

Evaluation of the Development of the Sukowati Emas Program Achievement at the Indonesian National Sports Committee, Sragen Regency

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ABSTRACT

PROSUKMA is a special program created by KONI Sragen Regency. This study aims to evaluate the antecedent which includes the background, and planning of coaching programs, evaluating transactions which include recruitment of trainers, athlete recruitment, training programs, supporting facilities and infrastructure, funding, coordination, and welfare of KONI PROSUKMA Sragen development, and evaluating outcomes which include the successful implementation of coaching in the achievement of fostering KONI PROSUKMA Sragen. This study uses a descriptive qualitative approach with the Countenance evaluation model from Robert E. Stake. The subjects in this study were administrators, trainers, and athletes KONI PROSUKMA Sragen Regency. The results of this study are the antecedent evaluation consisting of the background and planning of the KONI PROSUKMA development program, Sragen Regency is clear and well organized, transaction evaluation consisting of recruiting coaches and athletes has been going well, the implementation of the training program is quite proper following the training program the schedule, facilities, and infrastructure are not good enough, some have not been of a national standard, funding is going well enough not enough to meet the needs of coaching, coordination is going well, the welfare provided for trainers, and athletes is quite good, but not yet optimal, and evaluating outcomes in the form of athlete achievement in some sports it is quite good but not stable. There are still sports that have not yet achieved accomplishments.

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INTRODUCTION

Sports are part of a whole Indonesian human development program that must be held in a gradual, gradual, and sustainable manner from early childhood to adulthood. Sports activities must be prepared as carefully as possible so that they can influence each other's formation and personal quality (Hidayat Nurseta, 2017).

Improving achievements in sports are carried out through coaching and developing games in a planned, systematic, tiered, and sustainable manner, which starts from civilizing with the introduction of motion at an early age (Juana Wangsa Putri, 2017).

The growth and development of sport today show many dimensions and play an essential role in the nation's intellectualization, character building, moral education, and balancing physical, spiritual, and social needs (Endang Sri Hanani, 2017).

Coaching is a complex task, and it requires the use of various strategies and behaviors to meet expectations (Lim Khong Chiu, 2014). Therefore, coaching in sports is very important to improve the quality of an athlete to reach the peak of his achievement.

Development of achievement sports is aimed at the advancement of all games in Indonesia, and each game has a program of achievement development both at the regional and national levels. The main objectives of the achievement coaching program are coaching athletes from an early age, the search for athlete talents in each sport, and be able to achieve maximum achievement (Johan Irmansyah, 2017).

Coaching sports achievements in the area is also very important about the nursery of potential athletes. In fostering basketball performance, it is necessary to do it as early as possible. This coaching aims to get the seeds of talented athletes as successors to athletes who excel later. Not a few athletes have the potential to emerge from coaching conducted in these areas. Once the importance of coaching in the regions also starts from schools that hold extra-

curricular sports and sports clubs that house athletes to excel (Kristianto Wibowo, 2017).

Fostering achievement is very much determined by the various elements that influence. One factor that affects the performance of the goals of promoting success is the application of proper management. In connection with management in fostering sports achievements, five management resources must be appropriately managed, namely: (1) human resources, (2) financial capability, (3) internal cooperation, (4) facilities and infrastructure, and (5) the method applied. The five management resources above constitute a unity that cannot be separated one by one because one another supports and determines one another (Joko Priyono, 2014).

Achieving the highest achievements in sports can only be achieved through a systematic, planned, organized, and continuous coaching process. Therefore, the result of peak achievement needs to be spelled out in a holistic concept in a tiered coaching pattern (M. Haris Satria, 2012).

Maximum achievement is also determined not only by the athlete's talent but is supported by several factors such as the quality of the trainer, the quality of the establishment program, equipment, and supporting facilities, support from the government, sponsors, and athletes' parents (Aang Meiyanto, 2018).

Sports coaching and sports achievements are two interrelated things. Without coaching, there is no possibility of high success, and the opposite is also exact that high performance will only be achieved if there is good and continuous coaching. Sports coaching needs to get severe thought and treatment, the coaching system must be carried out through a scientific approach, adjusted to the progress, and development of science and technology, so that the sports coaching system in Indonesia is not obsolete (Rosbin Pakaya, 2012).

Building sports achievements is a complex work system because an athlete's performance is determined by a network of various interrelated parties so that coordination and synchronization between the multiple parties are needed. The

author's observations at KONI Sragen see that the coaching of athletes from different sports has been running, but not following the expected results. This can be seen from the sporting achievements at PORPROV 2009 in Surakarta Regency, and at the 2013 PORPROV in Banyumas Regency, that was not yet as expected.

