

Management's development of athletes with disabilities in sedentary volleyball sport branch

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Abstract. *This work aims to determine the management of athletes with disabilities in sedentary volleyball. The research method used is an interpretive study research on the Coaching Activities of Athletes with Disabilities in the Indonesian National Pelatnas Volleyball Sports Branch in Surakarta. The population of this study were athletes, coaches and administrators of the Indonesian NPC. The data collection techniques used by the researcher are active observation, interviews, and documentation analysis. In this study, researchers used two triangulation techniques, namely data triangulation and method triangulation. The data validity technique used triangulation technique. 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. The results showed that the athletes in the sedentary volleyball sport were quite good. Communication between athletes, administrators and coaches is very good because they always approach each other emotionally. Coaches in coaching athletes with disabilities in the Indonesian sedentary volleyball sport must have a minimum national license. The condition of good facilities and infrastructure will provide convenience in the process of coaching athletes with disabilities in sedentary volleyball. The funding system for the coaching of athletes with disabilities in sedentary volleyball goes from the Ministry of Youth and Sports as a whole with the financial system set for coaching athletes with disabilities in sedentary volleyball from the APBN budget. The implementation of the training method for coaching athletes with disabilities in the sedentary volleyball sport is well programmed. This can be seen from the preparation of a written training program, the training schedule is in accordance with the national level training schedule, the division of short-term periodization, medium-term periodization, and long-term periodization.*

Keywords: *Management, Athletes Disabilities, Sedentary Volleyball*

Introduction. Persons with disabilities are people who have long-term physical, mental, intellectual or sensory limitations (Hancock et al., 2014). When they faced with various barriers, that can make it difficult for them to participate fully and effectively in society based on equal rights (Blauwet & Willick, 2012). Sports for people with disabilities are used as a medium to develop their potential and talents, considering that every human being, apart from having weaknesses, also has its own advantages, abilities, and uniqueness (Hanrahan, 2015). The choice of being an athlete for people with disabilities is understandable because with sports media, people with disabilities can prove that they are able to compete and

achieve results (Blumenstein & Orbach, 2015). Sports activities do not need many requirements and everyone has the right to participate including people with disabilities (Fitzgerald, 2012). Sports media will greatly assist persons with disabilities in exploring their hidden sports talents and abilities, so that athletes with disabilities are able to actualize themselves (Macdonald et al., 2016).

The parent organization of all para sports is the National Paralympic Committee of Indonesia (Zuhriyah et al., 2020). The growing development of resultative sports for people with disabilities is also shown by the brilliant achievements both at regional and international levels (McLoughlin et al., 2017). At the international level, the achievement of paralympic athletes or athletes with disabilities has been very good, where they have also been able to compete with athletes with disabilities from other countries (Dieffenbach & Statler, 2012).

The coaching of paralympic athletes should be carried out in a planned, continuous, and sustainable manner and carried out as early as possible since the individual has shown an expectation in the field of sports, this needs to be followed up by coaching his sports talent and achievements (Kardiyanto, 2017). Coaching does not just stop at an event, but periodically the event is always held to find out the progress of the achievements of each paralympian, so that it is always continuous in its development (Dehghansai et al., 2020). Paralympians have unique characteristics and cannot be confused with normal athletes (DePauw, 2016). The implication is of course related to the coaching that is carried out by paralympic sports coaches must have the competence and understand the nature in accordance with the conditions of the athletes (Primeau et al., 2015).

Management is essentially how a leader is able to utilize the resources he has as optimally as possible, so that he can achieve organizational goals (Fabiano et al., 2021). Management functions are planning, organizing, actuating, controlling, and managed resources are man, money, materials, methods, machines, markets, minute (Molik et al., 2017). Management system and stewardship of an organization is very influential on the maturity in the development that is under the organization (Dijkstra et al., 2014). The pattern of training and strategies applied by the coach also have a very significant role, especially the performance of athletes in matches conducted by the Indonesian sedentary volleyball team. In addition to preparing training programs, strategies and tactics for players, coaches also need to evaluate after training or matches. Many external and internal factors influence the development of the Indonesian sedentary volleyball team.

