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### Analysis of the Implementation of Pssi Football Curriculum Age 14-17 Years in Soccer Schools in Gorontalo Province

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#### Abstract

This research analyzes how the Communication System, Resources, Attitudes and Commitment, and Executing Organizations implementing the PSSI football curriculum aged 14-17 years at football schools in Gorontalo Province. The method used in this study uses a qualitative approach with a case study research design. Data collection was carried out by observation, interview, and documentation methods. Data and data sources come from primary data and secondary data. The preliminary data are football school administrators, coaches, athletes, Asprov, and Askab. Secondary data consists of football school documents. The results of this study show that communication systems, resources, attitudes, and commitments, as well as implementing organizations in implementing the PSSI soccer curriculum aged 14-17 years at football schools in Gorontalo province, have strengths, weaknesses, opportunities, and threats. (Threats) which vary, especially in human resources. So all aspects observed are not entirely good because each element still has deficiencies that affect the implementation of the PSSI football curriculum aged 14-17 years at football schools in Gorontalo Province.

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## INTRODUCTION

The curriculum is the spearhead for the implementation of educational activities. Education with a curriculum can run well, effectively, and efficiently as expected. Therefore, each academic unit needs to consider the curriculum (Pahrudin, Agus, and Pratiwi, 2019). This curriculum will clearly describe the philosophy of the Indonesian football game that is suitable for going to the world stage. In addition, this curriculum also provides a profound explanation of the characteristics of early-age football according to its age group. (Danurwinda. Ganesha Putera, Barry Sidik, 2017) In the PSSI football curriculum, age grouping is divided into 3 phases. The first phase is the excitement phase in football, with an age range of 6-9 years; the second phase is the football skill development phase, with an age range of 10-13 years; and the third phase is the development phase of the football game, with an age range of 14-17 years.

In this study, researchers took the age range of 14-17 years because, at that age, players can digest and receive instructions from coaches well, and at the age of 14-17 years also, players can develop games by combining basic techniques and skills that have been learned before. At the age of 14-17 years, coaches no longer only make players love football, but players are required to be able to provide achievements both in football school and individual achievements.

In Gorontalo, this curriculum entered in 2018, a year after the release of the early-age

PSSI curriculum. However, until 2021, based on the results of initial observations of researchers in the field. They find that only a few football schools (SSB) have implemented the early childhood PSSI curriculum in training.

In education, curriculum means the bright path traveled by educators/teachers with learners to develop knowledge, skills and attitudes, and values. (Sofanudin, 2019) (Sofanudin, 2019). The curriculum is an integral part of football coaching from an early age to seniors; by using an excellent and good teaching curriculum, the coaching process can run well, and the goals of coaching will also definitely be achieved. In the football curriculum, the training program is adjusted to the age group and characteristics of each age group (Nurtanio, 2019).

According to (Daipaha et al., 2022), The running or failure of a coaching program cannot be separated from the availability of human resources as a driver of a planned activity. Managing human resources, significantly strengthening human resources in an organization's particular job or social environment, is more critical than managing other resources and requires special attention. (Prasetyo et al., 2020) Input from the Futsal Association of the North Sumatra Futsal Association is quality human resources, excellent facilities, and infrastructure. Both, and with limited financial resources, the training program is within the remit of coaches and assistant coaches. Human resources owned by a region occupy the most critical and essential position among other resources.

Human resources are the primary capital for improving sports achievement.

Opinion (Pungky Putra Kusuma, 2021) that the essential role of managers is one of the factors that determine an excellent managerial process so that the implications of implementing management can bring welfare to companies or service providers, the concepts of the role of managers detail the relationships and obligations of managers to the overall system, both technical systems and human systems in the organization.

According to (Krug et al., 2021), coach leadership can be essential in influencing the intention to return to Bergkompethisi. Talented soccer players are usually identified by football coaches and scouts, who aim to predict a player's future performance based on several indicators, often through an assessment of football performance in the game (Bergkamp et al., 2022)

According to (Langsa, 2021), athletes are: "sportsmen who are trained in strength, agility, and speed to be included in the competition." Athlete comes from the Greek word *ethos*, which means "context." Another term for athletes is *lite*, a person who trains to be pitted for strength to achieve achievements. In addition, it is also necessary to pay attention to the characteristics of athletes who are fostered both physically and psychologically, the ability of coaches, coach facilities and infrastructure, facilities and infrastructure, and the conditions of the coaching environment (Swandana et al., 2021)

