

Policy Analysis of the Indonesian National Sports Committee at the Provincial Level in Improving Athlete Achievement

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ABSTRACT: The Indonesian National Sports Committee (KONI) is an institution formed by the state with the authority to develop and coach sports in Indonesia. Related to sports coaching, it cannot be separated from one of its resources, namely athletes; in KONI's efforts to improve and develop sports achievements, strategic policies that are oriented towards achievement need to be formulated. This study aims to analyze the provincial KONI policy for improving athlete achievement. This study uses a qualitative research design with a case study research type to find information and an overview of the provincial KONI policy in improving athlete achievement. Research subjects were determined using the snowball sampling technique. The subjects in this study were the components of the provincial KONI, which consisted of elements of the provincial KONI management, athletes, and coaches. The data in this study were obtained based on the output of interviews with respondents. Data analysis consists of data collection, data reduction, data presentation or display, and drawing conclusions or conclusions. The conclusions of this study are: (1) The provincial KONI policy in developing sports achievements is to allocate funds for coaching, optimize athlete empowerment through centralized training and improve the competence of sports coaches, (2) The role of the provincial KONI in developing sports achievements is relatively good, this can be seen from the efforts of the provincial KONI as the person responsible for fostering sports achievements by designing a planned, tiered and ideal sports nursery program, (3) The strategy used by the provincial KONI in developing sports achievements so far is considered appropriate, namely conducting good talent scouting, athlete regeneration and developing the competence of human resources for coaches in sports coaching science, and (4) The obstacles faced by the provincial KONI in developing sports achievements are inadequate human resources for athletes and coaches in terms of quality and quantity, inadequate sports equipment and facilities, coordination with the government and support from parents of athletes.

KEYWORDS: Policy, Sport, Sport Committee, Athlet, Indonesia

I. INTRODUCTION

Sports are physical activities humans need to be healthy and fit, both physically, spiritually, and socially healthy and fit. Law of the Republic of Indonesia No. 3 of 2005 concerning the National Sports System states that sports are all systematic activities to encourage, foster, and develop physical, spiritual, and social potential.

Indonesia considers sports to be an important part of the nation's identity and a part of national development. The role of sports includes being a development accelerator, a health promotion media, and a means of preventing juvenile delinquency and drugs [1]. Because sports achievements are a universal standard instrument that reflects the nation's dignity, it is not excessive if the achievements carved in the sports arena also automatically become a parameter of the nation's glory [2]. One of the supporting factors for the success of national development is good sports development and achievements. To what extent do the role and policies of the government focus on sports management to improve sports achievements so that they can bring success to national development?

Law of the Republic of Indonesia No. 11 of 2022 concerning the National Sports System also explains that sports coaching and development are carried out through sports introduction, monitoring, guidance, talent development, and increasing achievement. Article 27 Paragraph 4 of Law 11 of 2022 states, "The coaching and development of high-achieving sports are carried out by empowering sports associations, developing national and regional sports coaching and organizing competitions in a tiered and sustainable manner." The high-achieving sports coaching system cannot be ignored that to achieve maximum results from a performance, a National Sports Coaching System is needed, which includes ten pillars of policy [3]:

1) financial support, 2) sports institutions consisting of the structure and content of sports policies, 3) community participation, 4) achievement development (promotion and talent identification), 5) awards for sports actors, 6) sports facilities, 7) procurement and development of coaches, 8) national competitions, 9) sports science research 10) environment, media, and sponsors.

