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Management Coach at Apacmandiri Football Academy

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Abstract

The purpose of this research is to find out how 1) the program; 2) income and expenses; 3) improving the ability of trainers; 4) the trainer recruitment process; 5) the welfare of the trainers using a qualitative research approach using the CIPP evaluation (context, input, process, product). Data collection techniques through interviews, observation and documentation. The subjects of this research include administrators, coaches and athletes. The data validity technique used 1) Observation; 2) In-depth interviews; 3) Documentation in data collection; 4) Drawing conclusions. In this study, the CIPP evaluation model will provide an overview of the management functions used at Apacmandiri Football Academy CIPP itself is used for evaluation based on the aspects that have been implemented. Research results and conclusions 1) The program in the management of independent trainers has been running and is organized with the existing provisions; 2) Income and expenses for academy needs have been running well, but not all of the facilities for trainer needs have been realized; 3) The improvement of the trainer's ability has been fulfilled using the trainer who has the highest license providing teaching to the trainer licensed under him, but there are still shortcomings, namely material support for improving the trainer's ability; 4) the recruitment process already has a standard set by the management and has been running well by the desired needs; 5) the welfare of their trainers is satisfied with what is currently available, and the distribution has been carried out in a well-organized manner.

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INTRODUCTION

Football is a trendy sport throughout the world, almost all corners of the world have both professional and amateur football

leagues, and football clubs continue to compete to have great players in navigating the competition in professional associations; these clubs also have a football academy to create great players (Ghozali, 2017; Gani et

al., 2021). The academy program in this system has a boarding system or what is often called a player dormitory. In the dormitory, players get a lesson about football, but in the dormitory are also taught various ways to become athletes who have good character and personality or good personal (Ramadan, 2017).

The coach is one of the indicators in improving the quality of athletes. However, the coach can spur optimal performance in the trained athletes (Samin et al., 2021). Optimal achievement can be accelerated if the trainer has competence reflected in his knowledge, attitude, and skills in training (Hamzah & Hadiana, 2018; Iskandar & Agustan, 2018). There is no specific formula for the coach's competence in each sport. Especially in football, especially in Indonesia, the PSSI Association, as the parent organization that oversees football, has not yet issued a stipulation regarding the competency standards of football coaches (Angga et al., 2021). The PSSI Association currently only gives a license to train a coach. Likewise, sports experts and practitioners only formulate a more general concept of trainer competence for sports (Ujang, 2017).

The decline in athletes that occurs every year and has lasted for the last eight years does have anything to do with the number of coaches at the Apacmandiri football academy so that athletes do not get the top portion of the training (Ramadan & Ningrum, 2019). The coach of Apacmandiri football academy also has a coaching license

that complies with the standards that have been set (Samin et al., 2021).

From the many declines in athletes that occur every year at the Apacmandiri football academy, the researcher wants to know about the condition of the coach in carrying out his rights and obligations as a coach at the Apacmandiri football academy (Bompa, & Buzzichelli, 2018; Permadi et al., 2021). By using the CIPP evaluation model (context, input, process, product), it is expected to be able to find out about all the methods that have been carried out by the management and trainers so that they can be used as reference material in the future (Samin et al., 2021; Praja & Yudha, 2021). The decline in the number of athletes each year also impacts the closure of one branch of the Apacmandiri football academy located in Pakintelan, Gunungpati.

CIPP can be used as the orientation of an evaluation to decide the decision-maker (decision holder). Evaluation using the CIPP model can also be used for review in various fields such as education and company management in projects, programs, and institutions Wijayanti (2019).

Hadiana & Sartono (2017). in "Management of the football school training program (SSB) GAMA Yogyakarta", This study aims to identify the management of the soccer school training program (SSB) Gajah Mada (GAMA) Yogyakarta. The type of this research is descriptive qualitative research, data collection by interview, observation and documentation study. The results showed that

the GAMA football school, which was used to collect data on the management of the training program, had been carried out optimally. The football school, which is used for data collection, has implemented five management functions. The five management functions include planning, organizing, actuating, controlling and budgeting (Iskandar & Agustan, 2018). The coach at the football school has the task of making a training program based on the competition calendar issued by PSSI DIY. The mechanism for making training programs is a way of cooperation between coaches, athletes and parents by creating and determining training programs tailored to the match calendar.

This study aims to find out 1) the program; 2) income and expenses; 3) improving the ability of trainers; 4) the process of recruitment of trainers; and; 5) the well-being of the coach. Who is in the apacmandiri football academy?

