

# The Achievement Coaching Management of PERSADA Football Club at Southwest ACEH

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## **Abstract**

*The Southwest Aceh Persada football club is a vaunted team of Southwest Aceh society. According to data from the last few years, Persada has a decline of performance in the competitions which they participated in. hence, an evaluation must be carried out to monitor all the shortcomings of each manager, coach and athlete to obtained the accurate data. The purpose of this study was to find out how the achievement coaching management of Persada football club. This study adopted the qualitative research design with descriptive approach. The subjects of this study were Persada Football Club Managers, coaches, and athletes. Interviews and documentation were used to collect data, then the data were analyzed using reduction techniques, classifying data, displaying and drawing conclusions. From the results of the study it can be concluded that: (1). Planning in the achievement coaching management of the Southwest Aceh Persada football club which has been designed by the board as a whole has not met the expectations of the planning management principles. It includes the preparation of budget plans, holding deliberation meetings at certain times, constrained by the lack of a budget, and evaluating performance at the end of the month or year. (2). The organization in the achievement coaching management of Persada football club at Southwest Acehhas partially carried out the organizing function as expected in the organizational principles, this is reflected in some of the administrators interviewed by researchers who already know clear authority and as well as the authority for the division of main tasks and functions. (3). Coordination in the achievement coaching management of Persada football club has not been carried out as expected, most of them have carried out their duties well, although there are still shortcomings that have to be improved. (4). Supervision which has been carried out by administrator in the achievement coaching management of Persada football club makes the implementation of the coaching in accordance with the plans that have been compiled, this is proven by the evaluation of the implementation of exercises and matches.*

**Key words:** *Football Achievement Coaching Management*

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## **I. Introduction**

Football is a team game, each team consists of eleven players, and one of them is a goalkeeper. This game is almost entirely played with the legs, except for the goalkeeper who is allowed to use his arms in the penalty area. Sucipto, (2000:7). The purpose of football game is to get the ball into the opponent's goal as much

as possible and try as hard as possible to keep the goal from conceding the ball. The football sport is the most popular games in the society, it can be seen by the large number of people both men and women who go to the football field. The arrival of the community illustrates the society interest on the football sport, although each of them has different reasons. Some of them come to play football just to fill their spare time and improve their skills while the others just want to watch the football game. Sport is part of the achievements of a nation that grows and develops in accordance with the development of science and technology. Therefore, sport has an important role as a medium for the improvement of a human being. In general, sport also has a function to improve physical, mental and spiritual. It is aimed to create a good attitudes, personality, discipline and high sportsmanship. In particular, this kind of sport has a purpose to achieve optimal performance which is called as achievement sports.

Maximum achievement can not only be seen from the intensity of practicing, but there are many supporting factors that influence it. There are some steps needed by athletes to reach achievement in sports, in terms of coaching, it must be carried out systematically and sustainably, starting from the aspect of massing, hiring, as well as to the stage of maturation. Thus, the whole participants in coaching will reach the achievement. In addition, the recruitment of athletes has to begin with their talents and interests in their favorite sports. Further, in terms of the athlete's welfare, after retiring, the athletes should get an award or a decent job. The competition is the essential factor to gain the highest achievement in football sport. Competition itself is not only in training but also in matches at the regional, provincial, national and international levels. Therefore, the correct coaching of athletes in each region is very necessary to find new future athletes that can represent Indonesia at the international level. There are some efforts that can be done to improve football achievement, includes: (1) participate in football coach training, (2) hold regional level championships, and (3) coaching for outstanding athletes. Unfortunately, these efforts have not been well implemented in all regions in Indonesia. It is necessary to increase understanding to local governments that the development of sports achievement is very important for regional, provincial and national progress. Intensive coaching with continuous, gradual, and sustainable training is also needed especially at regional. Region that has lack of attention on training their athletes will give negative impact to the progress of sports development on that region. The lack of competitions or championships held for the student and adult categories at the Southwest Aceh Persada club made the club unable to compete with other regions. Athletes can improve their performance through a good management of performance development and with the number of competitions or championships that can be followed in order to know and improve the quality of competition.