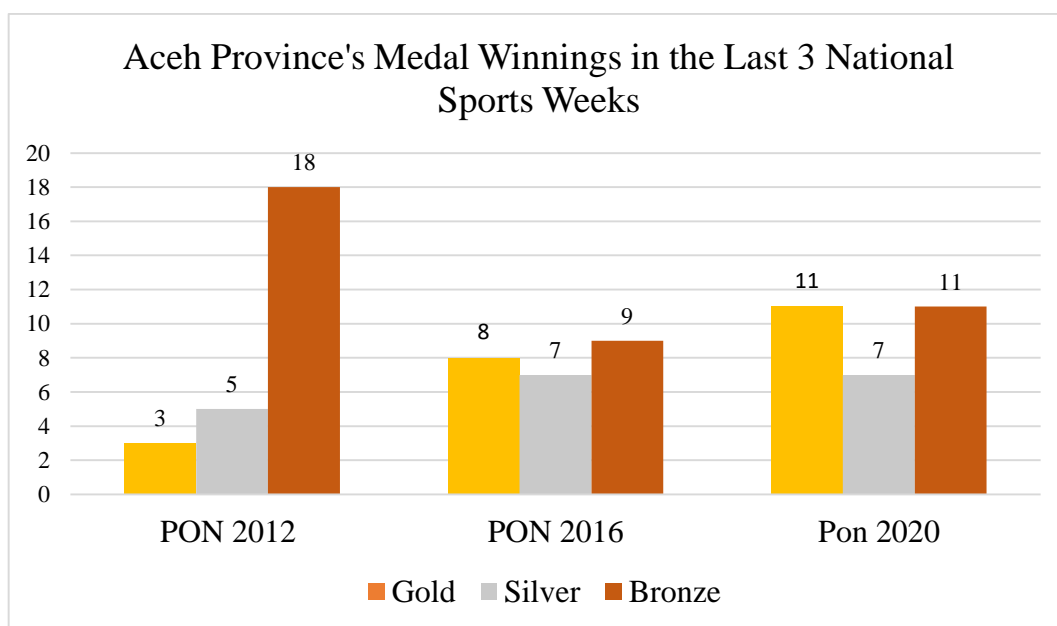
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Based on point number 2 above, to obtain maximum sports achievement results, it is recommended to have a sports institution consisting of the structure and content of an integrated sports policy. In Indonesia, one organization or institution that handles the field of achievement sports is the Indonesian National Sports Committee (KONI) [4].

In sports, coaching and improving sports achievements are managed through KONI. KONI was formed by the parent organization of the sports branch, which focuses on managing achievement in sports coaching. It is independent and exists at national, provincial, district, or city levels [5]. KONI at the provincial level assists the provincial government in managing sports at the provincial level.

KONI province is one of the sports institutions that focuses on managing achievement sports at the provincial level. Based on its Articles of Association and Bylaws, KONI at the provincial level has the main task of assisting the government and local governments in making management policies, coaching, and developing sports achievements at the provincial level. One of the tasks of the provincial KONI is to implement and coordinate various sports events [4].

This study uses KONI Aceh province as the subject of a case study. In Indonesia, the National Sports Week (PON) is held every four years; this multi-sport event competes in 26 sports participated by 38 provinces in Indonesia. When viewed from the medal tally in the last 3 PON participations, Aceh's sports achievements have experienced an increasing trend in gold medal tallies.



At PON XVIII Riau, Aceh Province won relatively few gold medals, namely 3 Gold, 5 Silver, and 18 Bronze. At PON XIX in West Java, Aceh Province experienced an increase in achievement marked by an increase in the number of gold medals won, namely 8 Gold, 7 Silver, and 9 Bronze. Furthermore, at PON XX in Papua, Aceh Province again experienced an increase in achievement compared to its participation in the previous PON. Aceh Province won 11 Gold, 7 Silver, and 11 Bronze. Fluctuations in provincial sports achievements are inseparable from KONI Aceh's policies regarding sports development. The objectives of this study are as follows: 1) To find out how KONI's policies are improving athlete achievement. 2). To find out the role of KONI in improving athlete achievement; 3). To find out the strategies used by KONI in improving athlete achievement, 4). To find out the obstacles for KONI Aceh in improving athlete achievement.

II. METHOD

This study uses a qualitative research design with a descriptive research type. This study aims to find as much information as possible and provide an overview of provincial KONI policy in Improving Athlete Achievement.

The technique for determining the research subject in this study is the nonprobability sampling technique, namely snowball sampling. Snowball sampling is a sample determination technique that is initially small in number, then increases along with data needs [6].

This study collected data using various interview methods; interviews are conversations with a specific purpose [7]. Interviews in this study are interpreted as tools used in communication in the form of several oral questions asked by data collectors as information (interviews), which are also answered verbally by respondents. The data/information is in the form of responses, opinions, beliefs, thoughts, and knowledge of a person about everything that is questioned in connection with the research variables.

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Data analysis is organizing and sorting data into patterns, categories, and basic description units so that themes are found and working hypotheses can be formulated as suggested by the data obtained [8].