METHODS

This qualitative research approach uses CIPP evaluation (context, input, process, product). Qualitative approach According to (Ramadan & Juniarti, 2020), are methods to explore and understand the meaning of several individuals or groups of people who are ascribed to humanity's social problems. While (Sugiyono, 2015) qualitative research method is a method used to examine the condition of natural objects, where the researcher is the key instrument, data collection techniques are

carried out by triangulation (combined), data analysis is inductive/qualitative, and qualitative research results emphasize the meaning of generalizations.

Bogdan and Taylor's statement (Siswanto, 2013) describes that qualitative research methods are research procedures that produce descriptive data in written or spoken words from people and observable behaviour.

The research design of Apacmandiri Coach Management Football Academy, Bowen District, Semarang Regency, the research design used is a qualitative descriptive study using CIPP evaluation. In this study, the CIPP evaluation model will provide an overview of the management functions used at Apacmandiri Football Academy CIPP itself is used for assessment based on the aspects that have been implemented.

In this qualitative approach, researchers will evaluate problems regarding the management of Apacmandiri Football Academy coaches by describing the objects to be studied, namely administrators, coaches, and athletes, based on facts at this time. Here the researcher wants to know about the implementation of the coach management process that has been carried out by Apacmandiri Football Academy, Bowen District, Semarang Regency.

This study focuses on the management of the apacmandiri football academy coaches in Bergas District, Semarang Regency. Meanwhile, the research target is the Apacmandiri Football Academy, Bergas

District, and Semarang Regency. At this opportunity, the researcher will examine all the coaches at the Apacmandiri Football Academy, Bergas District, Semarang Regency, administrators, and athletes to obtain the data needed by the researchers.

In qualitative research, the instrument or tool of the researcher is the person himself. Therefore, the researcher as an instrument must also be "validated" to what extent qualitative researchers are ready to carry out research which then goes into the field. Validation of the researcher as an instrument includes validation of the understanding of qualitative research methods, mastery of insight into the area being studied, and the readiness of researchers to enter the object of research, both academically and logistically. Those who carry out the validation are the researchers themselves, through self-evaluation of how far their understanding of qualitative methods is, mastery of theory and insight into the field under study, and readiness and provision to enter the area (Sugiyono, 2015). Meanwhile, in the journal (Septian, 2016), research instruments are tools or facilities that researchers can use in collecting or obtaining data on the field under study and readiness and provision to enter the area. Meanwhile, in the journal (Septian, 2016), research instruments are tools or facilities that researchers in collecting or obtaining data can use.

In this study, researchers used several ways to collect data, namely by data collection methods such as the following:

1) Observation

Observation is a complex process composed of various biological and psychological functions (Sugiyono, 2015). The observation technique is used when the researcher is concerned with human behaviour, work processes, and natural phenomena and when the respondents being observed are not too large. According to (Arikunto, 2013), observation is a technique carried out by conducting careful observations and systematic recording.

As for the initial step regarding observation, the researchers conducted observations and records at the Apacmandiri Football Academy, Bergas District, Semarang Regency, to find out a general description of the implementation of the Apacmandiri Football Academy management.

2) Interview

An interview is a conversation with a specific purpose and purpose. Two parties carried out the discussion, namely the interviewer and the interviewee (Putra, 2016). The interview is used as a data collection technique if the researcher wants to conduct a preliminary study to find problems that must be investigated. The researcher wants to know things from the respondents more profoundly, and the number of respondents is small. This data collection technique is based on self-reports, or at least on personal knowledge and beliefs (Sugiyono 2015).

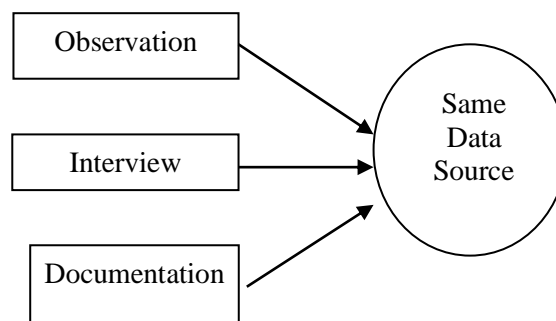
Meanwhile, according to Arikunto (2013) interview is a method or method used to get answers from respondents using one-

sided questions and answers. It is said to be unilateral because the respondents were not allowed to ask questions in this interview.

In this problem, the researcher uses a semi-structured interview guide (Sugiyono, 2015). This interview aims to find problems openly, where the parties invited to the interview can be asked for their opinions and ideas. In conducting interviews, researchers need to listen carefully and record what was stated by the informant. To get informants who have many thoughts and ideas, the researchers collected data by interviewing administrators, coaches, and athletes due to research on the management of Apacmandiri Football Academy coaches.

