Evaluation of Achievement Development Management of Bhayangkara Precision Football Club

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ABSTRACT: Evaluation of Bhayangkara Presisi Football Club Achievement Development Management. Thesis. Yogyakarta: Masters Program, Faculty of Sports and Health Sciences, Yogyakarta State University, 2024.

The aim of this research is to find out the evaluation of the Bhayangkara Presisi Football Club's achievement development program, examining it from the context, input, Process and Product (CIPP) aspects as well as finding out whether the achievement development program that has been running at the Bhayangkara Presisi Football Club has been managed optimally.

This research is a type of quantitative and qualitative research with the CIPP evaluation model. The sampling technique used purposive sampling technique to obtain a sample of three program administrators, three coaches and six players. Evaluation uses quantitative and qualitative approaches. Data collection uses research instruments in the form of observation, questionnaires, interviews and documentation.

The results of the research, namely, Context evaluation of Bhayangkara Presisi FC's achievement coaching management, amounted to 2.91, which is in the good category. Based on the background indicators of the coaching program, it is 3.09 in the good category, the coaching program objectives are 2.60 in the good category, and the coaching program is 3.03 in the good category. The evaluation input for Bhayangkara Presisi FC's achievement coaching management, amounting to 2.75, is in the good category. Based on the human resources indicator, it is 3.07 in the good category, the trainer program is 3.05 in the good category, funding is 2.66 in the good category, facilities and infrastructure is 2.66 in the good category, and parental support is 2.29 in the poor category. Bhayangkara Presisi FC's achievement management evaluation process, amounting to 2.83, is in the good category. Based on the program implementation indicator, it is 3.06 in the good category, and coordination is 2.83 in the good category. Bhayangkara Presisi FC's performance management management evaluation product, amounting to 3.27, is in the good category. Based on the achievement indicator of 3.33 in the good category and welfare of 3.20 in the good category.

KEYWORDS: Evaluation, Achievement Development Program, Bhayangkara Presisi FC

I. INTRODUCTION

Sport is part of daily human activities which is useful for forming a healthy body and mind. Achieving peak performance in sports can only be achieved through a systematic, planned, regular and continuous coaching process. Athlete development is the responsibility of all citizens and cannot be done in sections or individually. In order to achieve high and maximum performance, continuous, tiered and sustainable development of athletes is needed. Serious attention from the government is the main requirement for advancing sports in Indonesia.

The government must be the driving force so that all components of the nation are called to make their contribution to the country. Abrar & Fitroni (2021: 1) state that the main objective of the achievement development program is to develop athletes from an early age, to search for athletes' talents in each sport and to be able to achieve maximum performance. Tiered, systematic and planned development is one of the important activities in improving sports performance. Efforts to develop sports achievements by the government through the Ministry of Education and Culture, Ministry of Youth and Sports, Provincial KONI, and parent sports organizations. This is in accordance with Law of the Republic of Indonesia Number 11 of 2002 concerning Sports.

Development of sports achievements cannot happen instantly, especially with random management, but requires totality and commitment to develop sports in a systemic and supportive (sustainable) manner. Sports achievement is something that is observable and measurable, meaning that sports coaching is carried out with a scientific approach starting from talent scouting to the coaching process. When viewed from a systemic perspective, the quality of the output is determined by the input and the

Evaluation of Achievement Development Management of Bhayangkara Precision Football Club

quality of the coaching process that occurs (Aji & Supriyono, 2021: 95). The achievements that have been obtained so far are a real consequence of sub-systems that are less than optimal, namely input and processes. Coaching sports performance requires a process to be able to achieve peak performance and coaching athletes cannot be done alone, but must be systemic, integrated, directed and programmed with clear.

The success of achievement coaching is largely determined by various elements, one of the elements that influences the achievement of achievement coaching goals is the application of good management. In connection with management in fostering sports achievements, there are five management resources that must be managed well, namely (1) human resources, (2) financial capabilities, (3) internal cooperation, (4) facilities and infrastructure, (5) methods applied. The five management resources above are a unit that cannot be separated one by one, because each other supports and determines each other (Wani, 2018: 35).

