

Evaluation of Coach Recruiting Management of PPLP Aceh Youth and Sport Office

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Abstract

The management of sports coach recruiting explains that the optimal achievement of a coach is determined by the implementation of its managerial function. Recruitment of a trainer can't be conducted instantly, it requires good and structured program. The problem formulation of this research is "how is the management of trainer recruitment of PPLP Aceh youth and sports office. This research aims to determine the management of coach recruitment of PPLP Aceh youth and sports office. This research is a qualitative research with descriptive approach. The research subjects are: the head of nursing department of youth and sports office of Aceh and the coordinator of trainer recruitment committee. The instrument of this research is interview. The data analysis techniques are data collection, data reduction and data information display, conclusion drawing and verification. The conclusions of this research are: The coach recruitment and its management are good, transparent and in accordance with the recruitment guidelines.

Key words: *Management of Coach Recruitment*

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I. Introduction

Achievements can be obtained through the selection of coaches and specific training programs, tailored to the needs of motor skills from each sport. Motor skills (basic skills) have various forms according to the type of sport. Thus, it is necessary to develop a coach and the basic dexterity of each athlete in carrying out sports exercises that are practiced on a daily basis. This can be seen from the many sports developments that are formed by the central team to form new coaches in Aceh. One of them is at the Lhong Raya Banda Aceh Stadium. Attempts to maintain that existence are not easy. Optimal coaching and development are needed. There are 4 main aspects that determine sports achievement, namely biological aspects, psychological aspects, environmental aspects, and supporting aspects (Sajoto, 2005: 2-5).

One indicator of the success of sports coaching is reflected in the appropriateness of the management of the selection of coaches and the implementation in the field. The Aceh Provincial Youth and Sports Office as the institution in charge of youth and sports has formed a team, namely PPLP with the aim of being able to score good achievements. PPLP trainers should be occupied by trainers who have taken the specified test conditions with the aim of getting potential trainers and who have passed the selection process, in term of carrying out the exercises, it should be carried out based on the existing program and the exercises should be carried out in Banda Aceh. In the science of sports coach recruitment management, it is explained that the optimal performance of a coach is largely determined by the application of management functions. To the best of the author's knowledge, PPLP Aceh has been inadequate in implementing management functions.

Among the management functions of the Aceh Province PPLP trainer recruitment are focused on field technicalities without thinking about non-technical matters. They even point to each other about the problem. The problems experienced by all sports will be difficult to find and solve if these conditions exist. Fostering a coach cannot be done in an instant way, it is necessary to know the background of the trainer in achieving achievements, not only the scientific elements that play an important role so that achievement is as planned, especially to support achievement.

There are two factors, namely internal factors and external factors, four basic factors that are believed to affect the performance of the coach, namely: physiological factors, anthropometry, psychological and external. Physiological factors are related to the biomotor abilities of a trainer. Psychological factors relate to the trainer's mental readiness and ability to train and compete for achievement. External factors are factors of the natural environment, including adequate facilities and infrastructure with regard to the mastery of an effective and efficient training program, the ability of coaches, communication between athletes, referees and administrators, and management factors also affect sports performance.

Therefore, on this occasion the researcher tried to evaluate the management of the PPLP Aceh trainer selection with the research title "Evaluation Of Coach Recruiting Management Of Pplp Aceh Youth And Sport Office".

A. Management

Handayani (2002: 20) provides a definition of management as a process that distinguishes planning, organizing, mobilizing work implementation and supervision by utilizing science and art to accomplish predetermined goals. In the definition stated by Terry, he views management as a process consisting of planning, organizing, implementing and controlling its movements.

The definition of management according to Terry (2009: 1) is a process or framework that involves guiding or directing a group of people towards organizational goals or real intentions.

According to the first definition, namely management as a process, different definitions are given by experts. The definition of management according to the first definition is said to be three definitions. The Encyclopedia of the Social Science states that management is a process by which the implementation of a certain goal is organized and supervised.

From the statements of several experts above, it can be concluded that management is a process of planning, organizing, mobilizing, and controlling that carried out to achieve predetermined goals through other people.

B. Coach Recruitment

According to Simamora (2006: 170) the results of the selection are a group of job applicants who will be selected to become new athletes. The recruitment process also interacts with other human resource activities, particularly performance evaluation, compensation, training and development and athlete relations. Meanwhile, according to Hasibuan (2009: 40) selection is an effort to find and influence workers to be able to apply for job vacancies in an institution.

