Government Policy in the Development of Achievement Sports Coaching in Indonesia

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Abstract

Objective: This study explains government policy in the development of achievement sports. This achievement can be carried out by existing sports branch so that they can obtain good achievements since the independence period.

Method: This study used a case study method and aimed to reveal the government policy in fostering achievement. The data collected then documented as historical data on the development of Achievement Sports Coaching. Furthermore, the researcher conducted the interview with coaches, trainers and athletes in terms of the achievement of development viewed from the perspective of Context, Input, Process, and Products that have undergone a fairly dynamic change.

Results: The result revealed that to increase the sports achievement, the quality of organization performance must be improved, either in regional or national level, specifically organization performance in each sports branch. The management of sports organization must run in an encouraging situation, so that the result will be efficient and effective.

Keywords: Government, Policy, Achievement, Sports, Coaching


INTRODUCTION

Sport coaching is part and effort to improve the quality of human life aimed at improving physical and spiritual health, as well as developing sports achievements that can arouse a sense of national pride. At this time sports coaching does not gain enough attention; therefore, physical education and sports coaching in the school or community environment need to be improved in order to get achievements according to the target. Therefore, fostering achievement must go through FTEM (Foundation, Talent, Elite, Mastery) which consists of 4 main stages in fostering sports achievement. At this stage of the Foundation the focus is on acquiring a variety of motion variations aimed at giving participants a broader foundation for the movement and continuing it to the formal and informal game stages. At the Talent stage, the focus is on maximizing the individual potential of each participant and minimizing the underachievers. At the Elite stage, athletes will enter the Elite category if they have represented their country to participate in international sports competitions such as world championships or the Olympics. While
the Mastery stage, is intended for athletes who have achieved success in these international sports competitions(1)(2). Sport, perhaps more than most areas of social life, is deeply embedded in a whole variety of ideologies. Amongst the more obvious and commonplace ideologies associated with sports are the following: sports is good for one’s health, both physical and mental; sports teaches the value of fair play; sports teaches people to work co-operatively; sports teaches us how to be magnanimous in victory and how to accept defeat gracefully; sports helps us break down barriers of race/ethnicity, class and gender; sports helps to build international friendship and understanding. However, the reality*as opposed to the ideology*is that while sports may, under certain circumstances, have these consequences, it may also, under different circumstances, have consequences which are the exact opposite of those so often claimed for sports(3).

Sports development systems require totality and commitment to develop sports systematically and in a planned manner, sports coaching cannot be carried out instantly with improper management. Sports achievement is something measurable, meaning that sport coaching is carried out with a scientific approach starting from scouting talent to the coaching process. When viewed from the systematic side that the quality of the results (output) is determined by the input (input) and the quality of the coaching process that occurs. An achievement that has been obtained is a real consequence of sub-system which is not optimal, namely the input and the process to get good results, there are two elements, namely the quality of input (input) and the quality of the process that occurs. From the input, there is still a shortage of qualified athletes, both in terms of anthropometrics, physiology and psychology. This is caused partly because of the low sports culture (sports culture). In addition, the recruitment system that is less credible and accountable, because there is still often a culture of "like it or not". In terms of process, the culture of "shortcuts" is still often carried out to achieve something. So far, what has been done has not been based on a national sports system with a strong basic law and lacks patience to undergo a process. The resulting analysis suggests pivotal concerns that have not been addressed, and key stakeholder groups whose interests warrant examination (4).

China is one of the countries with the most effective systems in the world in terms of selecting and producing sports talent from a very young age. This system was officially created in 1963 when the sports ministry issued regulations for leading athletes and teams. In ministry instruction, selection of talented young athletes is taken in each province(5). Over the years, it has evolved into 3 levels of organized pyramid, basic level, intermediate level, top level.

![Figure 1 Pyramid of the selective system](Source: Department of Training of the China General Administration of Sports (the Sports Ministry) (5).)

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After several years of training, around 12% of talented athletes from sports schools are selected to go to the Provincial team and become full-time athletes. From there, leading athletes advance to the top national team and the Olympic team. The system is still running until now (5).

The Athlete Development Triangle (ADT) describes the progressive level of competition and the relationship between the experience of junior and senior representatives. Junior competition (on the left side) is determined by the age limit that can enter the competition up to level 3 (U6, U19, U23) and this is the highest level an athlete can achieve in this ADT framework. Senior competition (on the right hand side) covers all levels of competition (ADT peak reaches national representation) with athletes participating in world championships and Olympic levels (6).

