



Relationship of the Policy of the Indonesian National Sports Committee with Sports Development

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Abstract

Purpose Study. The pandemic covid 19 situation could have an impact on the Indonesian National Sports Committee's policy and sports coaching. is to determine the relationship between the Indonesian National Sports Committee's policy and sports coaching of Semarang Regency in 2021-2022.

Materials and Methods. This study uses a correlational descriptive method carried out in KONI Semarang Regency, Central Java Province by using a questionnaire given to athletes who are preparing for provincial sports week qualification in 2023. All policy of the national sports committee questionnaire items are valid (smallest value is 0.742) and reliable (cronbach alpha =0.79). All sports development questionnaire items are valid (smallest value is 0.78) and reliable (Cronbach alpha=0.8). The samples are 28 respondents. Sampling technique was total sample. The sample was filtering with inclusion and exclusion criteria. Inclusion criteria were actively training and superior athletes (athletics, aerospport/paragliding, karate, taekwondo, and wushu).

Results. The data analysis was used spearman rank correlation test. The relationship is very strong and positive (correlation coefficient 0.889). There is a significant relationship between the Indonesian National Sports Committee's Policy (X) and Sports Coaching (Y) in Semarang Regency. The significance of the p value was $0.00 < 0.05$, the level of CI was 95%.

Conclusion. There is a correlation between KONI policy and sports coaching. The better Indonesian National Sports Committee's policy was influencing sports development. Suggestions for further research are focused on communication styles to motivate athlete coaching.

Key words : Policy, Development, Sports

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Introduction

The quality of good physical health when facing the Covid 19 pandemic has a positive impact on society. Broadly speaking, people are more productive in increasing their achievements in the field of sports, although within limitations. This unexpected situation has changed the perspective in advancing the world of sports in Indonesia (Wong et al., 2020) . All preparations and championship events have stopped on a regional to international scale.

Preparations for the Central Java Provincial Sports Week will only be carried out in 2022, implementation for 2023.

Policies and development carried out by the Indonesian National Sports Committee-KONI Semarang Regency have also undergone significant changes, especially from the management side to improve athlete performance. Factors that influence organizational decisions or policies are overall or specific understanding of the management of the district KONI, budget provision and placement of the scale of needs prioritized in sports, factors that influence organizational decisions or policies are a complete or detailed understanding of the duties and functions of positions held the implementation and management of the Regency KONI, budget allocations and having a certain priority scale for sports (Hasyim et al., 2020; Muhammad & purnomo, 2021) . Another factor to consider in sports policy is resources. The resources in question are human resources (HR), natural and financial conditions (Sulfandi, Wahyuni Dwi Cahya, Rezky Amalia Usman, Kasim N Jaiddin, Desy Annisa Perdana, Neti Eka Jayanti, 2021). Human resources is an internal side of management that functions to promote the performance of sports organizations. The harmony of human resource management systems and sports organizations can affect the performance of sports organizations (Zeng & Hu, 2017) .

Factors that play a role in the development of talented athletes are planning, organizing, *actuating* , controlling and *budgeting* (Lismadiana, 2021) . According to the factors that played a direct role in coaching athletes during the Covid 19 pandemic, they were nurseries, training systems and achievements (Fitriya et al., 2021; Pola, Dwi Nurwanda et al., 2021) . At present, it is clear that the Semarang Regency KONI has a policy of monitoring and coaching. The 2022 period has excellence in athletics, aerosport (paragliding), karate, taekwondo and wushu. These five branches have donated 3 gold, 5 silver and 4 bronze for the province of Central Java in the 2021 National Sports Week championship. Guidance is currently focused on preparing for the 2023 Provincial Sports Week in Pati Raya, the ASI qualifications start in June-December 2022. Based on the decree Governor dated 21 April 2022 (Rustiadi, 2015) .

Based on the monitoring results of the Semarang Regency KONI for 2021-2022, many sports have stopped all training processes and returned to their starting point. Although in leading sports this obstacle can be managed properly. Meetings with sports branch officials have been held four times a year. However, due to the pandemic conditions, the meeting could not be carried out optimally even though it was assisted by digital technology. Evaluation in each sport is also constrained so that input and feedback have not reached the desired target. More severe coaching challenges to restore the enthusiasm for training, funding constraints on sports, holding uncertain competitions and athlete welfare during the steps for these changes are: 1) developing a co-19 productivity and safety protocol for all supporting elements of sports activities. 2) the urgency of learning *the new normal way* for all aspects of the sports field. 3) the need for an increase in an efficient online way for the training process. 4) preparation of appropriate and optimal methods for organizing national and international sports activities as an acceleration of increased economic activity (Gunawan et al., 2020) . Based on the existing background, the formulation of the problem in this study is, "How is the relationship between KONI policy and sports development in Semarang Regency?" The research hypothesis is that there is a relationship between KONI policy and sports coaching. The research aims to analyze the relationship between KONI policy and sports coaching in Semarang Regency.