According to Sukirno (2004: 98) recruitment is the process of attracting people who meet the requirements to apply for jobs that have not been filled, divided into internal and external recruitment. Internal recruitment is the promotion of athletes in the organizations whose goal is to maintain athletes who have good performance. External recruitment involves attracting people from outside of the organization to fill job vacancies through advertisements, interviews, job opportunities fairs and other methods. So, from some of the expert opinions above, it can be concluded that the overall process of recruitment is an attempt to find workers and lure those prospective workers to be able to work in institutions and occupy the desired position.

Recruitment or selection is a series of activities that begin when an institution or organization requires manpower and opens vacancies to get a qualified athlete in accordance with the existing position or job vacancies. Rivai (2009: 150) states that, the purpose of the selection is to receive as many applicants as possible according to the qualifications needed by the institution from various sources, so that it is possible that the highest and best quality athletes will be recruited. The screening activity certainly attracts as many potential candidates as possible in order to find the best candidates who can meet the needs of the organization and eliminate applicants who are not right for the organization and focus on only a few potential athletes. The main objective of recruitment is to find qualified applicants who will stay with the institution at the least amount of cost. Another general aim is that the recruitment effort should have a spillover effect, that is, improving the general image of the organization, and even failed applicants must have a positive impression of the institution and its products.

From some of the above theories it can be concluded that "Recruitment can attract individuals and athletes who are currently employed by institutions, athletes who work in other institutions or people who do not work at any institution".

II. Research Method

This research applies a qualitative approach with descriptive research type. The subjects in this study were the Head of Nursery of Youth and Sports Office of Aceh and the Coordinator of the Aceh Youth and Sports Office PPLP Trainer Selection Committee. Data were collected by interview and documentation. Data analysis techniques are as follows: collecting data, data reduction, data display, conclusions drawing and verification.

III. Results And Discussion

The results of interviews with the subject are as follows:

1. Head of Nursery of Aceh Youth and Sport Office.

The recruitment of PPLP Youth and Sport Office of Aceh trainers was in accordance with the indicator that the evaluator teams were given full authority through a decree of the head of the department. Administrative files, certificates and trainer licenses have been verified by the recruitment committee team as specified in the requirements. The presentation and preparation of the trainer program were assessed by the selection committee. The announcement will be carried out transparently and openly through online and printed media.

2. Committee Coordinator.

The recruitment mechanism for PPLP Aceh Youth and Sports Office coaches, the Head of Aceh Youth and Sports Office stated that the recruitment of coaches was different from athletes recruitment for each team formed according to the trainer's branch, so that only needs to be approved by the person in charge of Aceh Youth and Sports Office, then the final process was an announcement for the trainer who passes the recruitment process. There were no obstacles because prospective trainers who took the test already understand the selection mechanism.

The administration of PPLP Aceh Youth and Sports Office trainer recruitment can be said to be good, because the administration of the PPLP and PPLPD Aceh Youth and Sports Office trainers was structured, this was an important indicator of trainer assessment.

3. Head of the Monitoring and Evaluation Team.

One of the Monitoring and Evaluation team stated that the mechanism of coach recruitment system was different with athlete's recruitment. There were no physical test for trainer selection, only the trainers' knowledge and coaching techniques. There were also no obstacles as the coaches joining the recruitment process had already understood the test mechanism. The administration of the recruitment was also good as it was structured. Assessment indicators were very important to determine whether a trainer passes the selection or not. Each coach who takes the test will present his training program, how to structure the training program, and how to apply it to athletes. Long-term training program and short-term training program were also be presented to see what championships will be followed in the future.

The license is one of the documents that prospective trainers must fulfill, in filling in the form there are training experience points, how long the training experience has been and the achievements that have been obtained. Due to the Covid-19 pandemic, each prospective trainer must also attach a Covid-19 free letter from the Aceh Provincial Hospital.

The evaluator team that has been formed by the organizing committee will announce the test results, the test results will be announced the same as the athletes, namely through letters and websites. After conducting observations at the research site, namely the Aceh Youth and Sports Office, an answer can be taken in this discussion regarding the analysis of recruitment management of the athletes and coaches of PPLP Aceh Youth and Sports Office. This section will explain the flow or process in determining the coach who passed the recruitment test. This section will explain the flow or process in determining the finalization of who will be the athletes and coaches later. The second is the result of an interview with the Coordinator of the Selection Committee for the selection of athletes and PPLP Aceh Youth and Sports Office coaches.

IV. Conclusion

Based on the results of research and data analysis, it can be concluded as follows: 1) The recruitment of coaches is given full authority to the evaluator team which was formed through the decree of head of the department, 2) Administrative files, certificates and trainer licenses have been verified by the selection committee team according to the specified requirements, 3) The presentation and preparation of the trainer's training program is assessed by the selection committee team, 4) The announcement will be carried out transparently and openly through online and print media.

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