

# Analysis Management and Technology at Student Sports Training Center of *Pencak Silat*

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**Abstract**—This research was initiated from the problem of inconsistent achievement of athlete, accordingly the purpose of this research is to study the implementation of management and technology of SSTC Pencak Silat Riau. This research uses qualitative descriptive method to describe implementation management function and technology at SSTC Pencak Silat in Riau province. The location of this research is in Rumbai sports center area. The targets were in this research manager and trainer to serve as informants. Data collection was carried out by using methods observation, interviews and documentation. The data validity audit enabled the use of credibility, test transferability, response, and confirmation. As for the data analysis there were: 1. Data collection 2. Data reduction, 3. Display data, and 4. Conclusion drawings or verification. The results of this study indicate that: 1) the implementation of management functions have been carried out by the board of SSTC Pencak Silat Riau, but in the process of management is still often constrained by lack of budget. 2) in the coaching process has not been fully applied sports science and technology in the process of recruiting talented athletes.

**Keywords**—management, technology, pencak silat.

## I. INTRODUCTIONS

Indonesia is the country with the largest region and population in Southeast Asia. Having a large population, Indonesia still has been difficult to have achievement in sports and has not been able to show consistency in leading other ASEAN countries. The last time Indonesia led the acquisition of sea games in 2011, after that Indonesia was knocked out at fourth position of sea games 2013, while the 2015 and 2017 editions of Indonesia only at the fifth position.

One of the reasons for the decline in sporting achievements was the lack of coaching and development of achievements in Indonesia. The development of sports achievements should be carried out systematically, gradually and continuously. As stated in the mandate of law number 3 of 2005 about National Sports System article 20 paragraph 3, which reads "Sports achievements are carried out through a planned, tiered, and sustainable development and development process with the support of sports science and technology." [1]. The process of coaching and developing sports achievements certainly requires athletes with their potential and talents. To get potential athletes, it is necessary by having development of achievements in the productive age, namely the school age level.

Government efforts have been carried out by establishing a model of coaching among students that is called Student Training and Education in several provinces in Indonesia with

students as the target, especially students that are called the Student and Training Centre. Students as the right human resources to be the target in creating the forerunner of the emergence of outstanding athletes in the future. This is based on the large number of students in Indonesia so that it has a very large chance of the potential emergence athletes if there is a gradual and continuous training.

But in the last few moments the results of SSTC coaching were still felt to be less than optimal. In some areas to compete with fellow student sportsmen outside SSTC the results are also less encouraging. Therefore, further arrangement is needed in the SSTC coaching management system. In carrying out SSTC, it cannot be separated from management. Management is an important component and cannot be separated from the overall coaching and training process because without good management, it will be very difficult for PPLP to be realized optimally.

Based on the author's review that the achievements of SSTC athletes in Riau Province in this case the sports branch of Pencak Silat has not shown significant progress as the goal of SSTC itself. It can be seen when there are regional level championships, it is something common for SSTC athletes to be defeated by non-SSTC athletes, it makes a negative viewpoint of Pencak Silat institution to the SSTC itself. Only getting 2 bronze medals at POPNAS 2015 and it also shown how left behind the development of Riau Pencak Silat student athletes. As is known that the success of a coaching is not separated from good management and managerial. Based on these problems the authors feel the need to do research on the implementation of SSTC Pencak Silat Riau management. So that the results of this study can be found out eventually that must be improved in the future for better performance.

The rest of this paper is organized as follow: Section II describes proposed research method. Section III presents the obtained results and following by discussion in section IV. Finally, Section V concludes this work.

## II. PROPOSED METHOD

This study used descriptive qualitative method. Descriptive method can be interpreted as a problem-solving procedure that is investigated by describing / describing the state of the subject / object of the research (a person, institution, community, etc.) at the present time based on the facts described holistically by describing the detailed sight of the resource persons naturally. Qualitative methods refer to research procedures that produce descriptive data in the form of writing and words from people as well as observable behaviour [2]. Qualitative research is research that places

researchers as key instruments by talking directly to people and observing them behaving in a natural context. That natural context becomes the main characteristic of qualitative research where researchers interact face to face throughout the research [3]. In this study the researcher wanted to reveal the description of management implementation and the pattern of athlete coaching at the Student Sports Training Centre (SSTC) Pencak Silat Riau. Data sources in qualitative research are measurements, interviews, documentation and others. The main data sources in qualitative research are words and actions, the rest are additional data from documents and others [2]. In taking data, researchers and interviews with informants based on management functions that have been compiled and in previous expert judgment. Technical data consists of: (1) observation (2) interviews, and (3) documentation [2]. To test the validity of the data in qualitative research by testing credibility (internal validity), transferability (external validity), dependability (reliability) and confirmability (objectivity) [4]. Data analysis in this study uses Miles Huberman analysis and SWOT Analysis. SWOT analysis is one method for identifying strengths (strengths), weaknesses (weaknesses), opportunities (opportunities) and threats (threats) in action or business [5].