Departing from the understanding of sports facilities above, facilities can be divided

into two groups, namely: a. Equipment (apparatus), is something used, for example: jumping chests, single bars, parallel bars, bracelets, jumping wickets, etc. b. Equipment, namely: 1) Something that complements infrastructure needs, for example, nets, flags for signs, boundary lines, and others. 2) Something that can be played or manipulated with hands or feet, for example, balls, rackets, clubs, etc. Based on the understanding of the sports infrastructure above, several examples can be mentioned, including basketball courts, tennis courts, sports halls, football stadiums, and athletic stadiums. (Christmas, 2020)

A football school organization (SSB) needs considerable funds for its operations. The ideal funding for football school operations (SSB) can come from various sources, including funds that can be obtained from sponsors, registration fees, cash dues, donors from parents, and not forget, assistance from local governments is needed. Article 69, paragraph (1) of RI Law Number 3 of 2005 states that sports funding is a joint responsibility between the government, local governments, and the community. (Zakaria, ridho Akhmad, 2021).

Attitude, a translation of attitude, involves everyday human behavior or actions. Attitude is often interpreted by a person's tendency to like or dislike a particular object. The attitude of someone will give color or pattern to someone's behavior. (A. Maulana et al., 2018). According to (Ahad et al., 2021), Teacher commitment is defined as teacher commitment which is a determining factor that affects the teaching and learning process. This

shows that teachers who are highly committed to the organization can determine work attitudes and emotional intelligence.

(Furlan et al., 2023) Replication of organizational routines is a critical process. On the other hand, Mary Parker Follet explained that management could also be viewed as the art of getting done through people; this definition means that a manager in achieving organizational goals involves others carrying out various tasks arranged by the manager (Susan, 2019).

According to (Fahmi Firdaus, 2021), Early age is the most crucial and fundamental period in the range of growth and development of human life. The training requires more attention compared to coaching at an adult age because this training focuses on not only skills and basic playing techniques, a love for football, and basic rules that prioritize the value of fair play so that good character will be formed through football. (Bers, 2019) In early childhood, the approach should be consistent with developmentally appropriate practices and embrace the stages of child development by inviting play and discovery, socialization, and creativity.

According to (Benzaghta, 2021), SWOT literature has expanded extensively; however, its widespread use in various fields and contexts has limited the ability to develop a comprehensive review of SWOT. Although there have been previous review studies on SWOT analysis. (Madurai Elavarasan et al., 2020) SWOT analysis derived from its initials is well-structured strategic planning to assess the current status of the business in the market

by evaluating Strengths (S), Weaknesses (W), Opportunities (O), and Threats (T). The analysis is based on internal evaluation criteria and external evaluation criteria. In a previous study by Widya Pramanto titled "Football School Coaching System as the Basis for Breeding Football Club Players of the Indonesian Football Association Kendal. Whereas the results of his research still talk about the coaching system only (Pramanto, 2019). While in the research of Rama Budi Mulyana, Imam Syafi'I, with the research title "Application of Indonesian Football Philosophy in the Surabaya Region." The results of his research discuss only exercise programs (Rama Budi Maulana, 2019).

Based on the research results above, some variables are the same as the research to be carried out, namely the implementation of the early-age curriculum. Where in the research above refers more to the organization or management of football schools, as well as the coaching system that still uses methods by the coach's experience. However, in this study, the researcher wants to take variables about the Implementation Analysis of the PSSI Curriculum for the age of 14-17 years, where this study is more focused on factors that hinder the implementation of the early age PSSI Curriculum so that there are differences with previous studies.

## **METHODS**

This research uses a qualitative approach to examine problems and obtain deeper meaning. This research uses a case

study research design. Yin (Prihatsanti et al., 2018) define a research case study to examine research questions and problems that cannot be separated between phenomena and the context in which the phenomenon occurs. The focus of this study is the implementation of the football school curriculum.

The data obtained in this study are primary data and secondary data. The primary data in this study are football school administrators, coaches, athletes, Askab, and Asprov. While secondary data sources are football school documents consisting of football school profiles. PSSI aged 14-17 years in Gorontalo province. Overall, the results of interviews, observations, and documentation are then included in the table of research instruments made by researchers using SWOT analysis. This is so that researchers can determine strengths, weaknesses, opportunities, and threats in implementing the Early Childhood PSSI curriculum in football schools (SSB) in Gorontalo Province.