Materials and methods

Study participants.

The research location is KONI, Semarang Regency, Central Java Province. The research respondents were athletes preparing to qualify for the 2023 Provincial Sports Week.

A sample of 28 respondents used the total sampling technique. The sample selection process is based on inclusion and exclusion criteria (Sugiyono, 2017) .

Study organization.

This research uses a correlational descriptive method with the aim of explaining the relationship that exists between the two variables (Ismail, 2018) . The sample inclusion criteria were active athletes and athletes from leading sports (athletics, paragliding, karate, taekwondo, and wushu).

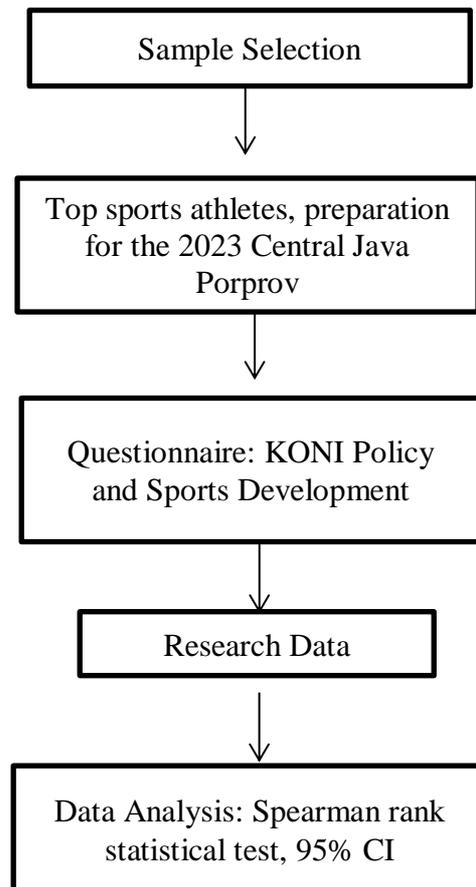


Figure 1. Research Flow

Study organization.

The instrument for collecting data in this study used a questionnaire sheet for independent variables for KONI policies and the dependent variable for sports coaching. The scale used in the research questionnaire is the Likert scale. The scale levels are very satisfied (score 4), satisfied (score 3), dissatisfied (score 2) and very dissatisfied (score 1). The assessment categories for each variable are good (value > 75%), sufficient (value 65-75%), poor (value < 65%).

The KONI policy variable has the smallest validity value of 0.742 and reliability of 0.79. All KONI policy questionnaire items are valid and reliable. The smallest sports coaching variable has a validity value of 0.778 and a reliability of 0.796. All sports coaching questionnaire items are valid and reliable.

The normality test is used as a prerequisite for research whether the distribution of data is normal or not. The normality test in this study used the Shapiro-Wilk test because the data was < 50 with the help of statistical software (p value of significance > 0.05). KONI policy

variable data has a p value <0.05. Sports coaching variable data p value > 0.05. The decision to use *the Spearman rank* non-parametric bivariate statistical test.

Spearman rank bivariate statistical test to determine the relationship of the independent variable, namely the Semarang Regency KONI policy with the dependent variable of sports coaching. If the results of the p value <0.05 (5% significance level, 95% CI -*Confidential Interval*), then Ho is decided to be rejected so that there is sufficient evidence to say that there is a relationship between the KONI Policy variables and Sports Development.

Results

The data obtained in the field is then arranged into a table and sorted according to the score on each variable. Furthermore, the data is completed through statistical calculations. Based on the table above, the average age is 23.6 years, the standard deviation value is 4.27. The results of statistical calculations are presented in table 1 as follows:

Table 1. Athlete Count Results

Age (years)	Mean 23.6 + SD 4.27
Sports superior:	Number of Respondents Percentage
Athletics	1 3.6%
Wushu	12 42.9%
Taekwondo	3 10.7%
Karate	11 39.3%
Paragliding	1 3.6%
Total	28 100%

The leading sports branch with the highest number of athletes came from Wushu 12 people (42.9%), the least from Athletics 1 person (3.6%) and Paragliding 1 person (3.6%). The distribution of policy characteristics of the Semarang Regency KONI is presented in table 2.

