

Management of Centrality Education and Training Students Sports (PPLOP) Pencak Silat

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Abstract

This research aims to find out the implementation of the organization, management of human resources, sports facilities, finance, development of PPLOP pencak silat in Central Java. The research method used Enterpretive Study techniques. This study explains, interprets, identifies, and describes the implementation of management pencak silat the centrality education and exercises students sports (PPLOP) Central Java. Techniques for collecting data through observation, interviews, and documents. The results are 1. The implementation of PPLOP organizational management has been going well. It can be seen from the existence of a complete management arrangement, and clear objectives. 2. The implementation of human resource management has gone well. This can be seen from the fulfillment of the quota of athletes and coaches. 3. Implementation The management of sports facilities is quite good even though the existing facilities are still lacking but the utilization of facilities is carried out optimally. 4. The implementation of financial management has been going well, even though there are still financial constraints but still can be overcome by the manager. 5. The implementation of management of achievement guidance has been going well. Academic coaching athletes are fostered through public schools or homeschooling. Religious development is carried out in schools and in the hall.

Key word: Management, PPLOP Pencak Silat

INTRODUCTION

Pencak silat has become one of the sports that have begun to be contested in various *events* regional and international sportingso that the consequence is that countries that develop pencak silat must try as optimally as possible in order to win a medal or achievement to the

fullest. In an effort to achieve maximum achievement, it is necessary to develop and develop sports achievements in a systematic, tiered and sustainable manner.

Law number 3 of 2005 concerning National Sports System article 20 paragraph 3 states, "Sports achievements are carried out through a planned, tiered, and continuous development and development process with the support of sports science and technology. Subsequently based on Government Regulation No.16 of 2007 concerning the implementation of sports mentioned in Article 11 paragraph (1) that, the provincial government has the authority to regulate, foster the development, implementation and supervision of the implementation of provincial sports. Whereas funding is regulated in Government Regulation No. 18 of 2007 concerning funding for sports. As a follow-up of student sports training and training in the Central Java region formed the Center for Student Sports Training and Education (BPPLP) which serves to capture potential athletes' seeds, empower student athletes, and foster student sports in Central Java (DINPORAPAR, 2018: 1)

Concentration of Student Sports Education and Training (PPLP) is part of an integral system of sports achievement development through a combination of achievement coaching and formal education pathways in schools that have strategic value and strength in fostering Indonesian sports achievements. Judging from the theoretical concept, the age of PPLP students is at level two in the pyramid of sports coaching. The implementation of PPLP is inseparable from the management in it, because with the management of good management it can create optimal athlete coaching.

The government is making maximum efforts to carry out continuous guidance by considering several vital sectors. One of the government's efforts was by establishing a coaching model for Indonesian students, called the Center for Student Sports Education and Training (PPLP) as the main subject to become the forerunner of future achievement athletes, this was due to the large number of students who had great opportunities for the emergence of athletes who have the potential if they receive good, correct and continuous coaching. PPLP is a forum to gather athletes with high interest in sports with potential talent to be developed into outstanding sportsmen.

The concentration of Student Sports Training and Education (PPLP) is a part of the system of integral sports achievement through a combination of achievement training with formal education pathways in PPLP schools that is very important and strategic, because of increasing achievement in sports but also as a place achievement improvement and academic fields for athletes who are in it. Achieving an achievement needs to be carried out to develop and develop sports achievements in a systematic, tiered and sustainable manner. Article 25 paragraph 6 of Law No. 3 of 2005 concerning the National Sports System states, "To develop sports achievements in Educational Institutions in each education pathway a sports activity unit, sports class, coaching center and training, sports school, and competition will be formed. tiered sport ". Furthermore article 11 paragraph 2 states that "the Government, and the Regional Government are obliged to provide services and facilities and guarantee the implementation of sports activities for every citizen without discrimination". Furthermore, based on Government Regulation No. 16 of 2007 concerning the implementation of sports mentioned in Article 11 paragraph (1) that, the provincial government has the authority to regulate, foster the development, implementation and oversight of the implementation of provincial sports. Whereas funding is regulated in Government Regulation No. 18 of 2007 concerning funding for sports. As a follow-up of student sports training and training in the Central Java region formed the Center for Student Sports Training and Education (BPPLP) which serves to capture potential athletes' seeds, empower student athletes, and develop Central Java student sports (DISPORAPAR, 2018: 1).