Similar to Germany, schools and sports clubs are used to identify talented children and young people. These talented children are further monitored at the training center, trained at the children's sports academy and youth academy and then promoted to top-level teams. This means that parties and countries can influence the academy of children and young people through the central sports federation, the German Gymnastics and the German Sports Federation GDR. Scientific Institutions such as the Research Institute for Physical Culture and Sports, the Institute for Research and Development of Sports Equipment, the German Physical University of Culture and Sports and Sports Medical Services are also under the influence of the party and state (6).

The ideology which connects sports and health has a long history. At nineteenth-century in England, the birthplace of many modern sports, an athletic ideology that links sports to health, both physical and 'moral', was developed in Victorian public schools while the promotion and maintenance of schoolchildren health care has become a concern for the physical educators (7).

In Indonesia as mandated in Law No. 25 of 2000 (hereinafter abbreviated to Law No. 25/2000) on the National Development Program (PROPENAS) from 2000 to 2004, especially in the field of sports are (8):

1. Sports policy development and harmony program
2. Program development and harmony of sports policies
3. Sports Correctional Program
4. Scouting programs and sports prospective
5. Sports performance improvement program

In addition to the Law of the Republic of Indonesia number 3 of 2005 concerning the national sports system article 25 paragraph 6 which states that: To foster sports achievements in educational institutions, at each educational track a sports activity unit, sports class, training center, sports school can be formed and the establishment of tiered and sustainable sports competitions (9).

Then the regional autonomy can provide motivation for all of us in the context of developing area in a conducive situation and in a democratic which focusing on increasing human resources of society, especially in the field of physical education and sports in schools and the community as a whole education subsystem that can improve the physical quality, character, ethics, discipline, and personality of the people. Sports socialization that is rooted in people’s activities can be done through the development of sports access and activities, such as walking and running, football and futsal, badminton and aerobics (calisthenics). The socialization should be conducted in the society and school environment because students were found to have low physical fitness as well. School is a strategic place for sports socialization, considering the children will become the next generation who will become the future leaders (10). This is in accordance with the curriculum applied in the physical education learning in Indonesia. Teaching and learning activities in schools, especially physical education subjects, are learning process which utilizes various physical activities to obtain learning objectives (11).
Based on the calculation of age, the peak achievement in sports can be achieved around the age of 18-23 years, and the beginning of exercise at the age of 10-12 years (12). The implementation is that to produce an athlete who can reach top achievements in all sports, nursery athletes must be carried out from the early age, carried out consistently, continuously, fundamentally, systematically, efficiently and integrative. This means that children must be allowed to play and exercise from the early age in order to stimulate the growth and development of the perfect organs of the body, thus the child can ensure a better movement. For students who have a fit body condition, they will support various activities to carry out, both activities inside of school and activities outside of school (13).

Student Sports Training and Education Center (PPLP) as a media for student sportsmen development, is a manifestation of the mandate of Law Number 3 of 2005 concerning the National Sports System in creating the prospective of great sports achievement. PPLP is a strategic place for guiding sports talent which is absolutely necessary to strengthen the national sports system. Through PPLP, junior athletes are prepared physically and mentally to replace and continue the struggle of senior sports athletes in raising “red and white flag” at the international championship (14).

**METHODS**

This study used a Mixed Method, which is a combination of quantitative and qualitative methods in one study. The approach in this research is a mixed method approach (combined methods). The mixed method approach is an approach which tends to be based on the pragmatic knowledge paradigm. Data acquisition in the mixed method approach is numerical information (through instruments) and text information (through interviews), so that the final data shows both qualitative and quantitative information.

**RESULTS AND DISCUSSION**

**Potency of Sports Achievement in Indonesia**

In this era, the development of sports as changed according to development and the application of technology in sports. Sports science and technology can not be denied as one of the factors that influence the definition of sports until now. Nowadays it is increasingly difficult to separate the content of technology that combines muscle and scientific discovery machines creating to technology-oriented sports (techno sports). At the international level, it is still hard to define “sports” that can satisfy many people, so that sports definitions are still diverse, according to the perspective of the sports disciplines which are used to understand sports phenomena.

Although the understanding of sports is still diverse, the essence of the understanding of sports is mostly related to the three main elements namely; playing, physical exercise and competency. The definition of sports formulated by the European Council, sports as a spontaneous activity, free and carried out during leisure time. This understanding is a general interpretation which is then used as a basis for the movement "Sports for All". This sports definition provides the breadth of carrying out sports activities as a sports activity which does not contain the definition of competitive sports (15).

The development of achievement sports is very complex, so it requires a long time to produce an achievement at the regional, national and international levels. Long time is also not enough, if it is not supported by a training program that is gradual and ongoing and requires sufficient funding. For this reason, its development starts from coaching through physical education and sports in elementary schools, then continues with the development of sports specialties at an early age, strengthening and further coaching (16).