Table 2. KONI Policy Count Results

Characteristics	Number of Respondents	Percentage (%)
not enough	4	14.3
Enough	7	25.0
Good	17	60.7
Total	28	100.0

Based on table 2, respondents stated that the Semarang Regency KONI policy was good, as many as 17 people (60.7%), 7 people (25%) were sufficient, and 4 people (14.3%) were lacking.

Table 3. Calculation Results of Sports Coaching

Characteristics	n	Percentage (%)
not enough	3	10.7
Enough	10	35.7
Good	15	53.6
Total	28	100.0

Based on table 3, respondents stated that 17 people (60.7%) had good sports coaching for KONI, 7 people (25%) were sufficient and 4 people (14.3%) were lacking. After

calculating the descriptive statistics has been completed as shown in the table above, then proceed with the hypothesis test. The requirements test is carried out first which includes the normality test and correlation test to find out whether H_0 is accepted or H_a is accepted.

In this research, the hypothesis has been tested by nonparametric statistics, namely *Spearman's rank correlation*. To find out the results of testing this hypothesis, testing the results of the hypothesis can be done by comparing the level of significance (p-value) with the error. If the significance value of $p < 0.05$ then H_0 is accepted, it means that there is a positive significance between KONI Policy and Sports Development in Semarang Regency in 2021-2022.

Table 4. Correlation Calculation Results between KONI Policies

KONI policy	Sports coaching			Total	Sig correlation	P Spearman rank
	not enough	Enough	Good			
Not enough	3 (75%)	1 (25%)	0 (0%)	4 (100.0%)	0.889	0.00 < 0.05
Enough	0 (0%)	7 (100%)	0 (0%)	7 (100.0%)		
Good	00%	2 (11.8%)	15 (88.2%)	17 (100.0%)		
N				28		

From the data in Table 4, it is obtained that the correlation coefficient value of length of training with arm muscle strength is 0.889, a significance value of p value is 0.00 because the significance value of $p < 0.05$, then H_a is accepted, there is a significant positive relationship between KONI Policy and Sports Development in Semarang Regency in 2021-2022. The sign on the price of the correlation coefficient also influences the interpretation of the results of the correlation analysis, which is positive (+) indicating that there is a unidirectional relationship, meaning that the relationship between the two variables is directly proportional. The strength of the correlation is very strong because it is between the values 0.76-0.99. Most of the athletes, as many as 15 respondents (88.2%) gave the assessment that KONI's policies were good with good sports coaching, athletes who gave an assessment that KONI's policies were lacking with less sports coaching were 3 respondents.

Discussion

1. Policy Variables

Based on the results of the research and analysis of the collected data, most of the athletes who were respondents stated that the KONI policy in the Semarang district was good. This is based on a questionnaire on human resource indicators in the organization, budget, monitoring and evaluation. KONI of Semarang Regency has carried out the process of human resource organization by submitting coaching guidelines, setting achievement standards/targets and providing routine direction. Overall the organization has been carried out by KONI Semarang Regency as evidenced by the existence of an organizational structure in a management based on organizational needs in carrying out activities and arranged according to position in order to achieve organizational goals. In the management there are several fields and commissions whose tasks, authorities and coordination lines have been determined in the AD/ART. The principles in the organization have been carried out in carrying out activities.

KONI is the only national sports organization that is authorized and responsible for managing, fostering, developing achievement sports development in all regions of Indonesia (Terbit, 2022). KONI Semarang Regency is an organization

formed to assist the tasks of KONI Central Java province and KONI central, to be responsible for managing, fostering and developing the achievements of athletes in Semarang Regency (Rustiadi, 2015) . It turns out that human resources is an internal side of management that functions to promote the performance of sports organizations. The harmony of the human resource management system and sports organizations can affect the performance of sports organizations. Therefore, sports organizations must adopt human resource management practices adapted to the needs of the organization. Organizational competition strategy must have an important influence on improving the performance of sports organizations (Zeng & Hu, 2017) . Based on the results of observations at the Semarang Regency KONI, it is necessary to maintain the good commitment that has been achieved, especially in the delivery of development guidelines, setting achievement standards/targets and providing routine guidance. An organization can function properly if the roles in management are carried out in harmony. In order for KONI's goal of developing regional sports achievements to experience a significant increase, an increase in the role of the board is needed.

