

The basic interpretive perspective research of coaching management in special sports classes

Bayu Ady Kurniawan, Sugiyanto, Tri Aprilijanto Utomo

Sebelas Maret University, Indonesia

Abstract. The management can process the resources it has as much as possible so that organizational goals will be achieved. An organization is effective if its management uses the correct principles so that various activities within the institution can achieve the planned goals. To support management, several aspects must be considered such as organizational structure, development of sportsmen, and constraints within an organization. This research aims to determine the management of sports classes at SMP Negeri 1 Surakarta. This type of research includes qualitative research, basic interpretive studies. The researchers used data collection techniques such as interviews, observation, and document analysis. The data analysis techniques, which are used in this research, are data collection, data reduction, data presentation, and conclusion drawing. The results of this research indicate that special sports classes SMP Negeri 1 Surakarta implemented management functions, including planning, organizing, directing, and supervising. Special sports classes SMP Negeri 1 Surakarta have two coaching patterns, namely the training pattern and the education pattern. A coach applies for a training periodization program. Then there is an evaluation at the end of each year to assess performance, training programs provided by a coach, achievements of sportsmen, and problems that occur in special sports classes SMP Negeri 1 Surakarta.

Keywords: management; development of sportsmen.

Introduction. An achievement in the field of sports isn't easily obtained and isn't obtained by itself (Lumintuarso et al., 2021). Not everyone understands the importance of the process in fostering sports achievement (Dania & Karteroliotis, 2016). The main concentration focuses only on the achievement of goals in a competition or championship, without paying attention to the ongoing process of coaching prospective sportsmen (Santos & Callary, 2020). The achievement of sports coaching skills requires seriousness and commitment to carry out sports development in a structured and sustainable manner (Allung et al., 2019). The coaching work cannot run instantly (Andriani & Awang Irawan, 2019). So, that it is the responsibility of the local government to provide always encouragement and maximize potential talented sportsmen (Salahuddin et al., 2021). In the area of their authority always strive to improve the advantages of the area (Hancock et al., 2014).

Management is an important and inseparable part of the overall coaching and

management (Rahmad et al., 2019) it will be difficult to achieve sports achievements (Widianto et al., 2020). Management in sports is the coordination of all existing resources, including human resources (HR), materials, technology, and finance, which are needed by an organization to achieve its goals (Adzalika et al., 2019). In sports management, all resources are joined to make work and the workforce run more productively (Nicolas et al., 2011). In addition, the management also determines the capabilities and coordination needed in an organization (Radošević et al., 2020). Then, the management provides direction and guidance that can bring together various people in the production process (Vural & Çoruh, 2019). Concerning the world of sports, management is defined as the responsibility for the appearance or performance of the organization (Harris-Reeves et al., 2016).

Sports Special Class is a class that specifically aims to develop student's talents and interests according to the sport they are engaged in (Iswoyo et al., 2018). This class is generally a class that accommodates students who have special talents, especially in the field of sports (S & Soenyoto, 2020). Special sports classes are classes that consist of

sportsmen from various kinds of sports, they are united into one class and given a special program to develop their talents (Valentino & Ardian, 2017).

Methods. This type of research includes qualitative research, basic interpretive researches. Sources of data in this research were the Principal of SMP Negeri 1 Surakarta, special sports classes Coordinator, Coaches, and Sportsmen. Data collection techniques are observation, interviews, and document analysis. The data validity technique used the triangulation technique. The data analysis was carried out in four stages, namely: the data collection stage, the data reduction stage, the data presentation stage, and the conclusion drawing stage.

Results and Discussion. Management in sports is the coordination of all available resources, including human resources (HR), materials, technology, and finance, which are needed by an organization to achieve its goals. In sports management, all resources are combined so that the work and workforce run more productively.

Management functions that must exist and be carried out, if not sooner or later can cause the extinguishment of the organization. The management function is a basic element used in the process and can be a reference in carrying out activities management functions include Planning (planning), Organizing (organizing), Guidance / direction (Directing), and Controlling (controlling). The following are the management functions of Sports Special Class at SMP Negeri 1 Surakarta.

1. Planning for special sport classes of SMP Negeri 1 Surakarta

Planning begins with designing the recruitment process for the special sports classes of coaches consisting of coaches for each sport, consultants, masseurs, nutritionists who will be responsible for the development of every child involved in this program. Each section has its duties, which are expected to support the development of sportsmen of Sports Special Class.