### III. RESULT

In this study, based on the criteria according to each functional, there are 7 key informants. This study discusses and describes the implementation of management functions and how implementation technology in the coaching process in SSTC Pencak Silat, Riau province. The purpose of this research is to find out how the process of implementing the management, guidance and infrastructure processes in SSTC Pencak Silat Riau. The implementation of management functions in this study include planning, organizing, staffing, actuating and controlling. Data results in this study were obtained through several collection processes through observation, interviews and documentation. The running of a coaching does not escape the management process of the institution / organization that houses it. From the results of the study showed that the process of managing SSTC Pencak Silat through UPT Youth and sports training have implemented five (5) aspects of the management function which included planning, organizing, employee, leader, and control. Overall the formation of Pencak Silat athletes in SSTC Pencak Silat Riau has been running but not maximally yet. The qualitative data is strengthened by data from interviews with the ranks of the management in charge in their respective fields.

#### A. Planning

UPT Youth and Sports Training managers look how important planning in an activity. Therefore the manager of UPT Youth and Sports Training makes the program through the trainer as a form of planning to achieve the desired goals.

In the process of planning for UPT Youth and Sports Training there are short-term plans and long-term plans. One program that has been carried out later by the UPT Youth and Sports Training is to provide Basic Military Education to athletes. The purpose of the UPT Youth and Sports Training implements Basic Military Education to install discipline values in athletes. As for the next planning activities to be carried out by the UPT Youth and Sports Training is to conduct training for trainers in the district / city. The goal is to

improve the quality of existing trainers, which is expected to improve the quality and achievements of athletes.

On the other hand, not all planning that has been made at the UPT Youth and Sports Training runs in full. There are several activities that have not been planned in time due to the existing budget. Because operational funds in the UPT training for Youth and Sports only depend on the provincial APBD.

#### B. Organizing.

In the implementation of the UPT Youth and Sports Training has done organizing by distributing tasks to employees in accordance to their respective to pokes. The duties of employees in the UPT Youth and Sports Training have been set in writing and according to their respective SK. Regarding the organizational structure in the UPT Youth and Sports Training is only written in the document, but there is no UPT structure for Youth and Sports Training that is clearly displayed on the wall or notice board in the UPT Youth and Sports Training office.

Every part of the UPT Youth and Sports Training has cooperated and coordinated well with each other. As for coordinating that is done by communicating and discussing together from each process of carrying out activities. Furthermore, in the case of delegating the authority of the UPT Youth and Sports Training has carried out according to the existing procedures. It is like when the head of the UPT is absent, the assignment will be delegated to the Sub-division of TU / KASI to be charged under the head of the UPT.

#### C. Staffing

The process of recruiting UPT Youth and Sports Training is carried out according to the needs of each activity. Employees serving in the UPT Youth and Sports Training can be categorized into two categories, firstly Civil Servants (PNS) and Honorary Employees (PH). The Civil Servants on duty have their respective decrees set by the BKD of Riau province. While honourer employees in the UPT training Youth and Sports Training were established by DISPORA Riau province.

But in other cases employees who are in the UPT Youth and Sports Training are not a few who have a high school education equivalent. These constraints have slightly hampered the performance of the Youth and Sports Training UPT. This happens because some employees in the UPT Youth and Sports Training are from athletes who are assigned based on field achievements rather than education. Furthermore, sufficient obstacles were felt for the members of the UPT Youth and Sports Training about giving honorarium / salaries, employees often experienced delay in getting salary even up to three months of work.

#### D. Leadership

Leaders at the UPT Youth and Sports Training were appointed by DISPORA through the Riau Regional Personnel Agency. The chosen leader is the civil servant at the provincial level who is considered to be able to carry out the task to be given. Determination of leaders is done by looking at the track record during duty. Leaders in the UPT Youth and Sports Training apply a democratic leadership style, so that the aspirations of each member can be conveyed well for the

advancement of coaching at the UPT Youth and Sports Training.