Management can be seen as an open system that interacts with its environment in the process of changing input or input of resources into *outputs* or outputs of environmental products, *input* is the most important aspect in an open system. Sports management is divided into two major parts, namely government sports management (government sports administration) is a management activity currently carried out by the Directorate General of Sports of the Ministry of National Education with all levels both at the central and regional levels, and private sports management is management carried out in non-government sports institutions such as KONI with all its members, namely the parent organization of sports and sports associations that are members of the parent sports organization (Harsuki, 2013: 4).

Sports management is a combination of skills related to planning, organizing, directing, supervising, budgeting, leadership, and evaluating, in the context of an organization or department whose main product or service is associated with sports or physical activities (Desensi, Kelley, and Beitel, 1990) Included in sports management include organization management, human resources, sports facilities, finance (funding), and athlete training. Maximum achievement will never be achieved if there are still many problems that always arise. Good sports management and maximum support from all parties will create maximum achievement for the State of Indonesia. Management functions that absolutely must exist and be implemented, otherwise it will cause the death of the organization both quickly and slowly.

METHODS

This research is Basic Interpretive Research. Donald (2014: 452) stated, *"Has its roots in the social sciences Describes and interprets a phenomenon or process. Seeks to understand participants' point of view Identifies recurrent patterns or themes Can be based on a variety of disciplinary lenses May use a variety of data collection techniques"*. This study explains, interprets, identifies, and describes the implementation of financial management in the Center for Student Sports Education and Training (PPLOP) in Central Java.

This research was conducted at the Student Sports Education and Training Center (PPLOP) in Central Java. Data sources in the Research of Student Sports Education and Training Concentration (PPLOP) in Central Java PPLOP Leaders, Central Java PPLOP advisors, PPLOP sports and financial facilities coordinators, coaches, athletes, and other related parties. Means of data collection techniques: observation, interviews, and documents. The researcher prepares the framework that will be used to formulate research questions and guides in data collection activities. After the framework was created and the research questions were formulated, researchers began to enter and approach the research subjects who had been determined beforehand. The conceptual data collection framework can be seen below:

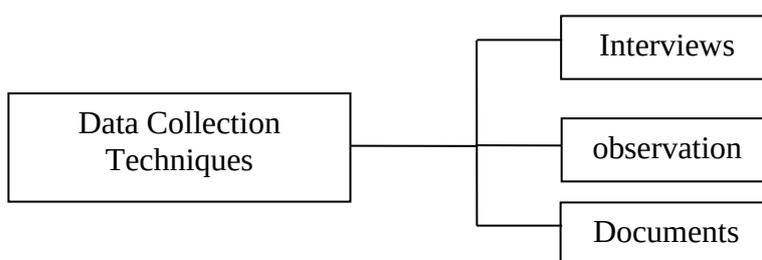


Figure 1 Data Collection Techniques

The instrument of this study is a tool used in observation and interviews (observation guidelines, interview guidelines, cameras, paper, and stationery) prepared to obtain information from respondents (Gulo, 2002: 123). And using data triangulation techniques for data validity. This study uses three steps of the data analysis According to Donald (2014: 482) items, namely 1. Familizing and Organizing, 2. Coding and Reducing, 3. Enterpreting and Representing.

RESULTS AND DISCUSSION

Based on the entire series of research and data collection from various sources, the researcher obtained some data that could support the achievement of key findings in this study. The following are the results of data obtained from various information sources.