One sport that is of concern is football. The sport of football is one of the most popular sports among Indonesian people of all ages. is a team sport, where each player generally plays a special ball (called a soccer ball) with their feet on a soccer field. This sport is played by two teams, each consisting of 11 (eleven) core players and several reserve players. Entering the 21st century, this sport has been played by more than 250 million people in 200 countries. Football aims to score as many goals as possible by putting the ball into the opponent's goal. Football is played in an open, rectangular field, on grass or synthetic turf. (Maulana, et al., 2021: 96; Putri, et al., 2017: 2; Choi, et al., 2021: 516; Chang & Lee, 2017: 21).

Modern football originated from the efforts of people in the mid-nineteenth century between local football clubs who began to apply various rules, and ended with the formation of the Football Association in London, England in 1863. The rules created by the association allowed clubs to play each other without dispute, and specifically prohibits handling the ball (except the goalkeeper) and cheating during open field play. After a meeting of the five associations, a split began to emerge between association football and the rules created by the Rugby schools, which became known as rugby football. Football has been an Olympic sport since the Summer Olympics were held in 1900. During the first half of the nineteenth century, various football rules began to be created in schools, universities and clubs. The first set of rules published was that of Rugby School in 1845, followed by Eton College in 1847.

In the 1850s, several clubs not connected to schools or universities began to form throughout the world to play various types of soccer games. Several clubs emerged with their own rules, most notably the Sheffield Football Club which was formed in 1857, which led to the formation of the Sheffield Football Association in 1867. Bhayangkara Presisi Indonesia Football Club is an Indonesian football team owned by the National Police. This club plays in League 1. This club also holds the record as the club with the most name changes in Indonesia, all because of the dualism that occurred between this club and the Persebaya Surabaya club between 2010 and 2016. Currently, this club is the squad holder. U-20 National Team Due to the Cancelation of the U-20 World Cup. The origins of this club began with the Dualisme Persebaya Surabaya which switched to the Indonesian Premier League and changed its name to Persebaya 1927 under PT Persebaya Indonesia. At that time, the team formerly known as Persikubar Kutai Barat was brought to Surabaya and changed its name to Persebaya Surabaya by Wisnu Wardhana under PT Mitra Muda Inti Berlian e (MMIB) so that Surabaya would have representatives in the official PSSI league. In 2015 they were not allowed to take part in the Mahaka Sports & Entertainment tournament entitled 2015 President's Cup. Because they wanted to take part, they added the word United to this team. Since qualifying for the top 8 round, BOPI has indicated that it will abandon the name Persebaya, because the patent rights for the logo and name are in the hands of Persebaya 1927, a subordinate of PT Persebaya Indonesia. Therefore, they changed their name to Bonek FC. The club, which is under the auspices of the Indonesian National Police or National Police, has changed its name three times in the League 1 competition. When this club was founded on September 8 2016, this team was called Bhayangkara Surabaya, then changed to Bhayangkara Solo FC, and finally used Bhayangkara Presisi FC as the club name.

During the first observation by the researcher, data was obtained regarding the achievements of Bhayangkara Presisi FC. From the Bhayangkara FC achievement list table, it can be concluded that in 2010 - 2011 the main division was in 5th position in group 3, in 2011 - 2012 the main division was in the top 8, in 2013 the main division was in 1st place, in 2014 the LSI league was in the top 8, in 2015 the league discontinued, in 2016 position 7 in the ISC A league, in 2017 league 1 won 1st place, in 2018 league 1 fell to position 3, in 2019 it fell to position 4, in 2020 it fell to position 11, in 2021 – 2022 it rose to position in the top 3 , in 2022-2023 it will drop to 7th position and in the 2023 – 2024 league while being the caretaker of league 1. As time goes by, the position of Bhayangkara Presisi FC's Football achievements, which are less consistent at the top of the standings, Bhayangkara Presisi FC this season has transformed into a top club. lower. How could it not be, they are still stuck at the bottom of the board, even in the relegation zone, until they have played seven BRI Liga 1 2023/2024 matches. The club nicknamed The Guardian is now in 17th position with four points from one wins, one draw and five losses. They are only ahead of Arema FC who are in the bottom position with only two points. The situation faced by Bhayangkara Presisi FC is increasingly difficult because it is difficult to win. However, Coach Emral Abus admitted that there had been no ultimatum directed at him regarding this bad result. The transition from

