

The Analysis of Performance Coaching (Conducted By) the Aceh Provincial Board of Indonesian Basketball Association (Perbasi)

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Abstract: Indonesian Basketball Association (PERBASI) is a sports organization specifically for basketball in Indonesia. One of the main tasks of PERBASI is to help the government in conducting coaching and achieving sports victories. This study aims to determine the process of performance coaching conducted by PERBASI's Provincial Board including the planning, organizing, executing, and supervising procedure. This research considered as qualitative research using analytical methods. The subject of this research is the committee of Aceh Province PERBASI, trainers, as well as basketball athletes. Data collection is conducted through interview and documents review. Data analysis is conducted by data reduction, data visualization, and data verification. The result indicates that 1). The planning process conducted by Aceh Provincial Board of PERBASI to achieve the best performance has been performed as expected since it designed in a work program that includes: work plan and division of workload. 2). Organizing process conducted by Aceh Provincial Board of PERBASI in increasing the achievements has been performed as expected because the committees have been able to manage the organization and comprehend their own main tasks and the functions. 3). The execution conducted by Aceh Provincial Board of PERBASI in improving the performance has not met the expectation yet since the board has not been able to encourage all of its members in the implementation of planned work program activities according to the main tasks and functions. 4). Supervision process conducted by Aceh Provincial Board of PERBASI to enhance the performance has been performed as expected. It is indicated by how committees carry out the supervision process such as directly supervising the athletes both while they were practicing and competing.

Keywords: Analysis, Achievement Coaching

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I. Introduction

A basketball game is one of the rapidly growing sports in the world, especially in Indonesia. This is proven by the number of matches which held at the regional and national levels could create enthusiasm among all regions to compete in these basketball competitions in Indonesia. The formation of provincial and regional clubs in regencies/cities is the commitment of all elements in advancing Basketball in Indonesia. To increase the performance, systematic coaching should be conducted and it also requires a long period of time to achieve the accomplishments. Moreover, athletes, trainer, and the committee also require funds for supporting sports activities to produce good coaching, which involves the elements of Government in it. Aceh's basketball once won a gold medal at the Regional Sports Week held at Bangka Belitung in 2015. At that time, Aceh's PON (Pekan Olahraga Nasional – National Sports Week) basketball team could win over the team of North Sumatra.

The amount of enthusiasm in the community certainly does not reflect in the number of victories accomplished by the athletes; continuous, systematic, and sustainable coaching is needed in achieving the maximum performance, both regional and national levels. Several things are known to be the factor affecting the success of one organization in achieving the target; one of them is coaching. Coaching in sports performance includes the availability of potential athletes, the availability of professional trainers who understand their duties and roles as well as having good leadership and personality, the availability of adequate facilities and infrastructure, the availability of sufficient fund, and the availability of proper management system.

Achieving victories in a sport could take a long time and could be affected by several factors; one of them is the regional athletes coaching process. Lumintuarso (2013:15) described that "The development of sports achievements is the accumulation of physical quality, technique, sportsman psychic maturity which prepared systematically through the right coaching process". The performance coaching itself has to be performed continuously, gradually, and constantly, and reinforced with adequate supports. To achieve a good result, the responsible parties are the board/ committee of PERBASI (*Persatuan Bola Basket Seluruh Indonesia-*

Indonesian Basketball Association), trainers, athletes, and the referee. Furthermore, the supports involved are fund, as well as facilities and infrastructure.