In recruiting coaches, the Youth and Sports Office (Dispora) applies an application to the sports branch city management, and then the sports city management provides recommendations for prospective coaches

who will be selected by the team. Special sports classes also worked with a team of experts from FKOR UNS to conduct tests. After the test, a candidate will be chosen to become the special sports classes coach.

The recruitment of coaches has specific requirements, including the coach must be licensed, the minimum education level is high school graduation, the higher the level of education, the higher the qualifications of the HR recruiting is. The making of the test items was submitted to the consultant, namely from the Faculty of Sports (FKOR) of Sebelas Maret University (UNS). The test items include written tests and interviews related to the ability of prospective coaches in making training programs in each sport. The coach recruitment process goes through several stages, namely, filing or administration, written tests, and interviews.

After officially becoming special sports classes of coaches, the coaches are required to sign a letter of agreement and an integrity pact containing the provisions, rules, and obligations of the coach while being a coach at special sports classes SMP Negeri 1 Surakarta. The welfare of the coaches is considered by the manager with a salary above the minimum wage for the City of Surakarta, and then they get insurance, consumption and are provided too for training facilities so that coaches can focus and be motivated for the process of coaching sportsmen for Special Sports Classes.

Then the next stage is the student recruitment process. During a new lesson, special sports classes SMP Negeri 1 Surakarta opens registration for students residing in Surakarta City who have graduated from grade 6 or graduated 1 year earlier. The determination of the quota is determined after the test. After they register then a test is held, namely a written test, psychological test, and a sports test. The determination of physical test items in collaboration with a team of consultants is namely from FKOR UNS.

From the document analysis conducted by the researcher, the selection process for new student admissions (PPDB) special sports classes begins with several tests, including:

- a) Administration Test
 - 1) File administration

Portfolio tests are data collection carried out by the selection team on students' ownership of sports charters, with criteria for champions I, II, III, provincial, district, and sub-district levels. This test aims to determine whether students have a background in the field of sports. This test is not required for students because later it will only be an added value in the process of determining the special sports classes test selection. In this stage, students were also grouped based on each sport that was chosen.

2) Health administration

Students who take the special sports classes' acceptance test are required to collect a health certificate from a doctor and also a drug-free test and then submit it to the selection team.

b) Physical Test

This test consists of:

- 1) Strength of arm muscles test, namely by push-ups
- 2) Abdominal muscle strength test
- 3) The leg muscle explosive power test is by standing broad jump
- 4) The eye-hand coordination test is by throwing and catching a tennis ball
- 5) Flexibility test
- 6) Agility test using the shuttle run test, namely running back and forth with a distance of 5 meters.
- 7) Speed test, running 40 meters
- 8) Endurance test, using beep test or MFT test
- 9) Anthropometry test. This test is in the form of recording students' height and weight
- 10) Sports test. Students take tests according to their sport; this test item is based on the characteristics of each sport.

2. Organizing

The division of tasks at special sports classes SMP Negeri 1 Surakarta itself has two patterns, namely the education pattern and the training pattern. This education pattern is the responsibility of SMP Negeri 1 Surakarta, and the training pattern is the responsibility of the Dispora and in particular under the guidance of the sports development section.

The organizational structure of the special sports classes is divided into two, namely under the auspices of the Youth and Sports Office (Dispora) and also under the Education Office. The organizational

structure in the special sports classes Dispora is included in the sports field, namely below it there is a sports development section then below it there are coaches and therapists then special sports classes of students. In the structure of the Education Office below it, namely SMP Negeri 1 Surakarta, then below it again there are students and then special sport classes of students.

3) Special Sport Classes. Development of sportsmen.

Sportsmen's coaching is an effort to maximize the best possible coaching starting from an early age to adulthood which is carried out in stages and continuously so that it is expected to increase interest and channel talent so that later it can achieve peak performance. In coaching special sports classes at SMP Negeri 1 Surakarta, several components will be discussed, namely, the coach program, try outs and try ins for special sports classes, sportsmen of special sports classes participated in the championships, the contribution of sportsmen of special sports classes to improving sports performance in Surakarta City, achievements that were achieved by sportsmen of special sports classes, targets special sports classes Championship.

The process of coaching special sports classes at SMP Negeri 1 Surakarta begins with routine training for each sport every morning and evening, followed by formal education in schools that have adjusted learning hours. Students are given facilities in the form of consumption and meet their daily and school needs.