The results of the SWOT analysis table are then elaborated and separated. Where strengths and weaknesses are included in internal data, and opportunities and threats are included in external data. For analysis, look for good strategies for exploiting strengths, weaknesses, opportunities, and threats. So the author enters internal and external data into the SWOT analysis matrix. From the SWOT analysis matrix, the author found a structured strategy by using all strengths to seize opportunities, minimizing weaknesses to take advantage of existing opportunities, using all strengths to overcome threats, and minimizing

weaknesses to avoid threats.

Data credibility can be fulfilled with data triangulation techniques. Triangulation is done by triangulation of sources, techniques, and time triangulation. Data analysis using Miles and Huberman analysis techniques. Miles and Huberman (Laksana et al., 2017) explained that in data analysis, three activities must be done, namely data reduction, data presentation (data display), and drawing conclusions or verification that in data analysis three activities must be done, namely data reduction, data presentation (data display), and conclusion drawing or verification (conclusion drawing/verification). (Raibowo et al., 2019).

## FINDINGS AND DISCUSSION

The communication system in implementing the PSSI curriculum aged 14-17 years in football schools in Gorontalo Province has strength through correspondence, Direct communication system (Verbal). And Communication systems via social media. At the same time, the weaknesses of the communication system are the distance, time, and busyness of managers, coaches, and athletes. Here Athletes need to help understand standard and foreign languages. And one of the uneven internet networks in certain areas. Communication is the process of transferring messages from to a receiver. (Natsir et al., 2022).

For Opportunities (Opportunities) from the communication system, namely by going down and monitoring directly to the field. The

following is replacing foreign languages using Indonesian or regional languages that are easy for Athletes to understand, coordinating with the relevant government, and utilizing social media. From the threats (threats) of the communication system itself, misunderstandings often arise between management, coaches, athletes, and parents of athletes. Follow the number of foreigners who appear in the training process. As well as the distance and time of the coach with the athlete are less.

The communication process is supported by several elements or elements, namely the sender of the message, whether oral or non-oral, to the recipient or target audience (Chandrabuwono & Atika, 2019). The primary purpose of the communication process is to influence, generate empathy, convey information, attract attention, and so on. (Hariyanto, 2021) However, universally the purpose of communication can be grouped into: 1. Attitude Change 2. Opinion Change 3. Behavior Change.

Resources available in implementing the PSSI football curriculum aged 14-17 years in football schools in Gorontalo Province. The strength is that all SSBs already have licensed trainers; from the facilities and infrastructure resources, all SSBs already have fields and training equipment. As well as funding resources, all SSBs receive financial support from the DISPORA government, KONI, and sponsors. The weaknesses of its resources, namely the number of trainers who are not proportional to the number of children in SSB, Assistant coaches who are still in the

adjustment stage, and poor field management system. Moreover, SSB in Gorontalo Province still needs to have its own field, for its own funding resources still depend on the assistance of the DISPORA and KONI governments. And only some unattached Sponsors. The implementation of sports coaching includes several stages or components: sports organizations, training programs, coaches, athletes, sports facilities and infrastructure, and environmental support funding (Ayu et al., 2021).

For Opportunities from own resources, namely opening training to increase the human resources of trainers in Gorontalo Province, from the resources of advice and infrastructure itself opens opportunities by cooperating with surrounding villages with good field facilities to be invited to collaborate in training. As for funding resources, namely Move quickly in arranging to fund, as well as supporting businesses under the auspices of BUMDES so that they can become sponsors of SSB in Gorontalo Province, for threats from one's resources, namely the transfer of coaches and players ahead of the tournament and the saturation of managers, coaches, and children. The running or not of a coaching program cannot be separated from the availability of human resources as a driver of a planned activity. (Daipaha et al., 2022).

From the facilities' resources and infrastructure itself, namely the food often used by village youth to hold friendly matches and the disruption of supporting facilities in training. Meanwhile, from the funding resources themselves, the threat is to stop

donors from supporting SSB in funding. Changes in policy from the government. Designing a sports coaching program requires a high budget; this is an absolute requirement that must be achieved; without funds, the sports coaching program will not run well (Sembiring et al., 2020)

(Pratama et al., 2022) More outstanding organizational commitment can be attributed to increased productivity and reduced turnover. A committed attitude can manifest when a person feels satisfied with what he gets in one agency, and that is loyalty to the agency by always giving the best for the success and goals of the agency. The analysis of the communication system in implementing the PSSI curriculum aged 14-17 years in football schools in Gorontalo Province is as follows.