Talent scouting and good organization are the important factors in the selection of talented athletes. It is to find athletes who are ready to do the training program that will be made. According to AndiSuhendro (1998: 2.3) Talent scouting is an effort made to estimate (predict) the chances of a talented athlete, in order to be successful in carrying out an exercise and achieve high performance. Organizations in sports are places for athletes to achieve their high performance. Most of the athletes who have represented Southwest Aceh Regency or represented at the National level are from the Persada club. Athlete who trains at this club is not required to pay a fee. Coaches at the Persada club also have a coach license, as evidenced by the certificate of participating in training in various places. Moreover, the training program at Persada club has been running and programmed well, both long-term and short-term programs. The training schedule is carried out in the afternoon every Monday to Thursday. The training adjusts the after-school schedule even after working hours because some Persada athletes are still in school, studying and working.

All the limitations of equipment and infrastructure are happened due to lack of funds or budget in the club. However, the limited facilities and infrastructure did not limit the enthusiasm of the athletes to practice at the Southwest Aceh Persada football club. It is proven by the increase of athlete who participating in club training. Hence, a good management is needed to achieve maximum or high performance. A good management will affect the athletes, coaches, organizations, infrastructure and coaching.

The Southwest Aceh Persada football club is a vaunted team of Southwest Aceh society. According to data from the last few years, Persada has a decline of performance in the competitions which they participated in. The following is the table of the Persada competition:

Table 1.1. Achievement Stages of Persada Football Club at Southwest Aceh

No	Competitions	Achievement Results
1	League 3 Aceh in 2017	3rd along with kualanangroe
2	PORA Aceh Besar in 2018	Eliminated from the group stage
3	Aceh League 3 in 2019	Knocked out in the last 16

Due to the existing problems, an evaluation must be carried out to monitor all existing deficiencies. The evaluation will provide an overview the management of coaching program in Persada club, it is also will help the organization in measuring the level of achievement or performance that have been reached.

Suharsimi Arikunto (2009:18) suggests that program evaluation aims to determine the achievement of program objectives by knowing the implementation of program activities.

Due to obstacles in coaching management, it is necessary to evaluate in terms of basic research from every administrator, coach and athlete, it is to obtain the accurate data. Based on these problems, the authors want to conduct research to examine "The Achievement coaching management of Persada Football Club at Southwest Aceh".

## **II. Research Procedure**

The approach used in this research is a qualitative approach with a descriptive method, and used evaluation research. The subjects of this research are Persada administrators, coaches, and athletes. This research was carried out at the Persada Football Club office. The most important step in the research process is obtaining data. The most appropriate data collection techniques are used to obtain valid and reliable data.

## **III. Research Result**

Based on the results of this interview, the author has limitations in taking data where not all samples want to be interviewed with questions that the author has attached, the writer is forced to sort out questions with their respective main duties and functions, regarding management of achievement development from aspects of planning, organizing, coordinating, and supervision, in Persada football club as follows:

### **1. Achievement coaching management planning in the Southwest Aceh Persada Football Club.**

In the research process, it can be concluded that the Persada club held on meeting on each five years to recruit administrator in the hope that the objective of the Persada club are achieved. The administrator prepares and holds consultation meetings, regular meetings every year. If Persada follows a certain event, it is routinely carried out from the schedule to the final finishing stage. In terms of recruiting trainers, they must have a license as individual debriefing, implementing a budget that has been carried out by the treasurer in fostering and coordinating policies in terms of budgeting properly. The use of funds in Persada club management has been used effectively and efficiently, but sometimes the club still has lack of budget, whereas, it is certainty that the funding or budget will ensure the integrity of a club.

The training program planning process prepared by the coach has been well structured, but there are coaches who say that the training program planning at the Persada club is currently not well planned due to the COVID-19 situation. This affects training, so structured training is currently omitted. Whereas, usually there is always physical training for one hour, then technical, tactical and mental training.

Deriving a conclusion in terms of achievement coaching requires a clear and directed objective, because planning is the beginning of an achievement. If the planning is not carried out in a well manner, it is difficult to obtain the achievement. It is clearly said that if we want to reach an achievement, we have to make a good and structured plan, and mastering planning management. It includes: recruiting administrators who are experts in their fields, trainers who have licenses as well as knowledge and experience, and athletes who are selected based on their abilities from the selection results, as well as making the right work program. Thus, all parts of the organization will have the same goals and work together accordance with the planning. As Siswanto (2005: 3) said that planning is a process and series of activities to set goals in advance for a certain period of time and the stages/steps that must be taken to achieve the goals.