The game of sedentary volleyball requires players to make movements on the floor using their hands and react quickly to position themselves in order to play effectively (Ahmadi et al., 2020). This requires considerable practice to master basic techniques, long playing time, and development of hand, eye, and body

coordination (Yüksel & Sevindi, 2018). This team game involves six players in each team with the aim of shooting the ball over the net into the opponent's court using any part of the body. In order for the ball to pass over the net, each team is allowed to touch the ball three times. The game of volleyball remains popular among people with disabilities.

In addition to several advantages and achievements that have been achieved by the Indonesian sedentary volleyball team, there are still some weaknesses that must and can be improved and they improved. The existing advantages will be maintained and even have to be improved, while the weaknesses must be corrected immediately in order to achieve the goals of the national team program.

Methods. The research method used is an interpretive study research on the Coaching Activities of Athletes with Disabilities in the Indonesian National Pelatnas Volleyball Sports Branch in Surakarta. Basic interpretive studies provide targeted descriptive accounts for understanding phenomena using data that may be collected in a variety of ways, such as interviews, observations, and document reviews. The goal is to understand the world or other people's experiences. This is the simplest and most common qualitative study. Qualitative research is an attempt to understand phenomena by focusing on images rather than breaking them down into variables. The goal is a holistic picture and depth of understanding rather than analysis of numerical data.

The population of this study were athletes, coaches and administrators of the Indonesian NPC. The data collection techniques used by the researcher are active observation, interviews, and documentation analysis. In this study, researchers used two triangulation techniques, namely data triangulation and method triangulation. The data validity technique used triangulation technique. 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.

1. Coaching of Indonesian Sedentary Volleyball Athletes with Disabilities

The purpose of establishing a sedentary volleyball sport is to channel talent for athletes with disabilities and improve sports performance, especially sedentary volleyball in Indonesia by paying attention to people with disabilities so that they are able to compete and raise the dignity of the nation at the national and international levels.

The vision of the sport of sedentary volleyball is to realize equality and balance in the development of sports for people with disabilities, especially in sedentary volleyball. Missions of the sedentary volleyball branch:

- a. Regulate and provide guidance in the implementation of training in the sport of sedentary volleyball for persons with disabilities.
- b. Manage and organize all financing for sedentary volleyball activities for persons with disabilities.
- c. Regulating sedentary volleyball sports activities for persons with disabilities at the regional, national and international levels.
- d. Improving sedentary volleyball performance for athletes with disabilities.



Source: Research Documentation

2. Human Resources Development of Athletes with Disabilities in Indonesia Sedentary Volleyball

Human resources are inseparable in the development of sports, both conventional sports and sports for people with disabilities as well as sports with disabilities in the sedentary volleyball branch. Human resources are an important part in coaching because the success or failure of a coaching is determined from what is the coaching process itself, one of which is human resources. To support the achievement of the expected development goals, the existence of human resources must be optimized, especially their strategic roles and functions.

a. Athlete

The implementation of the recruitment of candidates for sedentary volleyball athletes is useful for providing competent human resources in sports with disabilities, while the criteria that must be achieved and necessity to participate in the athlete recruitment selection include: the classification of disabilities must

be in accordance with the provisions that have been applied in word paravolley, be with birth defects or not birth defects due to an accident, willing to learn and be earnest in following the training. After that a periodic evaluation is carried out, the evaluation results will determine whether it can be continued or promoted to a higher level or a warning and correction must be made or even relegation to athletes with disabilities in sedentary volleyball.

The selection model for coaching disabled athletes in the sedentary volleyball sport is a monitoring model at the sedentary volleyball national championship and a degradation selection model. The recruitment of athletes is carried out with the aim of obtaining good athlete seeds that are in accordance with the classification of their disabilities and can be fostered for optimal achievement.

The selection for athletes with disabilities in the sedentary volleyball sport is from the Indonesian NPC in collaboration with the

Ministry of Youth and Sports. The implementation is of course monitored directly by the coordinator of the sedentary volleyball sport, and then further observations are made to prospective athletes.

The number of athletes with disabilities in sedentary volleyball is 10 male athletes and 10 female athletes. Male and female sedentary volleyball athletes have each athlete with a mild disability or commonly referred to as VS2 and for other athletes with a severe disability category or referred to as VS1.

