Documentation and report
 - d) Stationary
 - e) Transport cost for competition
- b. Local Budget
 - 1) Cleaning service cost
 - 2) Telephone cost
 - 3) Water
 - 4) Electricity cost
 - 5) Medicine budget
 - 6) Aid budget
 - 7) School uniform budget
 - 8) Sportswear budget
 - 9) Athlete recruitment cost
 - 10) Procurement of Construction/ building renovation.

The financial management in Student Center Education and Training Center (SSETC) Archery Central Java can be implemented by using facilities in SSETC, employing a particular finance staff who handles the money income and expenditure for the operational cost of SSETC Archery Central Java. Considering that SSETC belongs to the government, the entire funds are from the central government and local government.

The description of financial management indicates that the realization of all activities and the flow of funds from the central government and local government is relatively good. However, considering the deconcentration fund allocation and the limited APBD, the official only maximizes the available fund to manage SSETC Archery Central Java.

In its implementation, financial management for coaching in SSETC Archery Central Java is handled by Student Sports Education and Training Center (SSETC) Central Java, which is responsible to the Indonesian Ministry of Youth and Sports through Youth Sports and Recreation Office (Disporapar) of Central Java and the Local Government.

The mechanism of financial management for the coaching of SSETC Archery Central Java is given through direct transfer, where Disporapar immediately asked Student Sports Education and Training Center (SSETC) Archery Central Java to complete the following requirements to receive the fund:

- a. Decree (SK) on the Establishment of SSETC.
- b. Notarial Deed.
- c. Proposals of Coaching Activities in SSETC.

After the requirements are completed, a letter of agreement is made to liquid the fund.

The mechanism of fund liquidation, the initial step is arranging a proposal agreed by the work unit/ authority of the fund use, then a letter of agreement is issued. A receipt is issued according to the money demand in the letter of agreement, then the Youth and Sports Training Center hand over the responsibility to the treasurer of revenue and income.

The files are then handed over to KPKN. The Chairman of Student Sports Education and Training Center (SSETC) Archery Central Java is the manager, functions as the authority, and becomes the payment certifier to order the payment for the coaching process in SSETC Archery Central Java. However, it is not right for the Chairman to functions as the treasurer. Moreover, the chairman has the function as payment certifier to evaluate the right of payment regarding the coaching process in SSETC Archery Central Java.

In SSETC Archery Central Java, the Chairman of Student Sports Education and Training Center (SSETC) roles as the manager, functions as the authority, payment certifier, but merely regarding the management of extracurricular fund. Therefore, the chairman of Student Sports Education and

Training (SSETC) Archery Central Java, in doing his tasks, only roles in using the fund. The participation of the coaches in doing financial management is good. The financial management includes arranging budgeting plans of SSETC Archery Central Java, procurement and sources of fund, the use of fund, responsibility and creating financial data of SSETC Archery Central Java, because financial management is one of the resources that directly encourage the goal achievement of coaching process in SSETC Archery Central Java and becomes a potential that highly determines the success of coaching activities in SSETC Archery Central Java, besides other components.

3.5. Training Program Planning in Student Sports Education and Training Center (SSETC) Archery Central Java as Supposed by Kemenpora

The program planning in Student Sports Education and Training Center of Archery in Central Java is good, gradually shows the achievement of goals as supposed by Kemenpora. It is the establishment of Student Sports Education and Training Center (SSETC) as an alternative for doing training and developing potential student athletes who have a high interest in sports to gain optimal achievement, both as local athletes representing their region and as national athletes representing the country and nation in the international sport event (Deputy of Enhancing Sport Achievement and Science Technology: 4). Student Sports Education and Training Center also aims to create national student athletes with high achievement in sports and academics.

One of the training program planning is doing try out referring to the guide book issued by the Deputy of Enhancing Sport Achievement and Science Technology, Ministry of Youth and Sports, that training, competition, academics, and welfare have been regulated. Competition:

- a) Competitions of sport branches among SSETC are held periodically.
- b) Every national competition agenda including sport branches among SSETC must be followed by all SSETC.
- c) Local government that is in charge of holding the competition must be responsible for the competition among SSETC involving organization and society.

There are some obstructions, such as not conducting try out due to the minimum competition and limited budget. Sometimes, the competition schedule is not in line with the timeline of SSETC programs. That is to say, during the preparation program, the competition is decided to be conducted immediately. Sometimes the schedule is postponed. This creates difficulties because SSETC athletes are not like members of TNI/Polri who are always ready anytime.

IV. CONCLUSION

Conclusions of this study are the primary findings found based on the data, analysis, and discussion as follows:

1. The organization of SSETC Archery is good as it has organizational elements such as management, articles of association, budgeting, and work plan. These elements are all good. The management of SSETC Archery is quite good, considering that it continuously facilitates the athletes to gain achievement.
2. The recruitment process conducted to recruit athletes in Student Sports Education and Training Center (SSETC) Archery Central Java is good, with high-achieving athletes in every Popda competition at the regional level and province level, as well as information to all Dispora. This is evidenced by the athletes' achievement of SSETC Archery Central Java that gradually improves year by year as the general champion.
3. The available facilities and infrastructure is less adequate viewed from Kemenpora standard. Athlete dormitory tends to be less appropriate for living, thus practically, the athletes only use it to gain achievement.
4. The implementation of financial management is well run, viewed from the management of the fund and financial report that considers the current needs. Although there are some financial problems, the official can manage with it.
5. The planning for training programs in Student Sports Education and Training Center (SSETC) Archery Central Java is in line with Kemenpora. Based on this finding, it can be described that the program plans in Student Sports Education and Training Center of Archery Central Java run well. It indicates the achievement of goal as expected by Kemenpora, which is the establishment of Sport Student Education and Training Center (SSETC) as an alternative to conduct training and developing student athletes who are potential and possess a great interest in sports to gain optimal achievement, both as local athletes representing their regions and as members of national athletes representing country and nation in the international sports events.

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