

YOGYAKARTA TEAM MANAGEMENT EVALUATION

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Abstract

This study aims to evaluate the 2017 PORDA activity coaching program in Yogyakarta City. This study uses program evaluation research which consists of a context evaluation approach, input, process, product. The sample in this study used purposive sampling with criteria considered to know best about what is expected, which then determined the number of 21 people. The results of this study are that: The context evaluation approach has a good category. The input evaluation approach has a good class. The process evaluation approach has a reasonable level. The product evaluation approach has a week category. Meanwhile, the overall analysis of the context, input, process, and product management evaluation is a good category.

Keywords: CIPP evaluation; team management

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INTRODUCTION

The coaching and development process is carried out by holding a tiered and sustainable competition (Zulhidayat, 2018; Andika & Iswana, 2021). Achievement of sports that can achieve requires good managerial, or management effectiveness in carrying out activities is a requirement for every organization to achieve goals (Herman, 2015). This is in line with the opinion (Torang, 2014; Indrawan & Riyoko, 2020) that an organization is a forum for administrative processes to achieve goals. Therefore, to achieve goals, organizations need management to energize operations to achieve the desired outputs and outcomes (Minikin, 2012). Meanwhile, according to (Collins & Bailey, 2013) an organization is a group of people working together to achieve the same goals or goals that cannot be achieved by individuals who work separately.



Sports institutions in Indonesia make efforts to improve sports performance; the only institution or organization that is responsible for helping to manage the organization of Indonesian sports is the Indonesian National Sports Committee (KONI) (Zufri, 2017) (Mesnan & Antonius, 2019). The KONI organization is one of the guidance and development systems at the national, provincial level in both districts/cities (Marwan et al, 2018).

Regional Sports Week, or in short PORDA is a competition involving many sports in the area participating by the District / City. PORDA is an event carried out by the DIY government in improving sports performance (Nugroho, 2012). Organizing sporting events is an integral part of sports coaching efforts. This implementation is an accumulation point of the overall coaching effort (Akhmad & Zainudin, 2019).

In the implementation of the XIV DIY PORDA 2017, which was held in the Bantul Regency, this time it became an event to show athletes' achievements and sportsmanship. The report of the General Chairperson of KONI DIY, Djoko Pekik Irianto, in his statement, said the PORDA event, which is held every two years, aims to attract potential athletes to prepare athletes to participate in various national events. The Porda event is a place to find athletes who are seeded athletes prepared to face the 26th PON in Papua in 2020. PORDA XIV DIY, which carries the Synergy to Gain Achievement theme, was attended by no less than 3282 athletes. Yogyakarta City, 621 athletes, Sleman Regency 755 athletes, Bantul 805 athletes, Kulon Progo 515 athletes, and Gunungkidul Regency 529 athletes. Meanwhile, the XIV PORDA will compete for 36 sports or 42 sub-sports. He was competing for 430 gold medals, 434 silver medals, and 546 bronze medals.

The Yogyakarta City Team at the 2017 PORDA XIV was only able to rank third with only 100 gold. This is in line with what was conveyed by Yogyakarta Mayor Hariyadi Suyuti at the opening of the City Sports Conference (musorkot) according to him that "the decline in the achievements of the Yogyakarta contingent at the 2017 PORDA XIV in Bantul, which was only in third place, is expected to be a whip to clean up, according to him that The

achievement at PORDA XIV 2017 must be a spirit for athletes and coaches, as well as administrators, to strive even more challenging to meet the target to win the overall champion and ask that the process of the Yogyakarta sports governance system was run well. Furthermore, according to him, a solid management structure will have an impact on productive organizational performance. The following will be a report on the results of medals at the 2013-2017 PORDA Special Region Yogyakarta through observations at BINPRES KONI in the extraordinary region of Yogyakarta:

Based on the explanation above regarding the Yogyakarta city team's management, the 2017 PORDA activity coaching program must be evaluated so that the results can be used to determine the quality of coaching and development in a directed, systematic and structured manner.

METHOD

Types and research subjects

This study uses evaluation research which is a scientific method (rational, empirical, and systematic). This evaluation research takes qualitative and quantitative approaches. This study's evaluation model is Context, Input, Process, Product (CIPP) (Ramadan & Juniarti, 2020). Evaluation is carried out by purposive sampling, namely, sample based on specific considerations; for example, the sport is considered best about what is expected. Perhaps the subject is the ruler to make it easier for the object to be examined. The respondents were 21 people, namely three administrators, six coaches, and 12 athletes with six sports.