3) Documentation

Image Triangulation "techniques" of data collection (various ways on the same source) (Sugiyono, 2015)



FINDINGS AND DISCUSSION

Findings

This study aims to determine the management of the apacinti football academy coach, Bergas District, Semarang Regency, in the form of 1) programs; 2) income and expenses; 3) improving the ability of trainers; 4) trainer recruitment process; 5) trainer's welfare by using CIPP evaluation.

In the journal (Gema, 2016), documentation is any written material or film, other than records, prepared at the investigator's request.

Meanwhile, in the journal (Irawan, 2017), documentation looks for data about things or variables in notes, transcripts, books, newspapers, magazines, and so on (Suharsimi, 2013). In this study, this method was used to obtain written and photo data or information related to the management activities of the Apacmandiri Football Academy coach in Bergas District, Semarang Regency.

Researchers used observation techniques, in-depth interviews, and documentation in data collection.

Program in Apacmandiri Football Academy Coach Management, Bergas District, Semarang Regency

The context in terms of the Apacmandiri Football Academy program, regarding the background and objectives of making the program, is by the vision and mission of the formation of this football academy. The input regarding Apacmandiri Football Academy program has been organized because the head

coach determines the program through discussions with the coach and parents in the determination. The process in the program run by the trainers is under the expertise of each trainer, which refers to the license they have. The product in the program that the management knows the results that the coach has achieved is the development of athletes, and athletes feel happy with football.

Funding in the Management of Apacmandiri Football Academy Coaches, Bergas District, Semarang Regency

The context regarding funding for Apacmandiri still depends on the withdrawal of tuition fees paid by athletes every month. Meanwhile, financing related to inputs for honorariums or salaries given to trainers is sufficient. While the funding process at Apacmandiri Football Academy stated that the needs of the coaches had been met, not all the requirements that the coaches wanted could be realized. Regarding the product in the Apacmandiri Football Academy funding, there is always supervision regarding the facilities used for training and this supervision runs without the coach's knowledge.

Improving the Ability of Coaches in the Management of Apacmandiri Football Academy Coaches, Bergas District, Semarang Regency

The context related to improving the trainer's ability for facilities has been fulfilled according to what is needed for the training process. There has been a recommendation from the management in the input, but the request has not been accompanied by action

from the administration. For the process of improving the trainers' ability, that coordination has been carried out, both in the form of direct interviews and discussions through the groups they have. Meanwhile, with products related to improving coaches' ability, there is always a head coach in every existing training schedule to oversee the process of delivering material from the coach to the athletes.

Coach Recruitment in Apacmandiri Football Academy Coach Management, Bergas District, Semarang Regency

Context The trainer recruitment process already has a standard owned by Apacmandiri, which refers to the license set by PSSI. Recruitment in the input that the standardization to become a trainer at apacmandiri is to have at least a National D license. The process regarding the recruitment that coaches domiciled in the Semarang Regency area are more of a priority. Product related to coach recruitment is in the form of monitoring files carried out by administrators to determine which coach is suitable for Apacmandiri Football Academy.

The welfare of Trainers in Apacmandiri Football Academy Coach Management, Bergas District, Semarang Regency

The welfare context in determining the trainer's salary or honorarium is determined by the license owned and dedication. For input related to welfare, each trainer receives an honorarium from the Apacmandiri management on the 10th of the maximum at the beginning of each month. As for the

welfare process related to the direction of its use, there is no management side. And for products related to welfare, the management has no supervision because it has become a right that every trainer obtains.

Discussion

Program in Apacmandiri Football Academy Coach Management, Bergas District, Semarang Regency

The reference in teaching planning is a program that teaches what has been formulated in the curriculum so that the curriculum becomes a reference in the preparation of program planning (Doyok, 2021). Is grouping the work activities of an organization so that activities are similar and interconnected to run together and be done together. That five principles must be considered in carrying out the process of curriculum activities, namely:

- a) Productivity, the results to be obtained in curriculum activities, must be considered in curriculum management.
- b) Democratization and curriculum implementation must be based on democracy, which places managers, implementers and subjects in their proper position and carries out their duties fully.
- c) Cooperative, there needs to be positive cooperation from the various parties involved.
- d) Effectiveness and efficiency to achieve the objectives of a good curriculum in considering efficacy and efficiency, the process can provide valuable results with the specified cost, effort, and time.

- e) I am directing the vision, mission, and goals that have been set in the curriculum.

From the research results above, it can be concluded that the program in the management of Apacmandiri trainers has been running and is organized with existing provisions. In applying it, the administration regularly regularly appoints a head coach to monitor the ongoing process continuously.

Funding in the Management of Apacmandiri Football Academy Coaches, Bergas District, Semarang Regency

Article 6 of the Government Regulation of the Republic of Indonesia Number 18 of 2007 states that sources of funding for sports from the public can be obtained from a) Sports sponsorship activities; b) Grants both from within and outside the country; c) Fundraising; d) Compensation for transfer of status and transfer of athletes; e) Coaching money from professional sports; f) Mutually beneficial cooperation; g) Other non-binding donations, and; h) Other sources based on the provisions of the Laws and Regulations.