In terms of implementation, namely ongoing development, sports achievement has not been running optimally, so that after each championship or race is completed. Then training finished and will continue after approaching the high-level competition, as well as the lack of participation in participating in tournaments or matches both at the provincial level and at the national and international level.

The function of KONI in Sragen Regency is to develop physical, spiritual, and social abilities and to shape the character and personality of a dignified nation. The purpose of KONI is to maintain and improve health and fitness, achievements, human qualities, adding moral values, and noble character, sportsmanship, discipline, strengthening, and fostering national unity, and unity, strengthening national resilience and enhancing dignity, dignity, and honor nation.

Fostering systematic sports with quality human resources can be directed at improving self-control, responsibility, discipline, and sportsmanship in obtaining maximum achievement.

Evaluation is the activity of gathering information about the workings of something, and then the data is used to determine appropriate alternatives in making decisions (Suharsimi Arikunto, 2006).

The problems outlined above so that this study will use a stake countenance model, and will examine: (1) The implementation of the PROSUKMA achievement development program in terms of the antecedent variable (context), which includes the background of the program, the objectives of the PROSUKMA achievement development program, (2) The implementation of the PROSUKMA fostering program in terms of the transaction variable

(process), which includes the implementation of the training program, the process of accepting trainers and athletes, welfare, and the coordination of supporting the PROSUKMA fostering program, (3) The implementation of the PROSUKMA development program terms of outcome variables, which include the results of the PROSUKMA development. Therefore, researchers used the countenance model (antecedent/context, transaction/process, and outcomes/results) in evaluating the KONI PROSUKMA development program in Sragen Regency.

METHODS

The approach used in this study is a descriptive qualitative approach with the Countenance evaluation model from Robert E. Stake in terms of the stages of antecedents/context, transaction/process, and outcomes (Suharsimi Arikunto, and Abdul Jabar, 2010).

The antecedent stage is part of the context, which includes the background and planning of the training program. Next, the transaction stage is part of the framework, which provides for the recruitment of trainers, the hiring of athletes, training programs, facilities and supporting infrastructure, funding, consumption, coordination, and welfare in athlete coaching. Finally, the outcomes stage is part of the context that includes the successful implementation of coaching in athlete achievement. This is related to the application of KONI PROSUKMA development in Sragen Regency.

In evaluating research, researchers observe the condition of objects naturally, so the analysis of the data used is a qualitative research method. Qualitative research is a naturalistic flow that is different from the flow of quantitative analysis that gives treatment to the object to be studied (Hengki Fernando, 2018).

The informants of this research are the management, trainers, and athletes of PROSUKMA. The instruments used in research data collection techniques are interviews,

observation, and documentation. In the data validity test technique, this study uses two ways, namely: triangulation techniques, and perseverance of representation. As for data analysis techniques through four stages, namely: data collection, data reduction, data presentation, and concluding (Sugiyono, 2009).

RESULTS AND DISCUSSION

Based on the results of research with observations, interviews, and documentation of data that has been collected and carried out in this study, explained through aspects that exist in the evaluation stage of the implementation of PROSUKMA athletes training can be seen in the table 1.

Table 1. The Results of Research on Aspects in The Evaluation Stages of Antecedent (Input), Transaction (Process), Outcomes (Results) for The Implementation of The PROSUKMA Athletes' Training

No	Evaluation stage	Aspects disclosed	Information
1	Antecedent (Input)	Background	The KONI Sragen Regency has a transparent background (vision and mission) in implementing athlete guidance.
		The purpose of coaching	The aim of coaching athletes in the KONI Sragen Regency is precise, namely fostering athletes among students to be able to achieve maximum achievements both nationally and internationally.
		Coaching program	The KONI PROSUKMA fostering program in Sragen regency has been arranged well following what the trainers organize, and agreed by the management.
		Completeness of the device	Completeness of equipment in the KONI Sragen Regency, such as Decree, organizational structure, work program, and financial administration, are already owned, directed, and well implemented.
2	Transaction (Proses)	Recruitment of trainers	Each sport directly selected the recruitment of KONI PROSUKMA trainers in Sragen Regency, but there were still trainers who did not meet the conditions such as certificates in the games that were trained.
		Recruitment of athletes	KONI directly selects the recruitment of KONI PROSUKMA athletes in Sragen Regency with the provisions of conditions such as being physically healthy, and following the requirements, talents (skills), and achievements as evidenced by a minimum certificate at the Provincial level.
		Implementation of an exercise program	The implementation of the training program in the training of athletes KONOS PROSUKMA Sragen has been running according to a scheduled training program but not yet optimal, or still not right.
		Facilities and infrastructure	Facilities and supporting infrastructure for the training of athletes KONOS PROSUKMA Sragen regency is obtained from government public facilities and inventory of each sport, but there are still many that are not of national standard.
		Funding	The funding provided by the government through APBD funds in KONI Sragen Regency has not been sufficient for the implementation of the athlete coaching program, so it can be concluded that the funding is still not proper.
		Coordination	The coordination at KONI Sragen Regency between the government and the management is quite useful because it is not yet optimal in carrying out a joint commitment. Meanwhile, the relationship between the management, coach, and athlete is already right in carrying out the coaching program.
		Welfare	The welfare in KONI Sragen Regency for athletes and coaches is good, can meet daily needs, and coaching money for athletes is available every month.
3	Outcomes (Results)	Athlete's ability (achievement)	Achievements achieved by KONOS PROSUKMA athletes in Sragen Regency are good enough but are not stable in each year, and there are still sports that have not yet reached their achievements.