Evaluation of Achievement Development Management of Bhayangkara Precision Football Club

changing coaches should require a process for team improvement. Apart from that, efforts to increase achievement cannot be separated from sustainable or long-term coaching. With this decline in performance, the frequency and quality of training should be increased, such as training core players and generational seeds every week. Complete types of training include; physical training, skills training, mental strength training, etc. In 2013 and 2017, Bhayangkara Presisi FC was able to top the standings or be champions of the League, which is different from today, if you look at the achievements of that year, at that time the players were very stable in spirit and showed their performance even though they went through many ups and downs, which is different from this year's league which has many experience defeat. If there is no improvement in the performance of Bhayangkara Presisi FC, it will be a serious threat with a position in the relegation zone by occupying 18th position or also at the bottom of the standings. Apart from being the team that has never won, Bhayangkara Presisi FC is also the team that has conceded the most goals. A number of problems that are still the main task are the home base which has not been settled or moved around, so that the infrastructure during training is less than optimal. The observations above provide an illustration that there are problems that need to be resolved in order to find a solution. This proves that excellence in achievement cannot be separated from an implicit threat that can quickly undermine high achievements. The problems with the Bhayangkara Presisi FC team are of course closely related to the management system in the team is not good. In connection with these problems, researchers are trying to explore more deeply the problems and management that need to be evaluated in the Bhayangkara FC team. Based on the results of initial observations carried out by researchers during training and visits to home base, the main problems found at Bhayangkara Presisi FC include: 1. there are almost 80% of administrators and players who have double jobs, namely being members of the National Police, so motivation and focus are still lacking. 2. Many young players are new and are still adapting to Bhayangkara Presisi FC's training programs. 3. Management of athletes who have passed peak performance and designing training programs for regeneration who are currently unable to become second tier players due to the lack of playing time in competitions so there is a big difference with seniors. 4. The management's limitations in embracing, approaching psychologically and materially so that athletes continue to provide the best performance. 5. Change of trainer, so it takes time for the training improvement process. Achievement is used to measure the level of knowledge, intelligence and skills of a person, community group, nation and country. Sports achievement is the result obtained from the effort and hard work of an athlete to obtain a medal in a championship/match. Achieving maximum athlete performance requires programmed, directed and continuous coaching and development and is supported by adequate supporting facilities.

II. METHODS

This type of research is evaluation research which uses a mixture of quantitative and qualitative methods. The evaluation model that will be used in this research is the CIPP model because the CIPP model is a complex evaluation that includes Context, Input, Process, and Product Research Population.

A large group of individuals who have the same characteristics is called a population. A population can be a group of elements or cases, either individuals, objects, or events related to specific criteria. Population as the entire research object consisting of humans, objects, animals, plants, symptoms, test scores, or events as a data source that has certain characteristics in a study (Subakti, et al., 2021: 56). The subjects of this evaluation are daily administrators, player coaches and goalkeeper coaches, and Bhayangkara Presisi Football Club players who are willing to be samples and fill out questionnaires from researchers with the criteria for players joining League 1. The sample criteria are: daily administrators, player coaches and goalkeeper coaches, and Bhayangkara Presisi Football Club players who are willing to be samples and fill out questionnaires from researchers with the criteria for players joining League 1. Data collection techniques are carried out by observation, interviews, questionnaires and a combination of the three. Apart from these three things, documentation can be used as supporting secondary data. The validity used in this research is content and construct validity. A questionnaire is said to be reliable or reliable if a person's answers to statements are consistent or stable over time. If an instrument can be declared reliable if it has a Cronbach Alpha Coefficient > 60%, or more than 0.06 (Ghozali, 2016: 47). This reliability test uses the SPSS version 23.0 program.