Commitment and commitment to implementing the PSSI football curriculum aged 14-17 years in football schools in Gorontalo Province has the strength and enthusiasm of children. With the PSSI curriculum, children become good football players and have good morals. At the same time, the areas for improvement of attitude and commitment are reducing human and funding resources. And the main work of managers and trainers. So that makes managers and coaches focus on something other than managing and coaching. According to (Lubis, 2019), Organizational commitment is a condition where an employee is partial to the organization's goals and desires to maintain his membership in the organization.

For Opportunities from one's attitude and commitment, namely by strengthening

friendship and communication between athletes, administrators, coaches, and athletes' parents. In addition, it establishes cooperation with all parties and increases events and tournaments for young people aged 14-17 years. Moreover, the threats from attitudes and commitments are the environment and the intervention of the main work of administrators and coaches, the government's trust, sponsorship, and excessive words of coaches that make children depressed. According to (Ma et al., 2020), In addition to attitude, exemplary work commitment is also one of the critical factors so that performance can run optimally. Every management of an organization must be required to increase growth and progress better from time to time. To support that, everything depends heavily on the commitment of top management because commitment is the determination of decision-makers to achieve the goals that have been set.

The implementing organization of the PSSI football curriculum aged 14-17 years in football schools in Gorontalo Province has strength in trust, cohesiveness, and enthusiasm from the management, plates, athletes, and parents of athletes. Meanwhile, the implementing organization's weaknesses are teachers' need for more understanding of the PSSI curriculum and the problems of managers and trainers. The organization is the coordination of planned human activities to achieve a common goal or goal through the division of tasks and functions, a set of authorities, and responsibilities. While commitment plays a vital role in the progress of the organization. (Ma'rufi, 2019)

organizational development is a planned effort at the organizational level to increase effectiveness and enable the organization to achieve its strategic goals (Yulianti & Meutia, 2020).

For Opportunities themselves, namely by prioritizing the principle of deliberation and obeying what has been mutually agreed upon, managing the training schedule well. As well as selecting the management as well as possible. Human resource planning (PSDM) is the primary function that must be carried out in the organization to ensure the availability of the right workforce to occupy various positions, positions, and jobs at the right time. All of them are to achieve the goals and objectives that have been and will be set. (Farida, 2021) Threats themselves are the lack of responsibility from administrators and trainers. It is easily provoked due to new understandings that enter the organization. The number of managers and trainers is small. Saturation from caretakers, coaches, and anak-children. Administrators who are no longer in line and like-minded. (Furlan et al., 2023) Replication of organizational routines is a critical process; on the other hand, Mary Parker Follet explains that management can also be viewed as the art of getting done through people; another definition implies that a manager achieves organizational goals by involving others to carry out various tasks that the manager has arranged. (Susan, 2019).

## CONCLUSION

The results of the research that has been carried out, namely the Analysis of the Implementation of the PSSI Football Curriculum for Ages 14-17 Years in Football schools in Gorontalo Province, get the results and can be concluded as follows:

1. The communication system has the power of a correspondence system, direct communication, and communication through social media. However, the communication system also has several obstacles, such as foreign languages that are difficult for athletes to understand and uneven communication network problems in some areas.
2. Human resources strength is that all SSBs in Gorontalo Province already have licensed trainers. However, the resources still need to improve, such as facilities and infrastructure resources still depend on surrounding villages. For funding resources, all SSBs still depend on funding assistance from the DIASPORA and KONI governments and sponsors who are not bound.
3. Its attitude and commitment to its strength lie in the spirit and enthusiasm of athletes. However, this attitude and commitment also have shortcomings, such as increased work intervention from administrators and coaches and the lack of tournaments for aged 14-17 years in Gorontalo Province.
4. The implementing organization has strength in the trust and cohesiveness of the management, coaches, parents of athletes, and athletes themselves. Meanwhile, what is a problem in the implementing



organization itself is the busyness and lack of responsibility of some managers, as well as the number of administrators and trainers in SSB in Gorontalo Province needs to be improved.

From the explanation above, the author can conclude that the communication system, resources, attitudes, and commitments, as well as implementing organizations in football schools in Gorontalo Province, are not entirely sound because, from every aspect, there are still shortcomings that affect the implementation of the PSSI football curriculum aged 14-17 years in football schools in Gorontalo Province.

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