Instruments and data collection

This evaluation research uses observation, questionnaires, interviews, and documentation shown to the Yogyakarta City team management, coaches, and athletes made by the researchers themselves and validated by questionnaires and interview guidelines by experts following the research theme.

Data analysis technique

Data analysis technique who can do data analysis through compilation and interpretation activities to conclude? Because the relationship with the phenomenon to be interpreted according to the natural background. Then it must be fulfilled qualitative data analysis, namely naturalistic, induction, and holistic. Realistic is data analysis must be based on real situations that change naturally, open, and there is no engineering variable control. Induction analysis, namely the basic induction thinking procedure, reveals specific data and details to find categories, dimensions, essential and original relationships expressed in open questions. Holistic, meaning that researchers must understand the totality of events as a complex system, the association is comprehensive and not seen partially (part of a whole. Who can see this analysis in the image below:

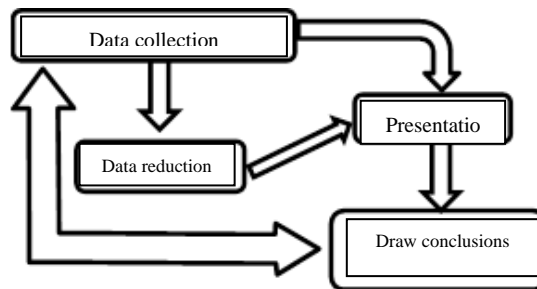


Figure 1. Data analysis technique (Sugiyono, 2017)

RESULT

The results of this research can be explained thoroughly or empirically using the CIPP (Context, Input, Process, and Product) evaluation approach to the management of the Yogyakarta City POAC team to find out how far the planning can be carried out and to what extent program objectives have been achieved based on the organizational program in planning, organizing, driving, and monitoring as follows:

Table 1. Context Evaluation Results

Evaluation Context	Respondents			Total	Average
	Board	Coach	Athlete		
Planning	1	2	2	5	1,66
Organizing	3	2	3	8	2,66



Actuating	2	2	2	7	2
Controlling	2	3	3	8	2,66
Total	8	9	10	24	2,25
Average	2	2,25	2,50	2,25	

(Source: Interviews, Questionnaires and Documentation)

Based on the results of the table above, it shows that with the context evaluation approach to the management of POAC administrators, coaches, and athletes, who can conclude that the Yogyakarta City team at the 2017 PORDA XIV in the Province gets an average score of 2.25 with a good category.

Table 2. Input Evaluation Results

Evaluation Context	Respondents			Total	Average
	Board	Coach	Athlete		
Planning	2	2	2	6	2
Organizing	1	2	2	5	1,66
Actuating	2	2	2	6	2
Controlling	2	2	2	6	2
Total	7	8	8	23	1,81
Average	1,75	2	2	1,91	

Based on the results of the table above, it shows that with the input evaluation approach to the management of POAC administrators, coaches, and athletes, who can conclude that the Yogyakarta City team at the 2017 PORDA XIV in the Province gets an average value of 1.91 with a good category.

Table 3. Process Evaluation Results

Evaluation Context	Respondents			Total	Average
	Board	Coach	Athlete		
Planning	3	2	3	8	1,66
Organizing	2	2	2	6	2,66
Actuating	3	3	2	8	2
Controlling	2	3	2	7	2,66
Total	10	10	9	29	2,25
Average	2,5	2,5	2,25	2,42	

Based on the results of the table above, it shows that with the Process evaluation approach to the POAC management of administrators, coaches, and



athletes, who can conclude that the Yogyakarta City team at the 2017 PORDA XIV in the Province got an average score of 2.42 with a good category.

Table 4. Product Evaluation Results

Evaluation Context	Respondents			Total	Average
	Board	Coach	Athlete		
Planning	1	2	2	5	1,66
Organizing	2	1	2	6	2,66
Actuating	1	1	2	4	2
Controlling	1	2	2	5	2,66
Total	4	7	8	20	2,25
Average	1,33	1,75	2	1,58	

Based on the results of the table above, it shows that with the product evaluation approach to the POAC management of administrators, coaches, and athletes, who can conclude that the Yogyakarta City team at the 2017 PORDA XIV in the Province got an average value of 1.58 with a low category.