In reality, the effort of conducting coaching, precisely for basketball in Aceh Province, has not done properly and there were many problems experienced in the process. To the author's knowledge, basketball coaching in Aceh is not performed well, which is indicated in the lack of achievement gained by the Aceh men's basketball team at the 2016 PON event in West Java. The team was immediately defeated by the host West Java, as well as West Papua, East Java, and South Kalimantan. At the 2018 regional student sports week (Popwil) held in Aceh, the basketball team of Aceh also could not pass through group qualification. Men's basketball team at the time only win once against Jambi's team, then continuously defeated by the team of North Sumatra and Riau. Thus, there is a problem with Aceh Province basketball coaching. Consequently, it is considered essential to study this case through scientific research regarding how performance coaching is carried out by Aceh Provincial Board of PERBASI. The extent of the role of each PERBASI's committee in the management and organizational procedures is also needed to be reviewed, as well as the coaching process conducted to athletes, trainers, referees, the fund, the facilities and the infrastructure of it in order to obtain an accurate representation on how basketball team of Aceh province could gain more achievements.

Based on the explanation above, an in-depth research is needed to be conducted from the basic which is every committee of PERBASI, trainers (coaches), and athletes in obtaining accurate data. Also according to the background problem, the author would like to conduct research to study **"The Analysis of Performance Coaching in the Aceh provincial board of Indonesian basketball association (PERBASI)"**.

Research Procedure

This research is considered as qualitative research conducted using the analysis method. The subject of this research is the PERBASI board committee, trainers, and athletes of Aceh provincial basketball team with 12 people in total. The technique of data collection adopted in this particular research is interview and documents/literature review. Data analysis techniques implemented are data reduction, data visualization, and data verification.

II. Result and Discussion

1. Result of Research

The result of this research includes several indicators such as planning, organizing, executing, and supervising. Data analyzed, which previously mentioned, was obtained through the interview with the committee of PERBASI, trainers, and basketball athletes of the Aceh provincial team.

The planning process performed by Aceh Provincial Board of PERBASI to enhance the performance is already met the expectation. This is indicated by the output of the interview which mentioned as follows: the vision of performance coaching is to improve basketball achievement through school-based coaching. The mission, on the other hand, is to generate an effective organization by embracing all parties with competent and flexible personnel according to the needs, so a smooth communication between the central and the regions is created, as well as creating an evenly distributed human resources in all regions. The purpose of carrying out performance coaching is to increase the achievements of Acehnese athletes. Performance coaching is conducted in mass-participation, finding potential athletes, and coaching.

The goal of conducting performance coaching is to make the sport as a means of establishing national unity and elevate regional dignity and honor in national and international forums. The goal of performance coaching is also to send athletes to participate in various sporting events, and to strive for the availability of funds and the availability of representative sports facilities and infrastructure. Performance coaching work programs are contained in PERBASI committee meeting documents. Schedule of activities in conducting performance coaching is published in the training activities calendar.

The performance coaching activities are made in a strategic plan; the objective is to do various preparations in following an event as well as establishing cooperation among other members of the board. The operational plan of performance coaching activities is already made in a strategic plan. Performance coaching activities for the annual program are made in a gradual athlete coaching program. Performance coaching activities for the semester are made in the following stage of athlete coaching program. Quarterly activities are not made because they are already mentioned in the annual and semester programs. In compiling a plan for performance coaching, division of tasks has been made for the performance coaching of each field. Clear and detailed budget planning already exists in the KONI (*Komite Olahraga Nasional Indonesia* - National Sports Committee of Indonesia) budget document. The budget available for performance coaching activities is still experiencing limitations. The obstacles in compiling achievement development activities are budget uncertainty, inadequate facilities and infrastructure, unavailability of potential athletes, and the HR quality of trainers.

The biggest constraint in fulfilling the facilities and infrastructure needed for performance coaching activities is funding. The solution made in overcoming these obstacles mentioned before is to strive for greater

funding, seek facilities and infrastructure that meet the standards, and sending trainers to attend regional, national and international level training. A very significant difficulty in solving problems is the lack of funds. Efforts which are made to solve the problem of performance coaching are looking for the main problem, implementing strategies in problem-solving, and making approaches with related parties.

The organizing process carried out by Aceh Provincial Board of PERBASI to enhance the performance has already met the expectation. This is indicated by the output of interview which mentioned as follows: Delegations made in the performance coaching are delegations that are in accordance with their own main tasks and functions. Unity of command exists in performance coaching activities. Human resource recruitment system in performance coaching is carried out by the KONI committee. Utilization of human resources possessed in the activities of performance coaching is done by selecting it in accordance with the skills and expertise possessed by each field.