The Student Sports Education and Training Center was formed in Central Java since 1983 where it was then called the Center for Education and Training (PUSDIKLAT). Formerly the establishment only consisted of 4 sports namely soccer and athletics in Salatiga, pencaksilat in Sukoharjo, and Panahan in Klaten. In 2006 the PUSDIKLAT changed its name to the Student Sports Training and Development Center (PPLP), and then in 2017 became the Student Sports Training and Education Center (PPLOP). As a follow-up of student training and training in each province then Central Java formed the Student Training Center for Education and Training (BPPLOP) which serves to capture potential athletes, empower student athletes, and develop student sports in Central Java (DINPORAPAR, 2018:1). PPLOP is a forum to gather athletes with high interest in sports with potential talent to be developed through a process that uses benchmarks.

1. PPLOP Pencaksilat Central Java Organization Management.

PPLOP has an important position within the framework of overall achievement guidance. Organizational process of achievement training in PPLOP has something to do with formal education in schools with sports achievements. PPLOP in its implementation coordinates with various related parties who have specific competencies and authority on the subject of the program. In addition, the role of stakeholders is also very influential for the progress of PPLOP pencaksilat Central Java's achievements. As an organization PPLOP Hall has an organizational structure that has been set according to existing guidelines.

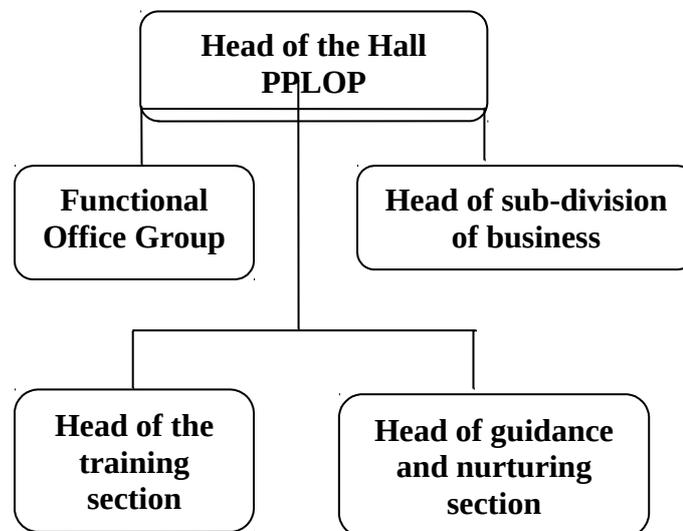


Figure 2. Central Java PPLOP Organizational Structure.

The implementation of PPLOP organization has been going well, this can be seen from the complete arrangement of management, and the clear purpose of the establishment of the Central Java PPLOP Hall as outlined in the Central Java Central PPLOP Vision and Mission. Existing members also work according to the scope of work and responsibilities of each part. PPLOP Hall itself is headed by the Head of Regional Office which every 5 years there is a change of leadership according to DISPORAPAR Central Java's decision. The change in the head of the hall has an impact with the occurrence of obstacles, namely adjustments when there is a change of leader because it is also followed by a change of management in Central Java PPLOP Hall. This is reasonable and does not become a big problem for improvement in Central Java PPLOP Hall.

2. Human Resource Management Human

resource management in this case athletes and coaches in PPLOP pencak silat Central Java have been fulfilled. In the fulfillment of human resources carried out by means of recruitment or selection held by the Central Java PPLOP Hall. The process is held once a year. Recruitment of athletes and coaches is usually announced through the official website of DISPORAPAR Central Java, through a notification letter to the District / City Sports Service, and through newspaper media. For athletes, and trainers who want to enter PPLOP pencak silat Central Java, they must complete the administrative files including KK, Deed, diploma, report cards, and Charter. After that they will take part in the selection in the form of physical tests, techniques, medical tests, and psychological tests. But there were also athletes who came from the monitoring of the coach team who then got a recommendation to enter the Central Java Pencak silat PPLOP Hall. Trainers and assistant coaches usually come from former athletes who excel at national and international levels. For trainers, they are required to have a pencak silat training certificate. In the selection process for athletes and coaches of the Central Java PPLOP Center involving various parties including the health team, doctors, provincial government officials, psychologists, and assessment teams.