Organizational culture, togetherness and coordination between members can be maintained, for the achievements targeted by sports branch administrators, as well as management that is neatly arranged within the internal KONI of the Regency. Adjustment to the conditions and needs that exist in the Regency so that the implementation can run well and achievements can increase significantly (Wahyudin et al., 2021) . The Semarang Regency KONI policy with indicators of the budget sector can still be fulfilled properly during the Covid 19 pandemic. Based on observations there is considerable budgetary pressure from policy makers but budget allocations can still be made according to designation. Goals in the organization can run smoothly if the finances are well strengthened. Lack of funds will make the system lose its function. Savings in the use of usage funds can grow organizational activities. Efficient management for control of funds is increasingly driving the system in its true actual operation. The 2021 Semarang Regency KONI budget reaches 2.8 billion rupiah, but the allocation is used to fulfill assistance for athletes, coaches and sports personnel. On a sustainable basis, sports resources receive benefits based on a comparison of training costs with achievements, a comparison between costs incurred during matches and achievements.

This phenomenon is in accordance with research (Regan, TH, & Brown, 2021) which states that sports budgeting must be prepared on a zero basis or an unfinished budget based on estimated activities. Budget items that are no longer appropriate and do not support the achievement of goals can be eliminated. Research (Kayode & Tunrayo, 2022) revealed that bureaucratic processes, zero-based budgeting, and bottom-up budgeting have a significant impact on sports maintenance facilities. Supporting research from Simone & Zanardi, (2020) by conducting an analysis during 2013-2018 in Italy, shows that there is a stable and significant relationship between both financial performance and the persistence of sporting achievements. This is important for providing proper incentives to athletes and remuneration for sports investors. On a sustainable basis, sports resources receive technical and tactical benefits from equitable financial management.

The KONI Semarang Regency policy based on research results from evaluation and monitoring indicators, most of the athletes said they were good. KONI of Semarang Regency has determined a routine training schedule, coordinated between sports branches and evaluated the results of coaching. The monitoring and evaluation team records the appropriateness of the implementation of the training

program that has been submitted. The monitoring and evaluation team records and reports findings and problems that occur in the field. This finding is in accordance with research (Lismadiana, 2021) monitoring carried out is a form of attention and seriousness from the management to athletes and coaches in order to achieve maximum performance. By doing regular monitoring can increase the motivation of the athletes. The results of the process evaluation can be concluded that it has been running well, seen from the implementation of the training and coaching program. The findings from the research are also in accordance with the results of the study (Kusuma, 2020) that the implementation of monitoring and evaluation consists of several components of activities that are measured by the monitoring and evaluation team, which then becomes the basis for providing advice and input to the trainers of each sport, including:

1) Planning

The monitoring and evaluation team noted the suitability of the implementation of the training program that had been submitted by each sport to the district KONI.

2) Implementation of the Training Program

The implementation of the training program is related to the changes made by each sport, both in terms of training time, training venue, and frequency, intensity, training tempo in the form of daily, weekly and monthly whether it is in accordance with point one (planning).

3) Evaluation

Evaluation and recommendations are given to the coach, if the findings in the field, both in terms of planning and implementing the training program do not go according to plan, records of athlete progress, weekly practice frequency, exercise intensity and athlete's pulse and rest are in accordance with points one and two, if these problems occur in points one and two, then the recommendations given by the monitoring and evaluation team are related to the findings and problems that occur in the field to be summoned by the District KONI for trainers or sports for immediate repairs.

2. Sports Coaching Variables

Sports coaching, based on the results of the study stated that the respondents were in good condition and had not touched 60%. This means that there are still those who say that sports coaching is sufficient or even insufficient. The indicators of sports coaching in this study are athlete training, athlete training and achievement. Observations at the KONI of Semarang Regency that the athlete's nursery is not carried out in an integrated manner. The district KONI management has not intensively coordinated with sports branches in nursery. Sports manager. The management of the Semarang Regency KONI participated in the *talent scouting nursery scheme*. The management of the Semarang Regency KONI directs the athlete's nursery.

The results of this study are in accordance with (Budi & Lismadiana, 2020) , successful implementation of a program can occur when viewed from the suitability of the implementation of the three program elements. First, there is alignment between programs and beneficiaries, namely alignment between program offerings and beneficiary needs. Second, the alignment between the program and the implementing organization is the alignment of the main tasks and functions with the capacity and carrying capacity of the implementing organization. The third is alignment between the beneficiary group and the implementing organization, namely the alignment of decisions set by the organization in obtaining program outputs with the

implementation carried out by the beneficiary group. Based on research on indicators on the training system, the Semarang Regency KONI Management routinely receives sports training reports. The management of the Semarang Regency KONI directs sports training. The Semarang Regency KONI management evaluates the results of sports training which shows the quality of the training system.