The age of athletes with disabilities in the sedentary volleyball sport is an average of over 30 years which is dominated by old athletes who have participated in coaching since the beginning of the sedentary volleyball sport, of course, seen in terms of physical conditions and experience that has been applied to previous coaching. The level of fitness in athletes with disabilities in sedentary volleyball is expected to be able to adjust to the training load carried out in each training session without causing excessive fatigue and still have energy reserves to undergo the next training program.

b. Trainer

The competent coach pays more attention to the requirements consisting of volleyball practitioners and academics, meaning that from the practitioners are those who have knowledge about sports, especially volleyball, for example those who are former volleyball athletes who later become coaches. Meanwhile, academics are also important related to the results of research in the field of sports.

The implementation of the recruitment of trainers is to obtain competent human resources who must pay attention to their duties and carry out their obligations as trainers for people with disabilities, namely by establishing relationships between Indonesian NPCs and practitioners and academics from UNS Surakarta. Of course, the collaboration that has been established between NPC Indonesia and UNS Surakarta is very good, seen from the athletes with disabilities who want to continue their studies in higher education, Sebelas Maret University is very friendly with people with disabilities and provides as much space as possible for

people with disabilities to develop their intellectual competence.

The selection model used is from the Indonesian NPC in collaboration with a team from KEMENPORA to appoint a coach who already has the basics of training and teaching volleyball, the coach must have physical and spiritual health. Then from the prospective trainers, a test is carried out to make training programs both short-term, medium-term and long-term. Furthermore, the coach selection team from KEMENPORA gave an announcement that the prospective coach was accepted or rejected in coaching athletes with disabilities in the sedentary volleyball branch.

It is important for coaches who are recruited for coaching athletes with disabilities in the Indonesian sedentary volleyball sport according to the needs of the team. For example, if a sedentary volleyball team requires one physical trainer, then the competencies possessed by the prospective coach must be in accordance with the competence of the trainer in general physical conditions. Not only that, prospective coaches must also be able to provide training guidance to all athletes they foster.

Coaches in training athletes with disabilities in the Indonesian sedentary volleyball sport must have a minimum national license. Capacity building for beginner coaches by coaching athletes with disabilities in sedentary volleyball is also carried out. The NPC also facilitates these national trainers to the international level.

This aims to improve the quality of trainers and to deepen the knowledge of trainers and to regenerate new trainers so that they do not miss out on the latest training methods. In addition to the above facilities, the trainer also gets other facilities such as the coach's mess, meals, health benefits; the trainer also gets a monthly salary.

This year's coaching training program is a continuation of the intensive training carried out so far, but is more focused on preparing for the official event held by world volleyball players next year. The sedentary volleyball team consists of 1 Team Manager, 10 male athletes, 10 female athletes, 2 international coaches, 1 national coach, 2 assistant coaches, 1 person in charge of equipment, 1 masseur

and 1 person in the administration so that a total of 29 people.

Table 1

Indonesian sedentary volleyball team structure

Number	Name	Gender	Status	Origin	Description
1	Nasrullah	Men	Athlete	Jawa Timur	Nasional
2	Cahyana	Men	Athlete	Jawa Barat	Regional
3	Anton Hilman	Men	Athlete	Jawa Barat	Regional
4	Nesa Cristian	Men	Athlete	Jawa Barat	Regional
5	Sukarno	Men	Athlete	Jawa Barat	Regional
6	Raharjo	Men	Athlete	Jawa Tengah	Nasional
7	Murdiyan	Men	Athlete	Jawa Tengah	Nasional
8	Sumarmo	Men	Athlete	Jawa Tengah	Nasional
9	Purwadi	Men	Athlete	Jawa Tengah	Nasional
10	Hans Sato	Men	Athlete	Jawa Barat	Nasional
11	Annisa Tindy Lestari	Woman	Athlete	Jawa Barat	Nasional
12	Nina Gusmita	Woman	Athlete	Sumut	Nasional
13	Retno Wahyu Utami	Woman	Athlete	Jawa Tengah	Nasional
14	Ratifah Apriyanti	Woman	Athlete	Jawa Tengah	Nasional
15	Sudartatik	Woman	Athlete	DIY	Nasional
16	Katarina Dwi Putri Kristianti	Woman	Athlete	Kaltim	Nasional
17	Dina Rulina	Woman	Athlete	Jawa Barat	Nasional
18	Tuwariyah	Woman	Athlete	DIY	Nasional
19	Titin	Woman	Athlete	Kaltim	Nasional
20	Sri Lestari	Woman	Athlete	Jawa Tengah	Nasional
21	Dr. M. Aziz Ariyanto,S.Pd.,M.Pd	Men	Manager	Jawa Tengah	Nasional
22	Dr. Deddy Whinata K,S.Or.,M.Pd	Men	Coach	Jawa Tengah	International
23	Dr.Matsuri, M.Pd	Men	Coach	Jawa Tengah	International
24	Taufik Ismail, S.Pd	Men	Coach	Jawa Tengah	Nasional
25	Andri Asrul Setiyawan, S.Pd	Men	Assistent Coach	Jawa Tengah	Nasional
26	Safrenda Januar Fauzi, S.Pd	Men	Assistent Coach	Jawa Tengah	Nasional
27	Darmo Susilo	Men	Equipment	Jawa Tengah	-
28	Ratih Kumalasari, S.Pd	Woman	Massure	Jawa Tengah	Regional
29	Ajeng Widya Paramitha	Woman	Admin	Jawa Tengah	-