3. Management of Sports Facilities

Center PPLOP provides facilities for athletes and coaches such as dormitories, consumption accommodation, health insurance, education, equipment, and training and competition uniforms, and the existence of monthly honorarium for athletes and PPLOP pencak silat coaches in Central Java. Procurement of sports facilities based on the needs of athletes who have been coordinated between the coach and coordinator. For the minimum standard of sports facilities in PPLOP pencak silat currently already fulfilled. Although the existing facilities are still lacking, the utilization of facilities is done optimally to support the achievements of PPLOP Pencak silat athletes in Central Java. The constraints that exist in the management of sports facilities are that there are no special officers to treat training facilities so that the training facilities occur are poorly maintained and many are damaged and dirty. The training place was felt to be uncomfortable because it became one with the training area of sepak takraw sports, namely in the tennis court *Indoor Teak*. The delay in the distribution of training equipment to PPLOP pencak silat athletes in Central Java is also a deficiency in the management of sports facilities. At present the facilities in the Central Java PPLOP Hall are being renovated. The dormitory for athletes was moved at Graha Wiyata Patemon, which caused the distance between the practice site and the dormitory to be further away. The temporary dormitory provided is also felt to be uncomfortable for athletes, because one room is occupied by 4 people.

4. Financial Management

Based on the findings above, the financial resources of the Pencaksilat PPLOP in Central Java come from the state budget (APBN) and Regional Revenue and Expenditure Budget (APBD). Following are the details of the use of the APBN and APBD Budgets originating from the state budget are used for the following matters:

- a. Honor Coach and Assistant coach. The coach's honorarium received every month is Rp. 3,500,000. for the Coach Assistant received Rp. 3,000,000.
- b. Monthly Athlete Honor receives Rp. 500,000 tax deductions.
- c. Daily consumption of athletes Rp. 90,000 / day / person.
- d. Purchase training equipment tailored to your needs.
- e. Purchasing school uniforms, and uniforms for training and uniforms including: spack training and shoes.
- f. Funding the National Interpretation Committee for PPLOP held once a year. For daily expenses during the PPLOP National Championship for athletes and trainers, Rp. 100,000. Whereas for PPLOP Athletes who participate in the championship besides the National Championship, PPLOP costs are not borne by PPLOP.
- g. The Try-Out held by PPLOP Pencaksilat is held twice a year

Regional Revenue and Expenditure Budget from Central Java Province is used for:

- a. Health financing includes payment for, insurance Salaries of doctors, Paramedics, medicines, and masseur.
- b. Tuition fees include school uniforms, school fees, payment tutoring, school equipment purchases, school transportation and more.
- c. Rental of lodging places for athletes because of this time while the athletes pencakilat lodging were moved at the Graha Wiyata Patemon Jatim Sports Hall was undergoing renovation.
- d. Pay for the cost of importance of a practice site.
- e. Exercise transportation. The building was still in the Indoor tennis building in the Teakiri Gymnasium, the beginning of the was in the Self Sports Complex to be at Graha Wiyata Patemon.
- f. Entertainment activities are carried out every month such as:
 - A. Hold Motivation activities by Athletes or former High Achieving Athletes.
 - B. Hold joint recitation activities that bring religious teachers.
 - C. Hold music entertainment events.

The financial management has been implemented but there are still some shortcomings such as the late payment of athlete's honorarium which always occurs every January to March, because the APBN Budget Implementation List (DIPA) is always late. this is because the PPLOP's financial budget between the Ministry of Youth and Sports and the Ministry of Finance. Payment of athlete's fees can be paid when the budget has been dropped in April and the honorarium is paid from January to April at the same time. The absence of PPLOP athletes who excel also suffers from a lack of financial management. For other things management has gone well.