Data analysis in this study uses four components: 1). Data collection, 2). Data reduction, 3). Data presentation or display, 4). Conclusion drawing"

III. RESULT AND DISCUSSION

Based on the theoretical basis and research results obtained by researchers from efforts to improve athlete achievement in the Province are as follows:

1. KONI provincial policy in improving athlete achievement

As an independent organization, KONI has the right to make policies independently without intervention from other parties. KONI is given the authority to make athlete development policies by the Articles of Association of the Central KONI. The KONI policies in improving athlete achievement are:

a. Policy Formulation

In formulating a policy, an organization must have a legal basis as a foundation and consideration for deciding a policy. KONI Province has a legal basis for determining development policies, including the Law of the Republic of Indonesia Number 3 of 2005 concerning the National Sports System and Government Regulation of the Republic of Indonesia Number 16 of 2007 concerning Sports Organization. The government's role in determining policies in KONI Province is limited to financial budgeting; the rest of KONI Province manages development independently without intervention from any party but still obeys the applicable rules.

b. Policy Implementation

Policy implementation is a real manifestation of the policy discussion that has been carried out. One of the results of KONI Province's policy is the Strategic Plan, which is a derivative of the main points of the legal basis written previously. In determining the policy, KONI Province will continue to comply with the regulations of the regional government; KONI will not make a decision that deviates from the regional government policy. The communication between KONI Province and the sports branch administrators has been going well, as evidenced by KONI Province always coordinating with the branch and club administrators during planning, preparation, and implementation, even during the evaluation stage.

c. Budget

The Budget is divided into 2, namely, the basic Budget and the coaching budget. The nominal amount for the basic Budget is the same for each sport. As for the coaching budget, the nominal amount differs depending on the situation and conditions of the sport at that time; due to its limitations, KONI Province prioritizes the priority scale to fulfill it.

d. Policy Evaluation

The next stage is policy evaluation. After implementing the policy, the next step is to evaluate it to determine whether it can be re-implemented. The evaluation carried out by KONI Province is based on the accountability report for one year of activities. The evaluation carried out by provincial KONI is at least carried out during member meetings and monitoring activities. General discussions during the member meeting were performance reports for one year, achievements made by KONI, including the preparation of work programs for one year, and proposals from the sports branch administrators present.

2. The Role of Provincial KONI in Improving Athlete Achievements

The role of KONI Province is to coordinate all sports branch administrators in the Province. Coordinate with branch administrators to conduct an inventory of athletes and facilities owned by sports branch administrators; the data is obtained from member deliberations.

The provincial KONI, which also plays a role as the person in charge of fostering Athlete Achievements in the Province, certainly has a strategy to achieve the desired achievement targets. Several other roles of KONI Province in fostering athlete achievements include being talent scouters by directly finding prospective athletes. The talent scouting process is carried out to find talented athletes who have the potential to win championships.

KONI Province also plays a role as a supervisor; one form of supervision carried out by KONI Province is monitoring. KONI Province administrators carry out monitoring or supervision and are grouped into several sports branches: team sports, individual sports, game sports, and others. Monitoring is carried out once a week.

So based on this, the role of the provincial KONI in efforts to improve Athlete Achievement is as the person in charge of the program by forming a sports achievement coaching program by holding regular events or championships that aim to attract talented and potential athletes to get a better coaching program as well as become a program that can later be tiered and sustainable. The role carried out by provincial KONI in efforts to improve Athlete Achievement is good, namely as the person in charge and initiator in coaching Athlete Achievement, and this is by [9], which states that stakeholders must initiate strategic programs that are of a nature that advances and develops community life and are responsible for all the sustainability of the programs being run.

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3. Strategies Used by KONI Province in Developing Sports Achievements

The strategies used by KONI Province to improve sports are as follows:

a. Recruiting Licensed Coaches

In determining coaches, KONI Province requires coaches to have a coaching license that is by the sport that will be coached, but other than that, KONI Province does not set standard criteria for which coaches are eligible to coach, only that in general, coaches should be knowledgeable, able to create good training programs.

b. Improving the Quality of Sports Facilities and Infrastructure

With maximum facilities and infrastructure, athletes can train comfortably, so it is easy to practice the programs the coach delivers. The procedure for obtaining these facilities, which the Province branch administrators must carry out as those responsible for the parent organization in each sports branch, is that all branch administrators submit a proposal to KONI Province, one of the contents of which is a request to submit the facilities needed, then KONI Province as an organization that fosters sports achievements in the Province will coordinate to determine which sports branches should be prioritized to fulfill the requests submitted by considering the condition of the existing facilities.