III. RESULTS

Data Analysis Techniques analyze data, so that a conclusion can be drawn from the data by calculating categories. The data obtained was then processed with the help of the SPSS version 23.0 computer program. In accordance with the research objectives, the data analysis technique used to analyze the data in this research is interactive model qualitative analysis as proposed by Miles and Huberman.

Evaluation of Achievement Development Management of Bhayangkara Precision Football Club

Table 1. Average indicators of the background of the construction program, the purpose of the construction program, and the construction program

Component Context	Mean	Kategori
Construction Program Background	3,09	Good
Purpose of the Construction	2,60	Good
Program Construction	3,03	Good
Program Context Components	2,91	Good

Shows that the Contexs evaluation of Bhayangkara FC Achievement Development management is 2.91 in the good category.

Table 2. Average Bhayangkara Presisi FC Input Evaluation Results

Component Input	Mean	Kategori
Human Resources	3,07	Good
Trainer program	3,05	Good
Funding	2,66	Good
Facilities and infrastructure	2,66	Good
Family support	2,29	Not good
Input Components	2,75	Good

Shows that the management evaluation input for Bhayangkara FC Achievement Development is 2.75 in the good category.

Table 3. Average Bhayangkara Presisi FC Input Evaluation Results

Component Process	Mean	Kategori
Program Implementation	3,06	Good
Coordination	2,60	Good
Process Components	2,83	Good

Shows that the Bhayangkara Presisi FC management evaluation process is 2.83 in the good category

Table 4. Average Bhayangkara Presisi FC Product Evaluation Results

Product Components	Mean	Kategori
Performance	3,33	Good
Well-being	3,20	Good
Product Components	3,27	Good

Shows that Bhayangkara Presisi FC's sports management product evaluation is 3.27 in the good category.

IV. DISCUSSION

Context Component, Based on the results of the context analysis and evaluation above, it shows that the background of the coaching program, the objectives of the coaching program and the existing coaching program at Bhayangkara Presisi FC with categories are good. However, a good coaching program must have clear implementation so that each indicator in a coaching program can run according to predetermined procedures. In context evaluation, the evaluator assesses goals, needs, problems, assets, and opportunities, plus relevant contextual conditions and dynamics (Stufflebeam & Zhang, 2017: 311). Another opinion says that context evaluation is related to specifications regarding the program environment, unmet needs, the character of the evaluation subject and the program objectives to be achieved (Meivawati, etal., 2018: 63; Areli, et al., 2020: 180).

Based on the context component indicators in the background of the coaching program with an average value of 3.09 in the good category. The background of the coaching program contains indicators of management and athlete development strategies, both of which show good results. The results of observations and interviews also show that there is tiered athlete development. And progressive as evidenced by the existence of early age training for Bhayangkara Presisi FC players, and recruiting many young players, the aim is for the long term, even though they have experienced a decline in results this season. However, for sports coaching such as the quality of athletes being coached, trainer qualifications, intensive trainers (training programs, training

Evaluation of Achievement Development Management of Bhayangkara Precision Football Club

schedules, try-ins, try-outs and competitions, infrastructure and sports science and technology support have been carried out well. Because, coaching activities have been programmed, directed, planned through tiered activities over a relatively long period of time which are based on the concept of periodization and training principles and implementation methodology in

Field. Based on the research results, it shows that the program background is good, the goals of the coaching program are good, and the coaching program is running well.

Input evaluation is the initial ability of a situation to support a program. Input evaluation here explains aspects relating to coaches, athletes, facilities and infrastructure, funding and parental support. Based on the research results, it shows that the input evaluation for the Bhayangkara Presisi FC sports management implementation program is good. However, parental support is still lacking, because they are far from their parents and communication with their families is limited to focus on training. However, other components show good results. Facilities and infrastructure show good results, but they need to be improved again because almost every year the home base always moves. Currently the home base is at the PTIK stadium.

Input evaluation assesses alternative approaches, activity plans, staffing plans, and budgets for feasibility and potential cost-effectiveness for meeting needs and achieving targeted objectives. In relation to this research, Input evaluation is an activity to analyze resources, in this case athletes, coaches and other supporters such as funding, financial resources, facilities and infrastructure.