This is evidenced by the existing DPA (Budget Implementation Document). Document budget can be seen from the recording of budget revenues and expenditures. For recording the budget and expenditure must be accompanied by the existence of physical proof of payment (SPJ), and payment receipt list. The Central Java Finance Sub-Section is submitted to the PPLOP. The financial liability in the form of a document is submitted to the report to the Acting Technical Officer, namely KASI (Section Head), Subdivision Head, and Head of

Office. The Central Java PPLOP Head of Office is responsible for the Indonesian Ministry of Youth and Sports through the Central Java Provincial Youth and Sport and Tourism Office and the Regional Government.

PPLOP Central Java is provided through direct assistance to the Central Java Youth, Sports and Tourism Agency (Disporapar), which points directly to the Central Java PPLOP Hall. To receive a State-Owned Enterprises (SOE) budget, there are requirements that must be met as follows:

- a. Decree of Establishment of Student Sports Training and Education Center
- b. Notary Deed
- c. Proposal for BPPLOP activities

After the file is completed, the letter of cooperation agreement is direct to disburse direct social assistance funds. The following are the financial management mechanisms of the Central Java Student Sports Education and Training Center (BPPLOP), namely

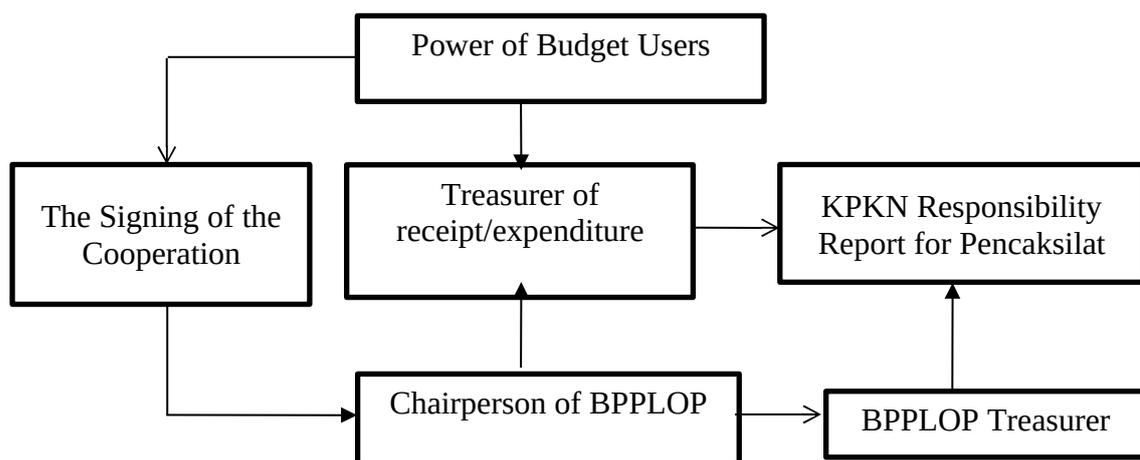


Figure 3 Fund Disbursement Mechanism

The following is a description of the chart for the disbursement mechanism of direct social assistance funds, the initial stage of making proposal proposals and approved by the satker / power of attorney for the use of the budget and the issuance of a cooperation agreement (SPK). Issuance of receipts in accordance with the request stated in the cooperation agreement letter (SPK), then the Center for Training of Sports Education and Training Students submit responsibility to the Treasurer for receipt of expenses. Then the answer file is submitted to the Pencaksilat State Treasury Office (KPKN) of Central Java. The Chairperson of the Central Java PPLOP as manager, functions as an authority, and delegated its function to become an ordinance to order the payment of PPLOP Pencaksilat Central Java development process.

The Head of Regional Office of PPLOP as manager has the function of being an authorizer, and ordinance, but only limited to management of financial. Thus PPLOP pencaksilat Central Java in carrying out its duties only utilizes funds. With the management of financial management which includes: Preparation of PPLOP pencaksilat Central Java draft budget, procurement and source of funds, utilization of funds, accountability and work on PPLOP pencaksilat financial data in Central Java, it is expected PPLOP pencaksilat Central Java's future financial management can run better, smoother, orderly, and orderly, so that it can reach the goal of PPLOP pencaksilat Central Java. Because financial management is one of the important factors in relation to advancing the achievements of PPLOP pencaksilat

Central Java. The synergy between BPPLOP Central Java and Provincial Administrators must always be improved and maintained so that there are no obstacles in the future.