Source: Research Documentation

3. Availability of Facilities and Infrastructure for the Development of Disability Sports in the Indonesian Sedentary Volleyball Branch

Facilities and infrastructure are the most important requirements for carrying out sports activities, so the availability of facilities and infrastructure is very important to facilitate the course of training and achievement of athletes with disabilities, either directly or indirectly. The role of good facilities and infrastructure is one thing that must exist in coaching, because the availability of adequate facilities and infrastructure is a supporting requirement that has a major role in achieving sports results.

The condition of good facilities and infrastructure will provide convenience in the process of coaching athletes with disabilities in sedentary volleyball. NPC provides various facilities that can be utilized by athletes and coaches. The sedentary volleyball practice site is at the Indonesian Sedentary Volleyball Padepokan which is located at the Indonesian sedentary volleyball Padepokan, GOR Baturan, Colomadu, Karanganyar, which is behind the Batur village. The training facilities in the coaching of athletes with disabilities in the sedentary volleyball branch are 55 volleyballs with 35 in good condition, 20 volleyballs in poor condition and damaged, 20 volleyballs as a reserve, 5 nets or nets in good condition, antenna rods 2 pairs in good condition, net poles and barrier 2 pairs in good condition, 2 sets of sedentary volleyball court mats in good condition, 2 sets of pole and ball guards in good condition, medicine

ball 4 in good condition, elastic cord 10 in new condition .

Coaching for sedentary volleyball often performs equipment maintenance, especially on the shifting field mats and field lines due to the exercise activities of athletes with disabilities. This is one of the efforts to keep the goods in good condition or ready to be used for training or games. Storage of tools after training in the warehouse of Padepokan Bolavoli sedentary in Indonesia, and in the athletes' mess there are also some training tools such as balls and several other supporting tools for training in the mess. Availability of a fitness lab for sedentary volleyball coaching using the fitness lab of FKOR UNS Surakarta which is located in Manahan or the fitness center of the Alana hotel on the 2nd floor. In this facilitates the trainer in carrying out the training program because the fitness equipment is very adequate and in good condition. Planning the need for infrastructure requires needs analysis, budget analysis and selection of facilities and infrastructure.

All infrastructure and facilities are inventoried periodically, meaning regularly and orderly based on applicable provisions or guidelines. Through an inventory of equipment, it is hoped that well administration of goods can be created, savings and also facilitate maintenance and supervision. Therefore, in planning for the provision of infrastructure, the manager always coordinates with the coach to meet the needs in the implementation of coaching athletes with disabilities in the sedentary

volleyball sport then coordinated with the NPC.

Table 2

Inventory List of Facilities and Infrastructure for Sedentary Volleyball Coaching

Number	Training Facilities	Amount	Condition	Description
1	Building	1	Good	Training support facilities
	<i>Fitness Center</i>	1	Good	
	sedentary volleyball field	2	Good	
	Net	5	Good	
	Antena Rod	2 set	Good	
	Net Pole	2 set	Good	
	Ball	55	35 good, 20 bad	
	Field mat	2 set	Good	
	Guard	2 set	Good	
	<i>elastic</i>	10	Good	
	Pole guard	2 set	Good	
	<i>Medicine ball</i>	4	Good	
2	Secretarial room	1	Good	secretarial inventory
	Biro table	2	Good	
	Visitor chair	3	Good	
	Computer	2	Good	
	Printer	1	Good	
	Arsip	1	Good	
3	<i>E-board</i>	25	Good	Match support facilities
	Scoreboard	2	Good	
	Ass referee flag	4	Good	
	Player bench	4 pairs	Good	
	Referee bench	2 pairs	Good	
	Ball pump	4	Good	
	Ball backup	20	Good	
	Ball box	2	Good	
	Field divider	10	Good	
Ball sack	2	Good		