In the process of leadership structure, the head of the UPT is assisted by one Head of the Sub-division of TU and one Head of Sports Section. Leaders at the UPT Youth and Sports Training are open to their members to receive feedback that can advance the development of PPLP in Riau province. In formulating an activity the leader in the UPT Youth and Sports Training also communicates with the trainer to only know the feedback and opinions of the coach.

#### *E. Controlling*

The supervision process at the UPT Youth and Sports Training is always done to see the progress of the activities that have been carried out. Manager of UPT Youth and Sports Training decides its own officers to conduct supervision, both supervision of athletes' training programs and supervision of athlete activities in the dormitory.

In addition to supervision, UPT Youth and Sports Training also evaluates each activity. Evaluation is carried out based on the results of supervision in the field. In the structural process SSTC coach Pencak Silat evaluates athletes while trainers are evaluated by UPT Youth and Sports Training. Evaluation conducted by SSTC coach Pencak Silat is the extent to which the development of each athlete is trained, in this case the degradation promotion process is imposed by the coach. The evaluation carried out on the trainers is based on the achievements in each followed championship.

Each evaluates the manager of the UPT Youth and Sports Training sitting together. Evaluation is done by deliberation to find the right solution so that there is no mistake in taking action. generally, control and supervision have been carried out at the UPT Youth and Sports Training, as well as evaluations conducted in accordance with existing procedures.

#### *F. Implementation of technology at SSTC Pencak Silat*

In the SSTC Pencak Silat Riau athletes coaching that should be filled by the best student athletes in Riau province. However, SSTC Pencak Silat Riau currently cannot get the athletes that are wanted due to no good relationship and communication with SSTC Pencak Silat Riau with institution and regions. This obstacle affects to the athletes' achievement of SSTC Pencak Silat Riau. From the observations of the researchers, not all athletes trained in SSTC Pencak Silat Riau won the provincial POPDA in April 2018. Of the 12 PPLP Pencak Silat athletes, only a few people passed to POPWIL because the others were lost in advance.

### IV. DISCUSSION

#### *A. Planning*

Planning involves determining organizational goals and means is a supporting factor to achieve them. As is known planning is one of the best ways to improve performance in achieving goals [6]. Planning is the function of management that involves setting objectives and determining a course of action for achieving those objectives. Planning requires that managers be aware of environmental conditions facing their organization and forecast future conditions. It also requires that managers be good decision makers [7]. In the process of planning for UPT Youth and Sports Training there are short-term plans and long-term plans. One program that has been

carried out later by the UPT Youth and Sports Training is to provide Basic Military Education to athletes. The purpose of the UPT Youth and Sports Training implements Basic Military Education to in still discipline values in athletes. As for the next planning activities to be carried out by the UPT Youth and Sports Training is to conduct training for trainers in the district / city. The goal is to improve the quality of existing trainers, which is expected to improve the quality and achievements of athletes.

#### *B. Organizing*

Organizing is deciding where the decision will be made, who will do a job and what tasks and who will do it working for whom in a company [6]. In the implementation of the UPT Youth and Sports Training has done organizing by distributing tasks to employees in accordance to their respective topoxes. The duties of employees in the UPT Youth and Sports Training have been set in writing and according to their respective SK. Regarding the organizational structure in the UPT Youth and Sports Training is only written in the document, but there is no UPT structure for Youth and Sports Training that is clearly displayed on the wall or notice board in the UPT Youth and Sports Training office.

Organizing is the function of management that involves developing an organizational structure and allocating human resources to ensure the accomplishment of objectives. The structure of the organization is the framework within which effort is coordinated. The structure is usually represented by an organization chart, which provides a graphic representation of the chain of command within an organization. Decisions made about the structure of an organization are generally referred to as organizational design decisions [7]. Every part of the UPT Youth and Sports Training has cooperated and coordinated well with each other. As for coordinating that is done by communicating and discussing together from each process of carrying out activities. Furthermore, in the case of delegating the authority of the UPT Youth and Sports Training has carried out according to the existing procedures. It is like when the head of the UPT is absent, the assignment will be delegated to the Sub-division of TU / KASI to be charged under the head of the UPT.

#### *C. Staffing*

Higher education has a special role in the development of a society because it creates personnel which are, by being more educated, more ready, to counter all development challenges of contemporary society from using new technologies, the internet, information, etc[8]. The process of recruiting UPT Youth and Sports Training is carried out according to the needs of each activity. Employees serving in the UPT Youth and Sports Training can be categorized into two categories, firstly Civil Servants (PNS) and Honorary Employees (PH). The Civil Servants on duty have their respective decrees set by the BKD of Riau province. While honourer employees in the UPT training Youth and Sports Training were established by DISPORA Riau province.