c. Support from Institutions and Other Agencies

Environmental factors support the process of coaching and training athletes. This is based on the facts in the field, namely in coaching athletes. Of course, administrators need assistance from several parties to work together to ensure the success of coaching athletes in achieving achievements. The cooperation that has been implemented is the cooperation established between the regional government, KONI Province, the provincial government, universities, and sports branch administrators.

d. Implementing Sport Science

Science and Technology in this era of globalization are increasingly advanced and developing. Almost all humans in various fields feel the benefits of this development, one of which is the field of sports. As an organization that manages competitive sports, KONI Province also feels the benefits of this development, namely through Sports Science. However, due to its limitations, KONI Province works with various parties to meet its needs. One of them is collaborating with the sports science department at universities, for example, using a fitness laboratory to improve fitness and special abilities effectively and efficiently, as well as fitness tests with Technology owned by the university.

e. Athlete Regeneration.

In addition, the athlete regeneration process is one form of the development process within a team, where this system is implemented to evaluate and control each athlete's improvement, progress, and decline. Each trained athlete will always compete to improve their technical and physical abilities with the regeneration system.

4. Obstacles in the Implementation of the Athlete Development Program

In the implementation of the sports achievement development program in the Province, the provincial KONI plays a role in the formation of a sports achievement development program to improve Athlete Achievement in the Province with various efforts and strategies in program management to run a development program that is appropriate, structured, planned, and sustainable. At the development stage, athletes are prepared to face certain championships to excel in sports, especially in their respective sports.

Several things from the results of the study identified several obstacles in sports achievement development:

a. Human Resources (Athletes and Coaches)

One of the inhibiting factors in sports achievement development in the Province is athletes. Athletes still have less motivation to improve their sports achievements, which impacts their development. Good development must, of course, be achieved by athletes who have high achievement motivation. In addition to the motivation factor, the athlete's discipline factor is also an obstacle in development because discipline must also be the athlete's capital in training to gain good skills.

The coaching factor is also an obstacle in sports achievement development in the Province; in sports achievement development in the Province, most coaches do not yet have competence in sports coaching, so it impacts efforts to increase athlete potential that are not yet optimal. The competence of coaches in training greatly supports the development of athletes in the Province because, in terms of skills, knowledge, and experience, the coaches are already competent.

b. Tools and Facilities

The factor of sports equipment and facilities is also included in inhibiting the development of sports achievements where the completeness of facilities, equipment conditions, environment, and distance from the residence to the training place are obstacles in coaching.

c. Funding

Funding is the main obstacle to the development of sports achievements. The lack of funding allocation for the development of sports achievements impacts many aspects, including the provision of sports facilities and infrastructure, pocket money for athletes and coaches, and costs when holding friendly matches.

d. Coordination of the provincial KONI with the Regional Government

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Another obstacle is that the above condition is exacerbated by the lack of coordination between the provincial KONI and the government, in this case, the Youth and Sports Service, a concrete example related to the procurement of supporting facilities and infrastructure for training.

e. Parental Support

It is no secret that parents of athletes will prioritize their children to focus on academics compared to other fields, especially sports. This is also one of the causes of the decline in athlete achievement, considering that parents face difficulty pursuing sports or academic achievements. This condition is exacerbated by family factors, which generally choose academics over sports achievements.

IV. CONCLUSION

Based on the results of the research and discussion, the provincial KONI's policy in developing sports can be concluded as follows:

1. KONI provincial policy in developing sports achievements is allocating funds for coaching, optimizing athlete empowerment through centralized training, and improving the competence of sports branch coaches.
2. KONI's provincial role in developing sports achievements has been good, as proven by KONI's provincial efforts as the person in charge of sports achievement coaching, which involves designing a planned, tiered, and ideal sports nursery program.
3. The strategy used by KONI province in developing sports achievements so far is considered appropriate, namely conducting good talent scouting, athlete regeneration, and developing the competence of human resources coaches in sports coaching science.
4. The obstacles faced by KONI province in developing sports achievements are inadequate human resources for athletes and coaches in terms of quality and quantity, inadequate equipment and sports, coordination of the Youth and Sports Office, and minimal parental support for sports activities carried out by their children.

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