Purpose of the Antecedent Evaluation Research

The purpose of the antecedent evaluation research is to analyze and evaluate the antecedent, which includes: background and planning PROSUKMA in KONI Sragen Regency.

The antecedents/context evaluation consists of the background of PROSUKMA coaching and planning, where good coaching must have a clear vision, mission, and goals. Coaching must also be structured, planned, and run well following the District APBD that has been made, and there must be a transparent management tool to implement and oversee the coaching program. Supervision in the coaching program must go well so that it can know it goes according to what has been budgeted and planned or not. The implementation PROSUKMA runs well and structured according to background, vision, mission, and objectives of the coaching program that has been made. Although the results of the try out there are still sports that have not yet expected the results.

The Purpose of Transaction Evaluation Research

The purpose of the Transaction Evaluation Research is to analyze and evaluate transactions, which include: recruitment of trainers, recruitment of athletes, training programs, supporting facilities and infrastructure, funding, and the welfare of athletes and coaches in PROSUKMA at KONI Sragen Regency.

Evaluation of the implementation of the PROSUKMA athlete training program consisting of trainers is proper because they already have a trainer license. However, there are still trainers who do not yet have a trainer license; the training program that the trainer has made is following the plan that the coach made. Athletes who have been recruited in PROSUKMA coaching are said to be quite decent because these athletes are competent in each sport they are involved in and are

considered capable of representing Sragen Regency in the PORPROV event.

The facilities and infrastructure owned by KONI are said to be quite good, because although there are still some that must be rejuvenated. The implementation of the exercise program and the work program went quite well. Implementation of the training program, it is following what has been programmed, and scheduled by the trainer, and administrators. Athletes also have no difficulty in following the training program that has been created by the trainer. However, the intensity of the training in implementing the training program is still lacking. Evaluation of the implementation of exercise is always done programmatically. However, it is constrained from funding to try out so that assessment cannot be carried out maximally. Funding provided by the Government to KONI has not met the needs of athletes, and trainers are following the branching and also includes the departure funds of athletes who will participate in the championship using personal funds.

Coordination between the government, administrators, coaches, and athletes at KONI has run quite well. Still, there are a few difficulties related to the coordination of communication between management and the government because it is not optimal in carrying out joint commitments. For the welfare of administrators, coaches, and athletes that are now quite good, because the Dispora/KONI always gives the incentive money, and bonuses.

Research Objectives Evaluation of Outcome

The purpose of the Outcome Evaluation Research is to analyze and evaluate outcomes, which include: the successful implementation of PROSUKMA in the KONI Sragen Regency. Evaluation of results The achievements of PROSUKMA athletes from 2013 to 2019 have been said to be useful in several sports. It is still not stable enough to get a medal in every competition in each of the existing sports branches, because not all games have a medal every year and in the championship is not routine every year. In the achievement of

achievements in every sport, there are still sports that have not been able to achieve.

In this case, it can be seen that not achieving the expected targets of the PROSUKMA training program. So that the implementation of the PROSUKMA athlete training program still needs to be improved and improved again, because some components are still lacking, and not following what is expected. The lack of funding, so it is not sufficient in coaching needs, and there needs to be an increase in participation in championships or activities in every branch of sport and is sustainable, as well as the need for more flight hours for athletes in forming mental in themselves.

CONCLUSION

The antecedent evaluation which consists of the background and planning of the training program is excellent and clear. Transaction evaluation consisting of recruiting coaches and athletes is proper, implementation of the training program is quite good, facilities and infrastructure are not excellent, funding is good enough, coordination is going well, welfare for coaches and athletes is quite good, but not yet optimal. Evaluation of Outcomes in the form of athletes' achievements PROSUKMA KONI, Sragen Regency in some sports are good enough, but not yet stable. There are still sports that have not, however, achieved accomplishments. So, KONI PROSUKMA Program, Sragen Regency as a whole, has been running well, although some things need to be improved again.

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