One of the first recommendations for exercise was introduced in the publication "Guidelines for Graded Exercise Prescriptions" by the American College of Sports Medicine (ACSM) in 1975 and then ACSM introduced their first position statement about the quantity and quality of exercises to develop and maintain fitness in healthy adults in
1978. This recommendation emphasizes a 15-60 minute training session and an intensity of 50-85% of the Heart Rate Reserve (HRR) with a frequency of 3-5 times per week. The recommendations at that time were aimed at developing cardiorespiratory fitness by exercising. The revised recommendation in 1990 stated the frequency and intensity of the exercises were similar, but revised the duration of exercise to 20-60 minutes (17).

According to the Central Indonesian National Sports Committee (2004) that the pattern of coaching and developing sports in Indonesia uses an inverted pyramid pattern, namely: starting from coaching through schools and the community, then talent scouting (Talent Guides), fostering specialization of sports branches in clubs, the stage of achievement consolidation, and finally the refinement of achievement (National and International achievements) (18).

In the development of sports achievements requires participation and sacrifice from various parties, because the government has not been able to prepare full funds. Even so, the pattern of fostering achievement held in all regions must be similar so that synergy occurs and the results can be maximized. The importance of harmonizing sports development policies between the central and regional governments, as well as the socialization of physical education sports, the need for scouting talent and early childhood nurseries and increasing sports performance.

In the development of sports achievements there are several factors that influence each other, namely human resources (athletes, coaches and administrators of sports), infrastructure, and local government policies and funds. According to KONI Research and Development Center (2004) that there are several components which determine the high achievement in sports achievement namely; the equipment engineering / sports facilities - sports infrastructure, situation of the competition, psychological condition of the athletes, the athlete’s skills, the athlete's physical abilities, and strategy abilities (18).

If we view that opinion, it can be explained that the technical component of sports equipment / infrastructure is sports equipment and infrastructure which fulfill the requirements to be used in training and competition. It means that if an athlete does not use the latest sports equipment / infrastructure (according to the latest sports science and technology), then it is difficult for an athlete to be able to compete with other athletes who have used the latest sports equipment / infrastructure in a long time.

Then, the situation of competition means a condition where an athlete can adapt to the place, situation, period, number of matches, the coach who handles, the number of spectators, sponsorship and the level of competition between athletes. The state of psychology is a level of confidence, motivation, anxiety and a sense of security for the future of the athlete to reach a high achievement.

The state of physical abilities, skills, body composition and tactic / strategy abilities is the level of human resources the athletes have. Skill ability is a level of skill that athletes have according to their sports branches, physical condition is a level of physical condition that athletes have to be able to participate in regional, national and international competitions.

Body composition is an anthropometric condition of the body and the talent that an athlete has, in order to get achievement in their sports branches and the state of tactics / strategy is a condition of tactic/strategy knowledge that athletes can apply in a match to reach high achievements.

**Potency of Factors in Achievement Sports Coaching Viewed from the Human Resources Aspect**

Human resources in an area occupies the most strategic and important position among other resources. Human resources allocate and manage all other resources. Human resources are the basic model of national development in...
general and the improvement of sports achievements in particular the development of complex achievement sports. Therefore, the qualified human resources are important such as athletes and coaches.

Every sports organization is very dependent on the people who take a role from the organization for example; administrators, collectors or funders, planners, referees, coaches, athletes and sports medicine experts. These components of human resources determine the level of success in developing sports achievement in an area (19).

In a region, these human resources might already exist and there will be a great potency for the region in the future, but the quality of these human resources is unknown yet. How are the conditions for the quality of athletes, coaches and sports administrators? For the details, the human resource components will be described as follows:

(1) Athlete’s Potency
Athlete resources have a very strategic role in the pattern of sports coaching, because athlete is an object and factor which influence the success of a sports branch. Achievement is something which must be owned by a sports. An athlete is someone who has conducted training from one sports continuously in a certain time and has shown improved performance. World athletes have begun to practice from an early age, from 8 to 10 years old and reach peak performance at the age of 18 to age of 20. The mechanism of fostering achievement sports should start at the talent scouting stage. The selection of prospective athletes in the area cannot be separated from natural activities or daily activities carried out in the area, natural conditions, besides the desire of prospective athletes.

(2) Potency of Sports Branch Coach
Coach is a figure who is sometimes praised and sometimes reviled. It really depends on his success in increasing the achievements of his athletes. The coach is a person who is conscious, strong-willed, involved with the training process to pursue the sports branch in which he is interested. Becoming a coach is a unique job, it is full of challenges, competition, aspects of self-improvement, skillful communication, careful decision making and many more. A coach has a tough task in carrying out a sports branch, but if the task is successfully achieved, the coach will be truly respected in the community.