Special sports classes SMP Negeri 1 Surakarta has two coaching patterns, namely the pattern of sports training and the pattern of education. The training pattern refers to activities in the Dispora through the sports section, and then the education pattern follows the existing rules of SMP Negeri 1 Surakarta.

Each kind of sport has a coach who already has a certificate of at least regional level training. Each coach from each kind of sport has his program tailored to the daily, weekly, or monthly work program. The coaches' program implements training

periodization, made to make it easier for coaches to develop training programs.

Periodization is the process of dividing the annual training program into smaller phases of training. The purpose of making the training periodization is to facilitate the preparation of smaller training stages (periods), so that the training program can be organized more thoroughly and can be carried out systematically and to ensure the realization of the right peak of achievement in accordance with the set time. The stages of the exercise consist of three stages, namely:

- 1) *Preparation period.*
- 2) *Competition period.*
- 3) *Transition period*

The preparation stage and the match stage are divided into 2 (two) stages, because

the goals or objectives of each stage are very different.

- a) The Preparation Phase is divided into 2 (two), namely:
 - 1) General Preparation Phase (TPU).
 - 2) Special Preparation Phase (TPK).
- b) The competition stage is divided into 2 (two), namely:
 - 1) Pre-Competition Stage (TPP).
 - 2) Main Competition Phase (TPU).

The stages above are further divided into macrocycles (1 macro = 1 month) and microcycles (1 micro = 1 week), and there is a mesocycle between macro-and microcycles. The training objectives for each cycle are specific and detail the general goals of the annual training program.

Table 1

Medals of special sports classes on the Student Championships in 2019

no	Sports	International			National			Regional		
		Gold	Silver	Bronze	Gold	Silver	Bronze	Gold	Silver	Bronze
1	Track and Field							12	9	8
2	Swimming				3	19	13	10	17	11
3	Badminton							2	5	10
4	Tennis			1			2	4	4	4
5	Table Tennis					3	2	1	1	2
6	Archery				12	19	11	8	9	1
7	Volleyball							9	5	0
8	Football				1		1	5	2	0
9	Taekwon-do				2	9	5	17	7	4
10	Pencak Silat		1		5	3	4	10	6	2
11	Karate	1	1		6	2	5	7	5	4
12	Fencing				3	1	7	16	9	10
13	Judo			2				4	2	6
		1	2	3	32	56	50	105	81	62
	TOTAL	6			138			248		

Resource: Research Document of Dispora Surakarta

The sportsmen's achievements of the Surakarta State Junior High School special sports classes were recorded during 2019 as 6 international medals consisting of 1 gold medal in karate. 1 silver medal in Pencak Silat, 1 silver in karate, 1 bronze medal in tennis, 2 silver medals in judo, then 138 medals at the national level, with details of 35 medals in swimming, 2 medals in tennis, 5 medals in table tennis, 42 medals in archery, 2 medals in football, 16 medals in taekwondo, 12 medals in Pencak Silat, 13 medals in karate, 11 medals in fencing.

At the provincial level, they received 248 medals with details, 29 medals from athletics, 38 medals from swimming, 4 medals from table tennis, 18 medals from archery, 14 medals from volleyball, 28 medals from taekwondo, 18 medals by Pencak Silat, 16 medals by karate, 35 medals by fencing, and 12 medals from judo.

In 2020, due to the COVID-19 pandemic, various championships were postponed and some have even been canceled, including Popda 2020, so this year special

sports classes weren't able to take part in the match.

Conclusion. Based on the results of the research that were obtained, it can be concluded that special sports classes SMP Negeri 1 Surakarta implemented the management functions, including planning, organizing, directing, and supervising. Special sports classes SMP Negeri 1 Surakarta have two coaching patterns, namely the training

pattern and the education pattern. The coach applies for a training periodization program. Then there is an evaluation at the end of each year to assess performance, training programs provided by the coach, athlete achievements, and problems that occur in special sports classes SMP Negeri 1 Surakarta.

Conflict of interest. The authors note that there is no conflict of interest.