Supporting research from (Amansyah & Daulay, 2019) states that the training system is focused so that the athlete's preparation is adjusted to the goals to be achieved. Training is carried out intensively for self-improvement and the carrying capacity of athletes, especially for better self-characteristics. The other side of training is also related to the coach. Based on the achievement indicators in the research conducted, the KONI of Semarang Regency has recommended superior sports to take part in the championship. KONI Semarang Regency has motivated leading sports. KONI of Semarang Regency has recorded sports techniques and strategies. The results of this study are in accordance with research (Budi & Lismadiana, 2020) that determines athlete achievement, namely the factor of implementing good management that can affect athletes, although it is an indirect factor, it is both needed to help the organization and fulfill the organization in the future. How well an organization, sports club, coaching in achieving goals depends on the management being managed. Therefore, management is needed and needed by all organizations. Sports coaching management influences athlete achievement. Achievement of optimal sports achievement is carried out through a planned, tiered and sustainable coaching and development process with the support of science and technology.

Based on the research results in table 2, there were 3 respondents who stated that the KONI policy with sports coaching in Semarang Regency in 2021-2022 was still lacking. The results of the questionnaire show that the athletes are not satisfied with the evaluation monitoring indicators with achievement. Athletes are satisfied with organizational HR indicators, budget, athlete training and athlete training. Athletes who are mature (Mean 23.6 + SD 4.27) can accept and understand the policies set by KONI Semarang Regency. The results of the study are in line with the results of an analytical study (Analysis of Achievement of Karate Athletes PPLP Dispora South Sulawesi Province Hamdan Institute of Islamic Religion DDI Polewali Mandar Jl Gatot Soebroto Kelurahan Madatte Subdistrict Polewali Kab Polewali Mandar, 2020) the increase in athlete performance is driven by: a) the management of selecting coaches and athletes, b) the management of coaching in a good program, c) internal management in good management, d) the fulfillment of athlete facilities and infrastructure: a gym that is adequate and according to the needs of athletes, e) realization of sportsman awareness in *mind, body and spirit*, f) high motivation and enthusiasm for achievement, g) fulfillment of athletes' nutrition during centralized training, h) realization of a connection of togetherness and good communication with various parties involved.

Based on the results of the questionnaire, the KONI of Semarang Regency has sought optimal policies and guidance but lacks detail in the delivery of evaluations and is not accompanied by a specific time duration. Based on research (Muhammad & Purnomo, 2021) regarding the performance of KONI Probolinggo Regency officials in fulfilling the elements to support athlete achievement. meet the aspects of supporting athlete achievement. The research used a qualitative descriptive method. The results of the study stated that the KONI management of Probolinggo Regency carried out their duties and functions. They also determine organizational decisions and policies through meeting activities. This is a strong indication that they have obeyed the principles. Apart from that, the KONI management of Probolinggo Regency also often

holds meetings needed to make decisions or organizational policies. KONI Probolinggo Regency has made every effort to carry out its duties and functions as well as possible, which was followed by holding meetings to make organizational decisions and policies. However, the meeting did not specifically explain the implementation of the main tasks and functions in the process.

The results of the analysis using the correlation coefficient value of the KONI policy correlation with sports coaching is 0.889. The significance value of the p value is 0.00. Based on the results of the analysis put forward and from the results of hypothesis testing it turns out that the hypothesis proposed is accepted as true, there is a significant positive relationship between KONI Policy and Sports Development in Semarang Regency in 2021-2022. The better the KONI policy, the better the satisfaction with sports coaching. To carry out good coaching, a good dominant KONI policy is needed. According to (Hasyim et al., 2020), states that KONI must improve itself internally to overcome coaching problems. This prioritizes optimal management and leadership in the recruitment of human resources. Those who are elected are expected to have a contribution and loyalty to KONI. They have clear main tasks and functions, the leadership carries out monitoring and assessment. Supportive research from (Satria, 2021) states that the policies set by the KONI of Magelang City during the COVID-19 pandemic are in accordance with the stages of sports policy towards fostering achievement sports and have a positive impact on fostering achievement sports. This is evidenced by the maintenance of achievement sports coaching during the COVID-19 pandemic so that at the 2022 Central Java Provincial Sports Week the Magelang City contingent was able to prepare for the event.

Conclusions

There is a significant relationship between KONI Policy (X) and Sports Development (Y) at KONI Semarang Regency. This is evidenced by the value of Sig. (2-tailed) $0.000 < 0.05$ then based on the basis of decision making it can be concluded that there is a correlation or relationship between KONI policy and sports coaching. The relationship is positive and very strong with a correlation coefficient of 0.889. The better the KONI policy, the better the sports development.

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Conflict of interests

There is no conflict of interest

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