But in other cases employees who are in the UPT Youth and Sports Training are not a few who have a high school education equivalent. These constraints have slightly hampered the performance of the Youth and Sports Training UPT. This happens because some employees in the UPT Youth and Sports Training are from athletes who are assigned based on field achievements rather than education.

Furthermore, sufficient obstacles were felt for the members of the UPT Youth and Sports Training about giving honorarium / salaries, employees often experienced delay in getting salary even up to three months of work. In the theory Staffing decision and recruitment effects on an organization. Economic and cultural changes make organizational success and survival dependent on staffing [9].

#### D. Leadership

Leading involves the social and informal sources of influence that you use to inspire action taken by others. If managers are effective leaders, their subordinates will be enthusiastic about exerting effort to attain organizational objectives [7]. Leaders at the UPT Youth and Sports Training were appointed by DISFORA through the Riau Regional Personnel Agency. The chosen leader is the civil servant at the provincial level who is considered to be able to carry out the task to be given. Determination of leaders is done by looking at the track record during duty. Leaders in the UPT Youth and Sports Training apply a democratic leadership style, so that the aspirations of each member can be conveyed well for the advancement of coaching at the UPT Youth and Sports Training.

Running effective leadership has an important role in managing a business, in today's business environment, you cannot use old ways of business management, because that is not enough to maintain a company in a modern market [10]. In the context of leadership, trust plays a very valuable role in the attitude of work displayed by employees in the work environment [11]. In the process of leadership structure, the head of the UPT is assisted by one Head of the Sub-division of TU and one Head of Sports Section. Leaders at the UPT Youth and Sports Training are open to their members to receive feedback that can advance the development of PPLP in Riau province. In formulating an activity the leader in the UPT Youth and Sports Training also communicates with the trainer to only know the feedback and opinions of the coach.

#### E. Controlling

Control is a controlling and monitoring progress towards achieving goals and taking evaluative actions to correct obstacles in carrying out organizational activities when needed [6].

The supervision process at the UPT Youth and Sports Training is always done to see the progress of the activities that have been carried out. Manager of UPT Youth and Sports Training decides its own officers to conduct supervision, both supervision of athletes' training programs and supervision of athlete activities in the dormitory.

In addition to supervision, UPT Youth and Sports Training also evaluates each activity. Evaluation is carried out based on the results of supervision in the field. In the structural process PPLP coach Pencak Silat evaluates athletes while trainers are evaluated by UPT Youth and Sports Training. Evaluation conducted by PPLP coach Pencak Silat is the extent to which the development of each athlete is trained, in this case the degradation promotion process is imposed by the coach. The evaluation carried out on the trainers is based on the achievements in each followed championship.

Controlling involves ensuring that performance does not deviate from standards. Controlling consists of three steps,

which include (1) establishing performance standards, (2) comparing actual performance against standards, and (3) taking corrective action when necessary. Performance standards are often stated in monetary terms such as revenue, costs, or profits, but may also be stated in other terms, such as units produced, number of defective products, or levels of quality or customer service [7].

Each evaluates the manager of the UPT Youth and Sports Training sitting together. Evaluation is done by deliberation to find the right solution so that there is no mistake in taking action. generally, control and supervision have been carried out at the UPT Youth and Sports Training, as well as evaluations conducted in accordance with existing procedures.

#### F. Implementation technology to development SSTC.

PPLP is a place to gather potential talented student sports to develop their potential to become outstanding sportsmen [12]. In order to optimize the role of SSTC as a sports nursery, strategic planning is needed both from the athlete's side, the coach, and the infrastructure needed [13]. In the SSTC Pencak Silat Riau athletes coaching that should be filled by the best student athletes in Riau province. However, SSTC Pencak Silat Riau currently cannot get the athletes that are wanted due to no good relationship and communication with SSTC Pencak Silat Riau with institution and regions. This obstacle affects to the athletes' achievement of SSTC Pencak Silat Riau. From the observations of the researchers, not all athletes trained in SSTC Pencak Silat Riau won the provincial POPDA in April 2018. Of the 12 PPLP Pencak Silat athletes, only a few people passed to POPWIL because the others were lost in advance.

## V. CONCLUSION

This paper has presented analysis management and technology at student sports training center of *Pencak Silat*. In summary, it is found that: (1) the implementation of management functions have been carried out by the board of SSTC Pencak Silat Riau, but in the process of management is still often constrained by lack of budget; (2) In the coaching process has not been fully applied sports science and technology in the process of recruiting talented athletes.

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