5. Management of Achievement Development

Implementation of management coaching in the Central Java PPLOP Hall includes academic, religious, and achievement guidance. For academic coaching in collaboration with the Central Java Provincial Education Office. There are athletes who are in PPLOP who go to public schools (Semarang Middle and High School 11), some are home schooling. For lesson hours for PPLOP pencak silat athletes in Central Java there was a reduction, starting from 08.00 to 13.30 WIB. For athletes who are already in the 3rd grade of junior high school and 3rd grade high school PPLOP hall provides tutors to mature in the face of the National Examination. The results of academic coaching affect the existence of PPLOP pencak silat athletes in Central Java.

In addition to conducting religious training in schools, they often hold recitals by bringing religious teachers. While the development coaching is fostered in the Central Java PPLOP Center through an exercise program that has been prepared by the coach team. Exercises are held Monday to Friday. They carry out 2 times daily exercises, namely the morning at 05.00 until 07.00, and also in the afternoon at 15.00 until 17.00 WIB. But when athletes take part in the championship the training is improved but the repetition is reduced. Exercises carried out when taking part in the championship usually ripen visualization techniques and exercises. Constraints in implementing an exercise program occur when an athlete is injured. Coaching athletes is also carried out in dormitories, athletes and coaches must comply with all existing regulations.

Central Java PPLOP Hall implements a system of promotion and degradation for athletes and coaches. For promotions for athletes who are considered achievers usually will get a promotion for the next level for example from PPLP are usually promoted to PPLM, besides promotion is also applied for monitoring athletes who are considered eligible to enter PPLOP pencak silat Central Java through recommendations from the training team, or promotion to enter in several offices. In addition there are also outstanding athletes who are then used as coaches.

Degradation was held in December and July. The degradation of athletes when, athletes have graduated from school, athletes during training here have no development then the coach will deliver through report cards every 3 months. But for that it is not just and must be evaluated in advance the cause of not developing athletes or decreasing athletes' achievements. other factors that can degrade athletes namely disciplinary and academic. Special academics if there are athletes who do not go up to class will also be returned to their parents. The degradation of the coach by evaluating the performance of the coach for 1 year, if it does not produce achievement athletes, we will review it to be maintained or not. Besides that, from his disciplinary attitude, he might rarely train and often break the rules in PPLOP, we must be relegated. For promotions, athletes usually go through monitoring. If there are monitoring athletes who have not yet entered PPLOP and according to the team of trainers it is feasible to enter PPLOP The existence of degradation and promotion can be a good reference for whether or not the guidance carried out by the Central Java PPLOP Hall.

CONCLUSION

1. implementation of PPLOP organizational management has been going well, this can be seen from the complete management structure, and the clear purpose of the establishment of the Central Java PPLOP Center. The

2. implementation of human resource management has gone well. This can be seen from the fulfillment of quota athletes and coach PPLOP pencaksilat Central Java. In the recruitment process or selection, it also runs well in accordance with the existing guidebook guidelines.
3. The implementation of management of sports facilities is quite good even though the existing facilities are still lacking but the utilization of facilities is done optimally to support the achievements of PPLOP pencaksilat athletes in Central Java.
4. Implementation of financial management is already well underway although there are still some obstacles that result in a delay of honor athlete but can still be addressed.
5. The implementation of performance management has been going well. In terms of academic coaching athletes are fostered through public schools or homeschooling. Religious development is carried out in schools and in the hall. For the achievement of self-development, it also goes well, this is evidenced by the well-being of the training programs applied to athletes, and the presence of PPLOP pencaksilat athletes who can achieve national and international levels.

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