Fulfillment of the required infrastructure facilities are all fulfilled by the company. In general, all facilities are equated with other sports where facilities are fulfilled as athletes with disabilities in accordance with the needs of each sport with disabilities. Direct supervision is carried out by the NPC team on all existing infrastructure facilities. All management cooperates between the manager of the training ground, the mess area, and each sport branch manager. During the COVID-19 pandemic, volleyball and other training equipment were brought to their homes to carry out an independent training program.

4. Funding for the Development of Athletes with Disabilities in Indonesia Sedentary Volleyball

The source of funding for sports is a crucial problem and is an endless problem, especially for sports with disabilities. Budget allocation must be carried out so that sports coaching and development can run smoothly. Regarding the funding system for the coaching of athletes with disabilities in volleyball, the researchers found that the funding provided was from the Ministry of Youth and Sports as a whole with the financial system set for the coaching of athletes with disabilities in sedentary volleyball from the APBN budget.

The allocation of funding and the management of these funds are audited every month together with audits of financial statements to increase accountability for the use of funds. Therefore, there is no such thing as cash in the financial system for coaching

disability sports in the sedentary volleyball branch, but directly into the account of each individual. The NPC management, especially volleyball, sits down to make plans related to all the needs needed during the coaching process every month. Then submit in writing to the general chairman of NPC Indonesia, then the general chairman will coordinate with the finance department and will then be submitted to the Ministry of Youth and Sports. The allocation of funds for the coaching of disabled sports in the sedentary volleyball sport requires financing to improve the performance of athletes including:

- a. Field rental and transportation costs
- b. Cost of honorarium / salaries of athletes and coaches
- c. Try-in fee
- d. Try-out fee
- e. Cost of training camp
- f. Equipment

The funds are used to support the implementation of programs for coaching disabled athletes in the sedentary volleyball sport. Regarding funding during the current pandemic, administrators, coaches and athletes get a salary even though they only get 25% of the salary they should be because the funding is diverted to deal with problems in the world, namely COVID-19. During the current pandemic, regarding funding for independent training, a slight reduction in the amount of the budget, including for procurement and maintenance purposes, has been shifted to replacing internet quotas for athletes and coaches when doing independent exercises at their respective homes. This means that funding for the needs of the volleyball sport, which is currently doing independent training, will continue to run even though it is slightly disrupted due to COVID-19.



Source: Research Documentation

5. Programs and Implementation of Exercises in Coaching Athletes with Disabilities in Sedentary Volleyball at Indonesian National Team

Preparing an athlete with a disability to face the main competition to reach the maximum level of achievement, it takes quite a long time because the level of disability of each individual athlete is also different and each individual requires different treatment and preparation of training programs that are thorough, regular, systematic and sustainable means that the practice is carried out continuously throughout the year without stopping at all. When the exercise stops, it can

damage the exercise program that was done at the previous time.

Exercises in coaching athletes with disabilities in the sedentary volleyball sport are carried out six times a week, from Monday to Saturday, training is carried out in the morning and evening. For training to improve game technique, it is carried out on Mondays, Wednesdays, Thursdays and Saturdays and the training lasts 1 and a half hours to 2 and a half hours of core training outside hours for warming up both in the morning and evening for coaching male and female athletes according to the training schedule. The following is a training schedule

for coaching athletes with disabilities in the sedentary volleyball sport.

The implementation of the training method for coaching athletes with disabilities in the sedentary volleyball sport is well programmed. This can be seen from the preparation of a written training program, the training schedule is in accordance with the national level training schedule, the division of short-term periodization, medium-term periodization, and long-term periodization. With a well-programmed training method, it can help the progress and development of the performance of athletes with disabilities in the Indonesian sedentary volleyball sport. The method of carrying out training during the COVID-19 pandemic is carried out by means of independent training but still with the supervision of the coaches and related to the training schedule that continues as usual in order to maintain the abilities and physical condition of the athletes during the pandemic.