The execution process carried out by Aceh Provincial Board of PERBASI to enhance the performance has not met the expectation yet. This is indicated by the output of interview which mentioned as follows: in carrying out the duties and responsibilities of performance coaching, some are carrying out their duties with responsibilities but there are those who are less responsible. The continuity of performance coaching is not done well because the athlete is prepared only when they about to attend the event. Performance development routines are also carried out routinely due to participating in an event. Vision, mission, goals, and objectives of performance coaching have not been fully achieved. However, performance coaching activities are already in accordance with the mission, vision, goals, and objectives of sports coaching activities.

The supervision process conducted by the Aceh Provincial Board of PERBASIt to enhance the performance has already met the expectation. This is indicated by the output of interview which mentioned as follows: Performance coaching activities generates accountability reports. These activities are supervised. The accountability report is made in the form of performance progress reports and financial reports. There was also a supervisory team created for the performance coaching activities that came from the KONI audit team. Supervision process is carried out to the athletes and coaches during training or competing. Criticism and suggestions are needed for all committee of the field to minimize mistakes in the future.

2. Research Discussion

Based on the output of interview and documents review regarding the analysis of performance coaching in term of planning, organizing, executing, and supervising the basketball coaching conducted in Aceh province, the indicators are respectively discussed as follows:

Planning. The vision and mission of basketball performance coaching in Aceh Province is to develop athletes to excel at both the regional and national levels. The aim and goal of holding a basketball game are to produce excellent athletes, to develop athletes' talents and interests in sports, as well as to develop a spirit of sportsmanship, self-confidence and a sense of responsibility, and to develop cultural habits of healthy living and enjoy sports and foster nationalism and patriotism. The main goal in performance coaching activities is to create a whole person to be fit and healthy and to create good character for the nation and the country to become a more potential athlete. Aceh Provincial Board of PERBASIt has difficulty in improving athlete achievement, due to lack of funds, facilities, and infrastructure provided by the Provincial Government.

In making a conclusion in terms of performance coaching, it takes a clear and purposeful goal. It is because planning is a prelude to an accomplishment to be achieved. If the planning is not carried out in a planned manner, then automatically the achievement is difficult to obtain. The solution provided to produce an achievement or victories is by making good and structured planning, which is to understand planning management. For example recruiting committee who are experts in their fields, licensed trainers who have both knowledge and experience, athletes who are selected based on the ability and the selection results, as well as making the right work program. Consequently, all parts of the organization will work towards a goal that has been planned so that the coaching carried out will work well. This statement is in line with the one mentioned by Sjamsulbachri (2004:15), "Planning is a process in determining the objectives to be achieved and strategies that are used to achieve these efforts".

Organizing. Aceh Provincial Board of PERBASIt who manages basketball has been carrying out the program as expected and placing appropriate people who are experts in their respective fields. According to the explanation above, it is clear that the organization that has been run is already implemented according to the expectations; the problem is only with the allocation of funding from the Government. Therefore, Aceh Provincial Board of PERBASIt which is expected to obtain targets to attain an achievement could not meet the expectation due to lack of funds, facilities, and infrastructure.

Making a conclusion in terms of performance coaching is needed in an organization because the organization is a place for a group of people who have duties and responsibilities in terms of achieving the predetermined targets. If the organization or group of people in the organization does not work well, automatically the achievement targeted is hard to get. The solution given to gain accomplishments is to create a

good organization that has proper knowledge, experience and expertise, as well as to recruit management who are experts in their fields, have honesty and responsibility in carrying out their duties, and understand the appropriate organizational management. As a result, all parts of the organization will work towards a planned goal hence the coaching process will work well. This statement is in accordance to the opinion by Tery (2010:82) who stated, "Organizing is done to collect and regulate all the necessary resources including humans so that the desired work can be carried out successfully".