Based on the funding indicator of 2.66, the good category. Funding is the most important supporting factor in efforts to make the sports performance development program a success. Funding at Bhayangkara Presisi FC is good because apart from funding from Korlantas there is also a main sponsor from the bank, so there are no problems with funding. Because, the achievement development program requires a lot of funding to support activities so that they can run well. Supporting achievement development activities requires support from both facilities and infrastructure and funds, in this case as a form of the process of carrying out development activities. Thus, without financial support, coaching will not be achieved. This support is closely related so that an integrated program can be created to support all sporting activities, so that maximum performance can be achieved. For sports coaching, quite a bit of funding is needed because this coaching system will cover and involve all systems and ranks in Indonesia (Assega & Akhiruyanto, 2021: 40).

Process evaluation is a material for implementing a decision that will be taken, in this case it will be seen whether the implementation of a program that has been determined is appropriate or not, the process evaluation here explains how the training program is implemented, the implementation of the coaching and monev (monitoring and evaluation) program at Bhayangkara Presisi F.C. Based on the research results, it shows that the evaluation process for the Bhayangkara Presisi FC achievement management implementation program is good. Process evaluation is related to activities to implement the program plan with the input that has been provided. Sugiyono (2017: 750) explains that the evaluation process is used to answer program implementation, procedures for implementing the performance of the people involved in implementation, implementation according to schedule, input to support the program implementation process, and weaknesses in program implementation. Process evaluation is carried out to learn whether program implementation is in accordance with plan.

The process components in research at Bhayangkara Presisi FC include program implementation and coordination, both of which show good results. Before the match, maximum training is carried out and mutual coordination between all parties. The physical and mental condition of the players must be fit before the match, they also have to stay in the mess to avoid negative things. Coordination of all parties before the match starts, all parties will replay the opposing side to set the match strategy. Because an athlete's performance is determined by a system of various interrelated parties, coordination, synchronization and synergy between various stakeholders is required.

Product evaluation in this research explains the results that have been achieved from a coaching program, namely achievement. Bhayangkara Presisi FC has had good achievements in recent times or in the last season, it can be seen from the results they have achieved, however, during interviews and documentation obtained by researchers, this season Bhayangkara Presisi FC has experienced a significant decline in performance. Bhayangkara Presisi FC experienced several changes in main coach. The decline in performance was due to several factors, because they wanted to focus on developing young players, so many professional players were replaced with young players, the hope was that future results would be better, there were several players who passed the national team selection. Achievements cannot be achieved just like that, but must be done with hard work from each athlete and under the guidance of quality coaches and support from various groups to advance football at Bhayangkara Presisi FC. The purpose of product evaluation is to measure and help further decisions, what has been achieved and what has been done after the program runs. Feedback on achievements is essential, both during the program cycle and at its conclusion. Product evaluation is also often expanded to assess long-term effects.

Evaluation of Achievement Development Management of Bhayangkara Precision Football Club

V. CONCLUSIONS

Based on the results of research and the results of data analysis that has been carried out, it is concluded that the achievement management evaluation of Bhayangkara Presisi FC is 2.94 in the good category. Conclusions based on each evaluation component are as follows.

1. Context of the management evaluation for the achievement of Bhayangkara Presisi FC, amounting to 2.91 is in the good category. Based on the background indicators of the coaching program, it is 3.09 in the good category, the coaching program objectives are 2.60 in the good category, and the coaching program is 3.03 in the good category.

2. Input evaluation of Bhayangkara Presisi FC's achievement coaching management, amounting to 2.75, is in the good category. Based on the human resources indicator, it is 3.07 in the good category, the trainer program is 3.05 in the good category, funding is 2.66 in the good category, facilities and infrastructure is 2.66 in the good category, and parental support is 2.29 in the poor category.

3. Bhayangkara Presisi FC achievement management evaluation process, amounting to 2.83, is in the good category. Based on the program implementation indicator, it is 3.06 in the good category and coordination is 2.83 in the good category.

4. Product evaluation of Bhayangkara Presisi FC's achievement management management, amounting to 3.27, is in the good category. Based on the achievement indicator of 3.33 in the good category and welfare of 3.20 in the good category.

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