The main task of a coach is to help athletes to improve their achievements as high as possible. Athletes become champions because there is a convergence between talented athletes and the proper training process with a comparison of athlete contribution 60% and the coaching portion of 40%, champion athletes were born and made (20). There are 3 aspects that support the success of a coach (20):

- Educational background in science - science which is closely related to sports.
- Experience in sports, both as a world athlete and as a coach.
- Motivation to always enrich themselves with the latest knowledge about sports.

There are several aspects that need to be considered by a coach in carrying out his duties as a trainer, namely (21):

- Technical aspect is a technical exercise that aims to improve the skills of the movement techniques in each branch of sports, so that each movement skill can be done as well as possible.
- The tactic aspect is a tactic exercise which is carried out to foster the development of interpretation skill and the ability to think tactically from the athletes.
- Physical aspect is a physical exercise which is carried out to prepare the physical athlete to deal with physical stresses in training and competition.
- Mental aspect is a mental exercise given to athletes to improve the mental development of athletes.

This exercise is no less important than the development of the three factors above. Mental exercise places more emphasis on the development of athlete maturity and emotional impulsive development. For example, the
motivation to practice, the spirit of competition, unyielding attitude, confidence, sportsmanship, balance, the ability to reduce anxiety and many more.

(3) Potency of Sports Branch Manager
In the implementation of sports organization management, a good level of human resources is needed, because sports organization is semi-formal organization. Organizational performance is measured from the achievements that have been achieved. An organization needs an effective management to achieve goals effectively and efficiently, by pursuing achievements that are measured by relevant criteria.

Sports organization activities are directed to take care of various needs in the fostering of athlete performance improvement. Sports management is divided into two parts, namely government sports management (within the budget of the Ministry of National Education, Ministry of State) and private sports management (KONI). Public interest in the development of sports achievements, the willingness of society to assist the development of sports is needed.

(4) Potency of Sports Coaching Factors Viewed from Infrastructure Aspect
The development of achievement sports is also supported by the availability of adequate infrastructure or in accordance with the standards used in the official sports competition. According to the Director of Basic Education, (1999: 38), the facilities and infrastructures are supporting factors for the success of sports coaching, which must be available for every effort to improve performance as the main objective of sports coaching (22). The resources of infrastructure in sports are divided into two namely: material resources and facility resources. Material resources consist of office administration equipment and facility resources consist of sports facilities (training centers) and health equipment (19).

The needs for facilities and infrastructure must focus on 3 factors (23):

- Quality
- Quantity
- Funds

For the facilities resources, it consists of athletes and coaches. For athletes, it consists of lodging and good dormitory which closes to the location of training, access to adequate educational opportunities, access to easy transportation, access to workplaces that are relatively close, community support, including support from the media. For trainers, it consists of access to adequate personnel resources such as coach assistant, manager and sports medicine expert, access to facilities and services for everything such as learning room, weight training room and its equipment (23).

(5) Potency of Factors in Achievement Sports Coaching Viewed from the Government Policy
To develop an achievement sports is not easy because the problem is very complex and it requires high commitment from all elements involved in it and this is very different from other regions. In developing countries such as the United States, Germany, Russia and other Europeans, sports is a necessity for the community, so that the community itself establishes clubs and becomes member of associations to carry out physical activities, then sports grows from the bottom (24).

Furthermore, it was also stated that the development of achievement sports must start from the top or from the head of the State (central and regional government policies) and to develop it, we need to negotiate well with the government, so that the required budget could be prepared by the government (24). This is the time for the local government to take steps to reform and modernize national sports coaching. A kind of revolution must be carried out; not only receive intensive reports from the central organization of sports branch, but also carry out an offensive action, so that the local government is active since socialization, nurseries, intensive guidance, selection of elite
athletes in preparing short and medium term programs, to fulfill the commitment in regional, national, international commitment (25).

From the description above, it can be concluded that the development of achievement sports in the city/regency still depends on the pattern of government policy at the provincial level and support from the community, government policy and community support in the form of providing sufficient funds in the Regional Budget (APBD), so that the process of athlete coaching can run systematically and continuously.

CONCLUSIONS

In sports, sports management is needed where it is divided into 2 parts, government sports management and private sports management. The organization is a tool to achieve organizational goals (26). An organization must be able to accommodate a variety of activity program that have been designed to achieve organizational goals. The value of an organization depends on the actors of the organization itself. To improve athlete achievement, the performance of sports organizations must be improved in terms of quality at central and regional level (27). The development sports achievements can be increased as much as possible by focusing on the organization performance in each branch of sports. Sports organization and management must be conducive and it must be carried out efficiently and effectively.

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