

Central Java KONI Resource Management Strategy towards Maximum Achievement at PON XXI/2024



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ABSTRACT: This study aims to find out the process of the Central Java Province KONI organizational resource management strategy in the preparation of PON XXI/2024 Aceh-North Sumatra. The type of research used is qualitative descriptive. Qualitative researchers want to describe or provide a phenomenon as it is or describe the symbol or sign they are researching according to the real thing and in its context. This research was carried out in March 2024. Research occlusion is a place where research is carried out or recognized, which is located in Jatidiri Sports Complex in Karangrejo, Gajahmungkur, Semarang City. KONI Central Java Province has developed a resource management strategy to improve achievements in PON XXI/2024 Aceh-North Sumatra. This strategy includes four main elements: human resources, budget, facilities and infrastructure, and technology. Human resources, both administrators, staff, and athletes, are focused on improving competencies through continuous training. Budget management is acknowledged in a transparent and effective manner to ensure full support for operational and coaching needs. Facilities and infrastructure, including training facilities, are prepared to meet standards to support athletes' performance. In addition, the use of technology is improved for monitoring, evaluation, and data analysis which can accelerate the process of improving performance. With this strategy, Central Java is expected to achieve maximum results in PON XXI/2024.

KEYWORDS: Resource strategy, Human resources, Sports achievement

INTRODUCTION

In a sports organization, both large and small scopes must be able to ensure that all its resources are ready. It arises on the basis of achieving organizational goals. All forms of organizational goals, both small and large-scale, certainly require resources. The most prominent resource in a sports organization is the strength of its human resources. Factors that support business implementation are the availability of competent, qualified, and adequate human resources (Tarigan et al, 2022). In addition to competent human resources, an organization cannot run without financial/budgetary capabilities which is a condition for the organization to run.

No less important than human resources and financial capabilities, adequate infrastructure support is a supporting factor that can help achieve the organization's goals. Sports facilities are supporting resources consisting of all forms and types of equipment and equipment used in sports activities, while sports infrastructure is supporting resources consisting of sports venues in the form of buildings on them and physical boundaries whose status is clear and meets the requirements set for the implementation of sports activity programs (Indrayana & Yuliawan, 2020). Facilities and infrastructure in sports can also create an effective training atmosphere if the ha meets the requirements and sieves to be used. If the training is effective, the process of coaching achievements can be recognized to the maximum.

The last resource in sports organizations is the use of technology in them. In the era of *Society 5.0* All fields, including sports, are required to understand the latest technology to be used to achieve the organization's goals. The use of sports infrastructure will be much more efficient if it is collaborated with developing technology. This is because the data taken will be much more accurate and easy to process for the success evaluation process.

The budget is a democratic tool (*Democratic Steering Instrument*) through which the policy of a region is determined (Ashari, 2004). The budget management process within an organization is the second factor that supports an organization to run well. Without good budget management, the organizational process will not run with maximum. So it can be known that the benefits of the budget in an organization are as a tool for control and planning as well as a benchmark to motivate employees to be better in the activities of the organization (Umaya et al., 2018).

Central Java KONI Resource Management Strategy towards Maximum Achievement at PON XXI/2024

If viewed from the goal, sports organizations have the main goal, which is to be able to achieve the highest sports achievements in each sport. To achieve that, of course, Peru is recognized as coaching sports in a structured manner. This coaching is acknowledged by sports branches both at the regional and central levels. A coaching and development is not only the full responsibility of the government, of course, the role of various parties is needed to run well (Nugraha et al., 2019)

National Sports Week (PON) is a national sports event organized by the Indonesian National Sports Committee (KONI). PON is held every four years and is attended by all provinces in Indonesia. The National Sports Week was first held in Surakarta City on September 8-12, 1948. PON I carries the mission to show the world that the Indonesian nation in the state of its area being narrowed due to the Renviel Agreement, can still prove that it can hold sports championships on a national scale. The National Sports Week (PON) until this prayer is still a prestigious event for each region to display its best athletes. The National Sports Week (PON) prayer carries the mission so that new superior athletes in each region will always emerge to be able to represent Indonesia in international events. Until 2023, PON has been held 20 times with the last host in 2021, namely Papua Province. DKI Jakarta Province until this prayer is still occupied as the province with the most general champions, which is 11 times. The XXI National Sports Week will be held in 2 provinces, namely Aceh Province and North Sumatra Province. For the first time, PON was held in 2 different regions. This is certainly a challenge for all regions. PON XXI is planned to be held in 2023 on September 8-20, 2024.