Execution. The programs planned and created before has not been executed as expected. Indeed, every athlete who participates in the training of Aceh Provincial basketball team is an athlete who has been selected both at the PORA (*Pekan Olahraga Aceh*– Aceh Sports Week) level and the basketball club in Aceh. The coach is also someone who is experienced in the field of basketball and also has a national coaching license. The trainer also makes training programs and training schedules, as well as other activities. According to the description above, the fact that the program was not carried out as expected is proven by the athletes who were late in participating in training conducted and the trainer has its own obstacles to carry out the program that was created. These obstacles include lack of funds and facilities and infrastructure, which impact on the lateness of coaches and athletes in undergoing the training program that has been prepared.

Making a conclusion in terms of performance coaching is essential in the execution process since the execution is a place for someone to try hard in the effort made in terms of gaining the achievements to be targeted. If the execution or implementation is not done well, then automatically the achievements to be obtained are difficult to obtain. The solutions given to produce more victories are to make a planned execution or implementation, making provisions with a good, responsible and disciplined attitude so that what has been planned will be achieved, and understand movement management. This is in accordance to the opinion by Sondang (2004:120) who stated, "Execution is acted as a whole process of giving impetus to work so that someone works well in order to achieve the organizational goals".

Supervision. The supervision process that has been conducted by the Aceh Provincial Board of PERBASI is responsible for the training of athletes in Aceh Province. The KONI board team monitors the development of the basketball management and provides activities to be evaluated which aims to be an improvement in the future so that Aceh Province basketball performance can be improved. Based on the description above it is clear that the monitoring process is going well, which is proven by the existence of a supervisory team that directly monitors the coaching process and also directly sees the coaching process.

Making a conclusion in terms of performance coaching requires a clear and purposeful goal because supervision is a process of observing the extent to which the work is carried out, whether according to plan or order. If supervision is not carried out properly, then automatically the achievements expected to be obtained are difficult to obtain; both from supervision for athletes, coaches, and in terms of facilities, infrastructure, as well as funds for athletes and coaches. The solution provided to produce an achievement is to know the supervisory duties, the supervision process, and the objectives of the supervision, so the person supervised by the supervisor will be responsible for their duties and responsibilities. Supervisors must also have a good personality and responsibility for their work and understand the management of supervision. This statement is in line with the one mentioned by Tery (2006:395) who stated, "Supervision determines what has been done; it means to evaluate work performance, and if necessary, apply corrective actions so that the results of the work are in accordance with the established plan".

III. Conclusion

According to the previously-mentioned general conclusions, as an effort to answer specific research questions, the result of this research could be concluded as follows:

1. The planning process conducted by Aceh Provincial Board of PERBASI in achieving more victories for provincial basketball team of Aceh has been carried out as expected, by compiling the work plans for short, medium and long term work programs which arranged according to the results of the board meeting, evaluating the performance, and dividing the workloads according to main tasks and functions of each board of PERBASI.
2. The organizing process conducted by Aceh Provincial Board of PERBASI regarding the achievement of provincial basketball team of Aceh and the organizing function has been carried out as expected in the organizational principles, this is reflected in the answer of some committee interviewed by the author who already comprehends their specific authority and their authority for the division of basic tasks and functions.
3. The execution process conducted by Aceh Provincial Board of PERBASI in enhancing the performance of provincial basketball team of Aceh has not been done as the expectation, where Aceh Provincial Board of PERBASI has not been able to move its members in the implementation of organizational activities in accordance with the position, main tasks, and functions in each field.

4. The supervision process conducted by Aceh Provincial Board of PERBASI for gaining more victories for the provincial basketball team of Aceh has been carried out and met the expectation, which proven by the existence of evaluation on both implementation process of training and competitions. Supervision for performance coaching for athletes has been carried out by the board by visiting during training or match and asking constraints experienced by athletes and coaching teams.

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