From a qualified physical condition, the participation of athletes with disabilities must also be directly proportional, meaning that the competitive experience of athletes is also considered in a coaching. Competing experience is the main key in a match, experience in competition is needed to test the mental readiness of athletes when competing, especially playing matches abroad, of course, in order to obtain maximum results. The results that have been achieved by coaching athletes in the sedentary volleyball branch are quite good, but there are many weaknesses, but the sedentary volleyball team tries optimally to get the aims that have been previously targeted.

Success in coaching athletes with disabilities in sedentary volleyball cannot be separated from the communication between athletes, administrators and coaches who are very good because they always approach each other emotionally. Athletes with disabilities in sedentary volleyball are given motivation that athletes with disabilities who have physical limitations are able to achieve good performance and equality for people with disabilities to normal humans in general. The family background of the athletes is people with middle to lower economy with most of

the athletes domiciled in the province of Central Java and work as farm laborers.

Facilities and infrastructure are the most important requirements for carrying out sports activities, so the availability of facilities and infrastructure is very important to facilitate the course of training and achievement of athletes with disabilities, either directly or indirectly. The role of good facilities and infrastructure is one thing that must exist in coaching, because the availability of adequate facilities and infrastructure is a supporting requirement that has a major role in achieving sports results.

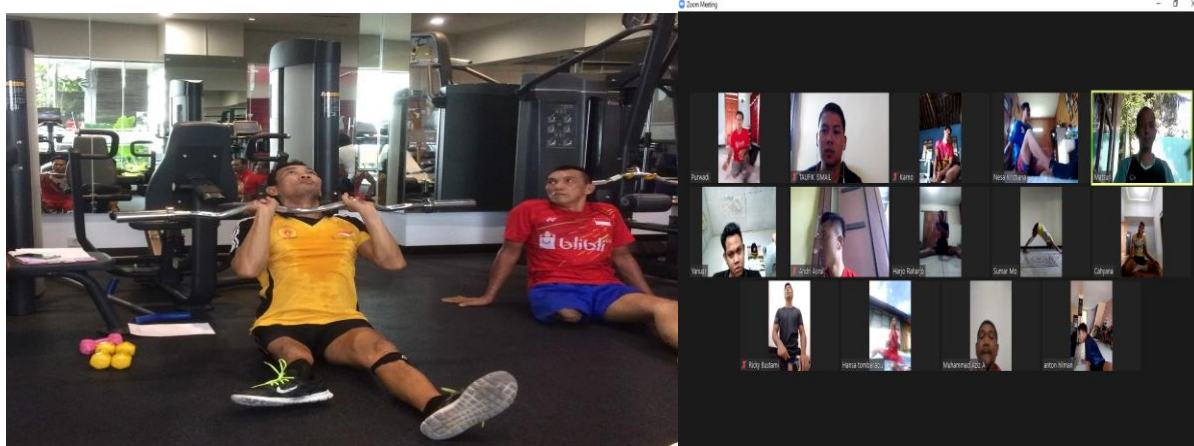
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The training program in coaching athletes with disabilities in sedentary volleyball is carried out through planning and making written training programs. These activities are carried out to improve the performance of athletes with disabilities as much as possible and to achieve the target of the coach's training program. The sedentary volleyball coach arranges an exercise program that aims to develop four aspects of the exercise, namely the physical aspect, the technical aspect, the tactical aspect and the mental aspect. The training program is designed for long-term, medium-term and short-term training because during a coaching journey for athletes there are try-ins, try-outs and training camps before the main championship is held.

Conclusion. The results that have been achieved by coaching athletes in sedentary volleyball are quite good. Success in coaching athletes with disabilities in sedentary volleyball cannot be separated from the communication between athletes, administrators and coaches who are very good

because they always approach each other emotionally. Coaches in training athletes with disabilities in the Indonesian sedentary volleyball sport must have a minimum national license. Capacity building for beginner coaches by training athletes with

disabilities in sedentary volleyball is also carried out. Recruiting national or international coaches who already have experience training in sedentary volleyball, graduates from universities in the field of sports coaching.



Source: Research Documentation

The condition of good facilities and infrastructure will provide convenience in the process of coaching athletes with disabilities in sedentary volleyball. NPC provides various facilities that can be utilized by athletes and coaches. Regarding the funding system for the coaching of athletes with disabilities in volleyball from Kemenpora as a whole, with the financial system set out for coaching athletes with disabilities in sedentary volleyball, from the APBN budget. The implementation of the training method for

coaching athletes with disabilities in the sedentary volleyball sport is well programmed. This can be seen from the preparation of a written training program, the training schedule is in accordance with the national level training schedule, the division of short-term periodization, medium-term periodization, and long-term periodization.