Government regulations are a reference in apacmandiri to withdraw the fees charged to athletes, paid to the management every month. The steps taken by the administration have been running correctly and do not violate government regulations.

From the above research related to funding, it can be concluded that the income and expenses for the academy's needs have been going well, but the facilities for the needs of the trainers have not been realized.

Improving the Ability of Coaches in the Management of Apacmandiri Football Academy Coaches, Bergas District, Semarang Regency

The need for trainers is an inseparable thing in fostering a level of education, both formal and non-formal. Humans need requirements to achieve prosperity, so if there are needs that are not or have not been fulfilled, humans will undoubtedly feel less prosperous. It can be said that the condition is something that must exist because, without it, our lives will not prosper, or at least something is lacking (Sada, 2017)

Improving coaches' abilities will give coaches more knowledge than they have now and will also help coaches have a broader insight into football. The coach must regularly adapt to the latest developments and be able to change or modify his coaching practice. Such changes can occur when the coach: (1) understands established principles in each of the relevant disciplines and (2) regularly seeks new knowledge in sports science. The trainer does not need to be a real scientist, but to be a professional, he must be an active consumer of various scientific information and apply it (Asnaldi, 2019).

They are increasing the ability of coaches, which is carried out in an integrative way by involving various disciplines so that athletes can grow and develop according to the level of growth and physical, mental and social development to achieve peak performance (Resah, 2020).

In improving the trainer's ability, it has been fulfilled by the way the trainer who has the highest license provides teaching to the trainer licensed under him. However, there are still shortcomings, namely material support for improving the trainer's ability.

Coach Recruitment in Apacmandiri Football Academy Coach Management, Bergas District, Semarang Regency

The coach becomes a unit for a sports coaching process because a coach is a person who educates and teaches something they understand and according to (Mesquita, 2010). In the journal Nasugian (2021), the seriousness of the coach in the training process can be seen from systematic, severe, planned, programmed and sustainable thinking. According to (Achmad, 2020), in his journal quoting from that, it is an educated and certified coach who can understand how to develop football properly.

According to his expertise, a good coach must have relevant education in the sport. The coach recruitment process is an essential material for the learning process in a sports education, based on the criteria from the level of coach education in Indonesia according to the Indonesian football coaching curriculum that must be owned by a coach: a) Minimum D license to be able to train SSB; b) Minimum C license to coach a club competing in League 3; c) Minimum AFC B license to coach a club competing in Liga 2; d) Minimum AFC license to be able to train clubs competing in League 1.

In the recruitment process, the management sets standards that have been running well according to the desired needs and comply with the guidelines or recommendations contained in the Indonesian football coaching curriculum, published by the Indonesian national football parent or often referred to as PSSI.

The welfare of Trainers in Apacmandiri Football Academy Coach Management, Bergas District, Semarang Regency

Welfare is an order of life and social, material and spiritual livelihood which is filled with a sense of safety, decency, and inner and outer peace, which makes it possible for every citizen to make efforts to fulfil the best possible physical, spiritual and social needs for the family and society by upholding the rights of the people. -human rights and Pancasila (Muhammad, 2014).

Welfare, according to (Agustina, 2014), can be created through efforts such as a) Creating a space and environment in such a way that it meets the welfare and safety requirements; b) Providing food for the workers; c) Periodically conducting general checks on the health of workers; d) Provide the cost of treatment; e) Seeking labor insurance; f) Providing equipment; g) Provide those that are closely related to the health of workers.

Determining the amount of salary or honorarium for each trainer is undoubtedly different because of the trainer's license and skills. According to Article 5 in the Government Regulation of the Republic of

Indonesia Number 36 of 2021 concerning wage policy, it is stated that:

- 1) Wage policy is established as one of the efforts to realize the rights of Workers/Labourers to a decent living for humanity.
- 2) The wage policy, as referred to in paragraph (1), includes: a) Minimum wage; b) Wage structure and scale; c) Wages for overtime work; d) Wages do not come to work or do not do work for specific reasons; e) The form and method of payment; f) Things that can be calculated with wages, and g) Wages as the basis for calculating or paying other rights and obligations.

Meanwhile, Article 1, paragraph 5 of the Regulation of the Government of the Republic of Indonesia Number 36 of 2021 states that "A work agreement is an agreement between/a worker and an entrepreneur or an employer that contains the working conditions, rights and obligations of the parties.

For the trainers' welfare, it can be concluded that the trainers are satisfied with what they currently have and that the distribution has been carried out in a well-organized manner.

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