Human resources are the main resource in KONI Central Java Province. Human resources at KONI Central Java Province include Administrators, Staff, Members of Sports Branches and Members of Functional Bodies. All of them have their respective roles and must have their own competencies and skills. Competence is the ability in individuals that can be honed in such a way to do work in accordance with organizational goals, this is to achieve an achievement as a reward for work achieved effectively and efficiently (Ramadhany et al., 2021).

METHODS

The type of research that will be used is qualitative descriptive. Qualitative researchers want to describe or provide phenomena as they are or describe the symbols or signs they are researching according to the real thing and in the context (Yusuf, 2017). Qualitative research is a type of research whose findings are not obtained through statistical procedures or forms of calculations. Qualitative research is descriptive and tends to use inductive analysis. Researchers start from data, and use existing theories as explanatory materials, then end up with hypotheses or theories (Hadi, 2016). Researchers are as key instruments, data source retrieval is acknowledged in a *purposive*, data analysis is inductive and qualitative. The results of qualitative research emphasize meaning more than generalization. According to qualitative research theory, in order for the research to be of high quality, the data collected must be complete, namely primary and secondary data (Sugiyono, 2016).

So the primary data in this study is the Central Java Province KONI Management. As for the secondary data in this study, the Provincial Management of the KONI Sports Branch of Central Java Province. This research was carried out in March 2024. The target of KONI Central Java Province and the location of the research is the place where the research is carried out or recognized, namely in the Jatidiri Sports Complex in Karangrejo, Gajahmungkur, Semarang City

RESULT AND DISCUSSION

Human Resources data at KONI Central Java Province is divided into several parts, namely the Central Java Province KONI Management, Central Java Province KONI Staff, and Central Java Province KONI Members consisting of the Provincial Government of Sports Branches, Regency/City KONI, and Functional Bodies. The following table will present a recapitulation of the number of KONI members in Central Java Province.

Table 1: Recapitulation of the Number of KONI Members in Central Java Province

Number	Member Type	Sum
1	Central Java Province KONI Management	52 people
2	Central Java Province KONI Staff	25 people
3	KONI Regency/City	35 regencies/cities
4	Provincial Management of Sports Branch	68 sports
5	Functional Sports Bodies	6 organizations

Based on the table, the number of members of the Provincial Sports Branch is the largest number among the types of membership. This is in line with KONI's main goal, which is to foster sports achievements.

Central Java KONI Resource Management Strategy towards Maximum Achievement at PON XXI/2024

The source of the Central Java Province KONI budget is based on the APBD but in the form of grants which are distributed through the Central Java Provincial Disporapar. Of course, to get this grant budget, it must go through a very long process. It starts from the planning process until finally it is distributed to sports branches. As said by the Deputy Chairman III of KONI Central Java Province,

"The source of the Central Java KONI budget is sourced from the APBD in the form of grant funds provided by Central Java Province. The process of applying for grant funds will go through a bureaucratic process that must be passed. It starts from planning, submission to disbursement."

Table 2: Advantages and Disadvantages of Budget Management in KONI Central Java Province

It	Excess	Deficiency
1	The budget management process at KONI Central Java Province is open and transparent	The process of accountability for sports branches in reporting the use of the budget is still often late
2	KONI Central Java Province distributes the budget with a priority scale system	KONI Central Java Province has not been firm and consistent in implementing a sanction system for sports that do not comply with the administration
3	KONI Central Java Province utilizes human resources, namely financial staff to support each sport in the field of treasury	The lack of budget provided makes it difficult for KONI Central Java Province to divide the budget according to the existing priority scale
4	KONI Central Java Province seeks to develop a digital-based financial system through the system that is being developed	Sometimes the budget distributed by KONI Central Java Province is still insufficient and even cannot cover sports expenses.