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Анотація. Тауфік Ісмаїл, Сугіянто, Сапта Кунта Пурнама. Управління розвитком спортсменів з обмеженими фізичними можливостями у волейболі сидячи. Ця робота спрямована на вивчення особливостей супроводу спортсменів з обмеженими можливостями у волейболі сидячи. Застосовано метод дослідження тренувальної діяльності спортсменів з обмеженими можливостями у Національному відділенні волейболу Індонезії «Пелатнас» у Суракарті. Контингент цього дослідження склали спортсмени, тренери та адміністратори індонезійського NPC. Методи збору даних, що використовуються в дослідженні, включають активне спостереження, інтерв'ю та контентаналіз. Використовувалися два методи триангуляції, а саме – триангуляцію даних та метод триангуляції. У методі перевірки достовірності даних використовувалась методика триангуляції. Аналіз даних проводився у чотири етапи, а саме: етап збору даних, етап

обробки даних, етап подання даних та етап підготовки висновків. Результати дослідження показали, що спортсмени у волейболі сидячи мають досить непогані результати. Спілкування між спортсменами, адміністраторами та тренерами команди гарне, вони завжди емоційно підтримують один до одного. Тренери для проведення занять із спортсменами з обмеженими можливостями в індонезійському волейболі, повинні мати національну ліцензію. Стан приміщень та інфраструктури забезпечує зручність у процесі тренувань спортсменів з обмеженими фізичними можливостями у волейболі сидячи. Система фінансування тренувального процесу спортсменів з обмеженими можливостями з волейболу сидячи здійснюється Міністерством молоді та спорту, а фінансова система, спрямована на забезпечення спортсменів з обмеженими можливостями з волейболу сидячи, і здійснюється з бюджету APBN. Тренувальний процес спортсменів з обмеженими фізичними можливостями у волейболі сидячи добре спланований, на це вказує розроблена програма підготовки спортсменів, а плани тренувань відповідають планам національної збірної. Здійснюється короткострокове, середньострокове та довгострокове планування.

Ключові слова: менеджмент; інвалідність спортсменів; волейбол.

Аннотація. Тауфік Исмаил, Сугиянто, Сапта Кунта Пурнама. *Управление развитием спортсменов с ограниченными физическими возможностями в волейболе сидя.* Данная работа направлена на изучение особенностей сопровождения спортсменов с ограниченными возможностями в сидячем волейболе. Используется метод исследования тренировочной деятельности спортсменов с ограниченными возможностями в Национальном отделении волейбола Индонезии «Пелатнас» в Суракарте. Контингент данного исследования составили спортсмены, тренеры и администраторы индонезийского NPC. Методы сбора данных, используемые в исследовании, включают активное наблюдение, интервью и контентанализ. Использовались два метода триангуляции, а именно – триангуляцию данных и метод триангуляции. В методе проверки достоверности данных использовалась методика триангуляции. Анализ данных проводился в четыре этапа, а именно: этап сбора данных, этап обработки данных, этап представления данных и этап подготовки выводов. Результаты исследования показали, что спортсмены в волейболе сидя имеют достаточно неплохие результаты. Общение между спортсменами, администраторами и тренерами команды хорошее, они всегда эмоционально поддерживают друг к другу. Тренеры для проведения занятий со спортсменами с ограниченными возможностями в индонезийском сидячем волейболе, должны иметь национальную лицензию. Состояние помещений и инфраструктуры обеспечивает удобство в процессе тренировок спортсменов с ограниченными физическими возможностями в волейболе сидя. Система финансирования тренировочного процесса спортсменов с ограниченными возможностями по волейболу сидя осуществляется в целом Министерством молодежи и спорта, а финансовая система, установленная для обеспечения спортсменов с ограниченными возможностями по волейболу сидя, осуществляется из бюджета APBN. Тренировочный процесс спортсменов с ограниченными физическими возможностями в волейболе сидя хорошо спланирован, на это указывает разработанная программа подготовки спортсменов, а планы тренировок соответствуют планам национальной сборной. Осуществляется краткосрочное, среднесрочное и долгосрочное планирование.

Ключевые слова: менеджмент; инвалидность спортсменов; сидячий волейбол.

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