### **2. Organizing the Achievement Management of the Southwest Aceh Persada Football Club.**

Some of the Persada administrators have implemented the program as expected and assigned people who are experts in their respective fields. The current management process of organizations Persada club is running well and structured, however it is there is still an obstacle, for instance budgeting allocation from government. Due to lack of funds and budget, it is difficult for Persada club in achieving high performances. Furthermore, facilities and infrastructure from government also did not meet expectations of Persada administrator. As findings that in the management organization of the Persada football club, most of the administrators do not have expertise in their respective duties and responsibilities, as evidenced by where there are some administrators who are not expert in sports. In addition, there is no requirement for people to be a manager or administrator in Persada club. It is an authority of government to choose the administrator of the club.

As Siswanto (2005: 3) said that organizing is a process and series of activities in the division of labor that are planned to be completed by members of the work group, determining good work relations between them, and providing a conducive environment and facilities.

### **3. Coordination of Achievement Coaching Management in the Southwest Aceh Persada Football Club.**

Most of the administrators at Persada football club have a good performances on their duties, they observe and supervise all activities in group, includes weekly and monthly activities. In addition, training program has been

arranged by coach for the athletes. This program hopefully will improve tactical and mental techniques of athletes.

Making a conclusion in terms of achievement coaching is needed in coordination, because coordination is a place for someone to do an effort for gaining the achievement and performances. If the coordination or implementation is not carried out properly, it is difficult to obtain the achievement. The solution given to reach an achievement is to make a coordination or implementation that has been planned, determined, as well as provisions with a good attitude, responsibility and discipline. Thus, the objective can be achieved. According to manullang M (2001: 12) coordinating is one of the management functions to perform various activities in order to avoid chaos, strife, and no activities. it was doing by connecting, unifying, and harmonizing the work of subordinates. Thus, there is directed cooperation effort of member organization in achieving organizational goals.

4. Supervision of Achievement coaching management in the Southwest Aceh Persada Football Club. In the supervision process at the Persada Club, the PPTK supervises the implementation of bookkeeping, verification and financial expenditures so that there is no miscommunication of the Persada spending budget. Supervision is necessary to support the needs of management facilities, operation, and financing of the club. Moreover, supervision also needed to find out the conditions and weaknesses and anticipate the obstacles of the club. Supervision is carried out to oversee the entire implementation of activity programs in all areas of management and cannot be separated, supervision means directly involved in these activities. Along with the training program provided by the coach, the management always provides supervision and asks obstacles both from a review of the shortcomings of player and coach complaints and evaluating deficiencies. Supervision of the training program provided by the coach to athletes went well even though it did not reach 100%, it is reach approximately only 80%.

Making a conclusion in terms of fostering achievement requires a clear and directed goal, because supervision is a process to know the progress of whole activities. Whether it in line with the planning or not in line. If supervision is not carried out properly, it will be difficult to obtain the achievements or the goals. The supervisions includes for athletes, coaches, as well as in terms of facilities, infrastructure, and funds for athletes and coaches. The solution given to reach an achievement is to know the supervisory duties, processes of supervision, and the purpose of the supervision. So each of member will be responsible for his duties and responsibilities, furthermore the supervisor must also have a personality and responsibility for his work and mastering the management of supervision.

As Siswanto (2005:4) said that control/supervision is a process and a series of activities to ensure that a job can be carried out in accordance with a predetermined plan and the stages that must be passed.

#### **IV. Conclusion**

Based on the results and discussion of this research, it can be concluded that; (1). Planning in the achievement coaching management of the Southwest Aceh Persada football club has been designed as follows: budgeting plan, constrained by the lack of a budget, holding deliberation meetings with a certain time which is weekly or monthly, conducting an overall performance evaluation. The whole planning has not met expectations in the principles of planning management. (2) The organization in the achievement coaching management of Persada football club at Southwest Aceh has partly carried out the organizing function as expected in the principle organizations, this is reflected in several administrators interviewed by researchers who already know clear their duties. The principal and functions have been carried out but still not as expected in the principles of organizing management. (3) Coordination in the achievement coaching management of Persada football club has not been carried out as expect, most of them have carried out their duties well, although there are still shortcomings that must continue to be improved. In addition, the form of organization has been running based on goals, and the implementation of the training program provided by the coach to athletes has been arranged in the training programs has been carried out as expected. (4) Supervision which has been carried out by administrator in the achievement coaching management of Persada football club makes the implementation of coaching in line with the planning has been arranged, this is proven by the evaluation of the implementation of exercises and matches. Supervision for performance coaching exercises for outstanding athletes has been carried out by the administrator. He visited the athletes on their training and competitions and asked about the obstacles experienced by athletes and the coaching team. He has been done the supervision as accordance with management supervision.

#### **APPENDICES**

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