Based on the results of the research admitted at the Central Java Province KONI office and the provincial government of the sports branch, in addition to human resources, there is budget management that is the lifeblood of a sports organization in fostering athletes. The process of coaching athletes with limited budget support will be an obstacle when carrying out the coaching process. It is better if the budget support is good, all coaching processes will go well. In the planning function, the budget is planned and prepared to become a work guideline for all activities carried out (Ramlah et al., 2023). With the number of 60 Central Java sports that qualified for PON XXI/2024 Aceh-North Sumatra, it is a challenge for KONI Central Java Province in distributing the budget. KONI Central Java Province has categorized sports into 4 categories, namely 1st seed, 2nd seed, 3A and 3B seed. For example, the pencak silat sports branch gets the 1st seed category because it gets a good medal in the qualifying round and has more opportunities to get a gold medal at PON XXI/2024 Aceh-North Sumatra. Meanwhile, the handball sports branch is in category 3B. This is not without basis, but with the achievement of the handball sport in the PON qualification round, it gets a ranking pass and the potential to get a medal in PON is different from the superior sports above it. In this way, KONI Central Java Province tries to facilitate all sports in accordance with the achievements given to Central Java.

The Central Java Province KONI budget, which is sourced from the APBD and is in the form of grants derived through the Central Java Provincial Disporapar, requires the Central Java Province KONI to be directly accountable to the Governor of Central Java Province. This accountability process is sometimes an obstacle for KONI Central Java Province. The legal basis for providing sports fund assistance from the Ministry of Youth and Sports to sports organizations is the Regulation of the Minister of Finance Number 168/PMK.05/2015 concerning the Mechanism for the Implementation of the Government Assistance Budget at State Ministries/Institutions (State Gazette of the Republic of Indonesia Year 2015 Number 1340) as amended by the Regulation of the Minister of Finance Number 173/PMK.05/2016 concerning Amendments to the Regulation of the Minister of Finance Number 168/PMK.05/2015 concerning the Implementation Mechanism of the Assistance Budget Government in State Ministries/Institutions (State Gazette of the Republic of Indonesia Year 2016 Number 1745) (Samsudin et al., 2023).

The budget distributed to sports branches requires sports branches to be responsible for the budget to KONI Central Java Province no later than 14 days after the budget is disbursed to the sports branch account. Conditions in the field, such as several sports that are often late in carrying out the accountability process, will have an impact on the next budget management process. Sports branches will not get the next budget when the previous budget has not submitted a report of responsibility. The

Central Java KONI Resource Management Strategy towards Maximum Achievement at PON XXI/2024

regulations and standards set by the government aim to encourage transparency and accountability in the presentation and management of government financial statements, further so that in the preparation of financial statements there are no mistakes and mistakes so that there is an audit from the Audit Board (BPK) to minimize irregularities in the Budget Realization (RA) report (Rindengan & Kapojos, 2024). In addition to relying on grants from the government, KONI Central Java Province has begun to find a budget that is supportive from external parties. There is no prohibition for KONI to cooperate with external parties to become a sponsor in every activity. This is the first time KONI has admitted it at the PORPROV XVI Pati Raya event. As only in the central government, the existence of PDUK which has the status of a Public Service Agency (BU) at the Ministry of Youth and Sports in the management of Non-Tax State Revenue (PNBP) in the context of developing the sports industry (Triatmoko & Digidowisesiso, 2023).

CONCLUSION

KONI Central Java Province has developed a resource management strategy to improve achievements in PON XXI/2024 Aceh-North Sumatra. This strategy includes four main elements: human resources, budget, facilities and infrastructure, and technology. Human resources, both administrators, staff, and athletes, are focused on improving competencies through continuous training. Budget management is acknowledged in a transparent and effective manner to ensure full support for operational and coaching needs. Facilities and infrastructure, including training facilities, are prepared to meet standards to support athletes' performance. In addition, the use of technology is improved for monitoring, evaluation, and data analysis which can accelerate the process of improving performance. With this strategy, Central Java is expected to achieve maximum results in PON XXI/2024.

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