Table 5. Evaluation Results Context, Input, Process and Product Management

Team Yogyakarta City

Aspect	Evaluation			
	Context	Input	Process	Product
POAC	2,25	1,91	2,42	1,58

Based on the table above, who can see that the results obtained through the evaluation of the context value mean 2.25, good category. Input average value 1.91, Category Enough process average value 2.42 good category. And the product average value is 1.58 categories less. Thus, through the evaluation of planning, organizing, actuating, and controlling the Yogyakarta City team's management, it can be stated or concluded that the category is sufficient.

DISCUSSION

After explaining the overall results of the Yogyakarta City Team's quantitative data analysis, the researcher will further elaborate more specifically on the interview / qualitative data results. The following is a description of the

consultation results' discussion through qualitative descriptive data about evaluation in terms of context, input, process, and product in the management of the Yogyakarta City Team at the XIV PORDA 2017 in DIY.

Evaluate context

Context evaluation is the initial ability to plan decisions, formulate program objectives and determine the needs that will be achieved by a program (Filo et al., 2015). Program evaluation in the first stage is context evaluation. The following is an analysis of qualitative data from interviews with several respondents, administrators, and trainers, regarding aspects of the evaluation context.

According to "Cp" as the head of the Yogyakarta City team, the qualitative data states that; "a) The Yogyakarta City team has a clear personnel composition, vision, mission, secretarial office, and organizational structure by adjusting the stipulated SK, b) The Yogyakarta City Team needs to have terms and conditions for the implementation of PORDA, which includes completeness and verification standards for the number of sports in the championship. PORDA 2017, c) Yogyakarta city team does not yet have a clear target for the 2017 PORDA, only for the achievement of 120 medals, d) The need for facilities and infrastructure needs to be done optimally by adjusting the existing budget. Furthermore, according to "Yj" as the deputy chairman of the Yogyakarta City Team revealed that "the preparation is still lacking, so we do not target for the overall champion, seeing that the Regional Sports Week (PORDA) is a multi-event which is held every two years, it requires adequate budget and preparation.

According to "Bd" as the athletic sports coach stated that "the availability of facilities and infrastructure is very minimal because at the Mandala Krida Stadium in 2017, which we often do for training, is still in the repair stage, so that our focus is divided in the training process, there are several athletes who did training at the UNY stadium, and several other athletes at the migrant football field stadium and the northern square. Furthermore, according to "Ms" as the

trainer for the aeromodelling sport, "aeromodelling requires much readiness, starting from the field and several planes.

From the results of the interviews of the administrators and trainers, it can be explained that the context evaluation shows that the Yogyakarta City team management has a team structure and control. The division of tasks follows the provisions; it's just that planning for the target team has not been maximally carried out with an average score of 2.25 with a good category.

Input evaluation

Input evaluation is related to the various inputs used to fulfill the process, which can then achieve the goal (Andrew et al., 2011). The following is an analysis of qualitative data from the results of interviews with several respondents, administrators, and coaches, regarding the evaluation aspects of the input

According to "Cp" as the head of the Yogyakarta City team, the qualitative data states that; a) in the Implementation of PORDA 2017 in DIY, we have not implemented trainer certification due to the limited number of trainers in the city of Yogyakarta, b) the trainer recruitment process is only carried out from sports, then submitted to the City KONI for verification, c) selection of athletes and sports/numbers for the PORDA championship we collaborate and coordinate with each person in charge of the sport, d) Meanwhile, the facilities and infrastructure itself are carried out according to the budget received, e) the source of funds used in the Implementation of the 2017 PORDA comes from funds compassion for the government. Meanwhile, according to "RP" as the manager of the Yogyakarta City team said that a) the PORDA team did not have its budget, but the government budget was called the grant fund, which who reduced in April and May, b) facilities and infrastructure were misused by adjusting the existing account. , c) funding starting from pocket money, costumes, consumption, and the needs of athletes and coaches we provide when the funds have been given by the City Government, for self-giving two months before the Implementation of the PORDA.