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Анотація. *Баю Аді Курніаван, Сугіянто, Три Априліджанто Утомо Аль. Дослідження базової інтерпретативної перспективи тренерського менеджменту в спеціальних спортивних класах. Адміністрація організації з метою досягнення поставлених цілей повинна максимально ефективно використовувати наявні у неї ресурси. Організація є ефективною, якщо її адміністрація з метою досягнення запланованих завдань використовує оптимальні принципи керівництва, ефективні види діяльності в рамках установи. Для оптимізації управління необхідно розглядати кілька аспектів, таких як: організаційна структура, розвиток спортсменів і обмеження всередині організації. Мета даного дослідження – визначити систему управління спортивними класами в SMP Negeri 1 Surakarta. Даний тип дослідження включає якісні дослідження, базові інтерпретаційні дослідження. Дослідники використовували метод інтерв'ю, спостереження і контентаналіз. У даному дослідженні використовувався збір даних, їх аналіз та узагальнення, представлення даних і формування висновків. Результати даного дослідження показують, що адміністрація організації, в якій функціонують спеціальні спортивні класи SMP Negeri 1 Surakarta, здійснювали функції управління, включаючи планування, організацію, керівництво і контроль. Спеціальні спортивні класи SMP Negeri 1 Surakarta мають дві моделі тренерської роботи, а саме тренувальну і освітню. Тренер подає заявку на програму періодизації тренувань. В кінці кожного року проводиться оцінка результатів роботи, ефективності тренувальних програм, наданих тренером, досягнень спортсменів і проблем, що виникають в роботі спеціальних спортивних класів SMP Negeri 1 Surakarta.*

Ключові слова: менеджмент; розвиток спортсменів.

Аннотация. *Баю Ади Курниаван, Сугиянто, Три Априлиджанто Утомо Аль. Исследование базовой интерпретативной перспективы тренерского менеджмента в специальных спортивных классах. Администрация организации с целью достижения поставленных целей должна максимально эффективно использовать имеющиеся у неё ресурсы. Организация является эффективной, если ее администрация с целью достижения запланированных целей использует оптимальные принципы руководства, эффективные виды деятельности в рамках учреждения. Для оптимизации управления необходимо рассматривать несколько аспектов, таких как организационная структура, развитие спортсменов и ограничения внутри организации. Цель данного исследования - определить систему управления спортивными классами в SMP Negeri 1 Surakarta. Данный тип исследования включает качественные исследования, базовые интерпретационные*

исследования. Исследователи использовали метод интервью, наблюдения и контентанализ. В данном исследовании использовался сбор данных, их анализ и обобщение, представление данных и формулирование выводов. Результаты данного исследования показывают, что администрация организации, в которой функционируют специальные спортивные классы SMP Negeri 1 Surakarta, осуществляли функции управления, включая планирование, организацию, руководство и контроль. Специальные спортивные классы SMP Negeri 1 Surakarta имеют две модели тренерской работы, а именно тренировочную и образовательную. Тренер подает заявку на программу периодизации тренировок. В конце каждого года проводится оценка результатов работы, эффективности тренировочных программ, предоставленных тренером, достижений спортсменов и проблем, возникающих в работе специальных спортивных классах SMP Negeri 1 Surakarta.

Ключевые слова: менеджмент; развитие спортсменов.

Відомості про авторів / Information about the authors

Баю Аді Курніаван: *аспірант зі спортивних наук, Університет Себеласа Марета в Індонезії.*

Баю Ади Курниаван: *аспірант по спортивним наукам, Університет Себеласа Марета, Індонезія.*

Bayu Ady Kurniawan: Postgraduate in Sports Science, Sebelas Maret University, Indonesia.

<https://orcid.org/0000-0003-2008-024X>

E-mail: bayuarykurniawan@gmail.com

Сугіянто – *аспірант зі спортивних наук, Університет Себеласа Марета, Індонезія.*

Сугиянто – *аспірант по спортивним наукам, Університет Себеласа Марета,*

Індонезія.

Sugiyanto – Postgraduate in Sports Science, Sebelas Maret University, Indonesia

<https://orcid.org/0000-0002-9991-5264>

E-mail: sugiyantoprobo@gmail.com

Трі Априліянто Утомо – *аспірант зі спортивних наук, Університет Себеласа Марет, Індонезія.*

Три Априлиянто Утомо – *аспірант по спортивним наукам, Університет Себеласа Марета, Індонезія*

Tri Aprilijanto Utomo – Postgraduate in Sports Science, Sebelas Maret University, Indonesia

<https://orcid.org/0000-0003-4043-9766>

E-mail: apriili_janto@yahoo.com