According to "Ay" as the Pencak silat trainer, he explained that "a) The use of facilities and infrastructure in the sport of Pencak silat is still misused; b) The process of selecting Pencak silat numbers is carried out by POVKOT and KEJURKAB. Meanwhile, according to "Sd" as the coach and former karate athlete stated that "the time for the Implementation of the 2017 PORDA is difficult, waiting for the existing budget, so the preparation process which should be carried out is no longer than six months, we prepare only two months before the Implementation of PORDA.

From the results of interviews with administrators and coaches, who can explain that the evaluation of inputs to HR includes management personnel, coaches, athletes, and numbers/sports competed in the 2017 PORDA are appropriate, while for the budget, operational costs are delayed and the facilities and infrastructure used are sufficient. With an average value of 1.91.

Process evaluation

Process evaluation is an evaluation designed and applied in the practice of implementing activities, identifying procedural problems in the management of events and activities (Kim et al., 2015). The following is an analysis of qualitative data from interviews with several management and trainer respondents from the evaluation process aspect.

According to "Yj" as the deputy chairman of the Yogyakarta City Team revealed that "a) the implementation of coaching according to the existing schedule depends on each sport competed in the 2017 PORDA, b) the performance of our administrators, coaches, and athletes have done their best according to policy and the existing budget, c) The form of supervision that you do in coordination with sports starting from the training process to the time of the match, d) than for obstacles during implementation, the management itself has evaluated various possibilities that occur ". Meanwhile, according to the explanation of "Rp" that "every sport can maximize its performance at the time of implementation to giving love ropes, each sport performs monitoring starting from pre, process and post 2017 PORDA".

According to "As" as the coach and chairman of PERBASI revealed that "for the performance of the basketball team we have done as much as possible, even though the funding has not been productive following the needs in the field," then according to "As" as the table tennis coach stated that "Implementation of evaluation at the time training has been carried out to get athletes who will participate in the PON championship, then the funding process during the preparation and Implementation is gradually carried out starting from KONI Yogyakarta City then arriving, to the concerned person via account transfer.

From the results of interviews with the administrators and coaches, it can be explained that the evaluation of the process shows that the activities of the Yogyakarta City team in the Implementation of the 2017 PORDA through sports personnel, administrators, and coaches in fostering and developing athletic expertise in the form of training programs, schedules, operational costs for activities and supervision of PORDA XIV activities in the year 2017 went well following applicable regulations, with an average score of 2.42.

Product evaluation

This product evaluation is a record of achieving results and decisions for improvement and actualization (Funk et al., 2018). The following is an analysis of qualitative data from interviews with several board and trainer respondents regarding aspects of product evaluation.

According to "Cp" as the head of the Yogyakarta City team, qualitative data states that "a) At the 2017 PORDA, we could only get 3rd place with 100 gold, 112, silver, and 116 bronze; he continued according to the championship with the PORDA champions. We can select the athletes who will take part in the PON championship in 2020. Meanwhile, according to "Yj" as the vice-chairman, he stated that "for the level of satisfaction at the XIV PORDA hearing in 2017, we feel that we have not been maximal with the achievements obtained and the future possibilities. we will make improvements in coordination with each sport."

According to "Ms" as the aeromodelling trainer said that "there needs to be an improvement in the funding process and facilities starting from the addition of FIA aircraft (glider A 2) and FIH Glider A 1) and others according to the conditions being contested". Meanwhile, according to "Ay" as Pencak silat's coach, he said that "Coaching that is done well will produce quality athletes." This was also conveyed by "Asw," the basketball coach, who stated that "appreciation is a positive impact that can provide motivation and prosperity in the future.

From the results of interviews with the management and coaches, it can be explained that the product evaluation shows that the results of the achievements of the Yogyakarta City team at the 2017 PORDA were not maximal, with the results of obtaining 100 gold, 112, silver, and 116 bronze medals with the title of the third winner with an average value of 1.58. Furthermore, in the 2019 PORDA XV in DIY, it can be explained that the Yogyakarta City team experienced an increase by obtaining 134 gold medals, 131 silver, and 133 bronze medals with the title of the second winner.

CONCLUSION

Based on the description of the data, the results of data analysis, and discussion, it can be concluded that to answer the evaluation research questions: The context evaluation approach to POAC management has a good category. The input evaluation approach to POAC management is categorized as sufficient. The process evaluation approach to POAC management has a good class. The Product evaluation approach to POAC management has a category of lacking. Meanwhile, for the overall analysis of context evaluation, input, process, and product management, the excellent type.

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