



Analysis of Talent Development Environment in Basketball in Indonesia

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Abstract

The purpose of this study is to analyze the level of the talent development environment and relationship between factors in the basketball team, especially the student level in Indonesia. This type of research is a descriptive survey, then sample is 420 basketball players who competed in the final in the Development Basketball League (DBL) competition. Data collection was carried out between August – November 2024, based on 9 cities in Indonesia. Meanwhile, this research instrument used TDEQ-5. The results of this study show that long-term development, alignment of expectations, communication, holistic quality preparation, and social networks are strongly correlated with each other (sig. 0.000). This significant correlation indicates the existence of an integrated talent development ecosystem, where each element supports each other and influences the overall quality of the environment. Conclusion is that this structured, supportive, and holistic talent development environment contributes significantly to the increased motivation and self-confidence of athletes, which are crucial factors in achieving peak performance and sustainability of their sports careers. Therefore, investment and attention to the development of all these factors are essential to advance the sport of basketball in Indonesia. The hope for future research is that longitudinal studies can be conducted to track environmental developments and their impacts on a regular basis, using a mixed methods approach.

Keywords: *Athlete Talent, Sports Environment, Basketball Talent, Achievement Sports*

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INTRODUCTION

Talent development in the world of sports is a crucial foundation for achieving peak performance and sustainability of a sport. The process of systematic and comprehensive identification, coaching, and development of young athletes is the main determinant of long-term success (Quílez-Maimón et al., 2023). The environment in which talents grow and develop plays a very significant role. An optimal talent development environment includes not only physical facilities and technical training, but also involves integrated psychological, social and managerial aspects (Alizadeh et al., 2022). These aspects form an ecosystem conducive for athletes to optimize their potential, overcome challenges, and transform from young athletes to high-achieving professionals (Larkin et al., 2023).

In Indonesia, basketball has an ever-increasing popularity and great potential for growth. The public's enthusiasm for this sport, both as spectators and participants, shows the existence of a wide talent base (Susanto et al., 2023). However, the fundamental question that often arises is how effective the current environment is in developing these talents to the highest level, at the national and international levels. Based on previous research, the coaching of basketball athletes in Indonesia still faces various challenges, ranging from the uneven availability of infrastructure (Santoso et al., 2022), quality coach (Setiawan et al., 2023), a continuous competition system (Agestin et al., 2022), to psychosocial support for young athletes (Hamidi et al., 2020).

The environmental factor of talent development in basketball is very important because individual talent alone is not enough to guarantee the success of an athlete. A conducive environment is a key catalyst that allows such talent to develop optimally and sustainably (Owiti et al., 2021). Previous research has shown that this environment includes all aspects of basketball athletes, from quality of service, organizational support, and psychosocial support (Nugroho et al., 2023), (Imtihansyah et al., 2024). Then the values and culture within the team, all of which collectively affect the motivation, learning, adaptation to pressure, and the ability of the athlete to overcome obstacles (Bourdas et al., 2021). Without a supportive environment, even the most talented basketball athletes can stagnate, get injured, lose motivation, or even quit sports (Perdima et al., 2022), (Book et al., 2024). So a structured and positive talent development environment is key to cultivating high-achieving athletes who not only excel in technical and tactical skills, but also have the mental resilience and strong character to compete at the highest level.

Therefore, the quality of the talent development environment determines whether an athlete can maximize their genetic potential and skills (Fariz et al., 2023). A less supportive environment can hinder the development of athletes, even causing *Drop-out* early from sports. Therefore, it is important to conduct an in-depth evaluation of the existing talent development environment. The Instrument Talent Development Environment Questionnaire (TDEQ-5) is an internationally tested and recognized measuring tool to evaluate athletes' perceptions of various dimensions of the talent development environment (Putro et al., 2025), meliputi long-term development, alignment of expectations, communication, holistic quality preparation, and social network.

This study views the importance of descriptive analysis of the talent development environment in basketball in Indonesia. Thus, the purpose of this study is to analyze the level of the talent development environment and the relationship between factors in the basketball

team, especially at the student level. The results of this analysis will provide an objective overview of the aspects that are already going well and the areas that need further improvement or development. This information is invaluable for stakeholders, such as the Indonesian Basketball Federation (PERBASI), sports clubs or academies, the government, and other relevant parties, to formulate more targeted policies, programs, and strategies to create a more effective and sustainable environment for basketball talent development in the future.

METHOD

Study Organization

This type of research is a descriptive survey, the goal is to analyze and explain certain phenomena without providing data manipulation of variables. In this study, the variable to be studied is the talent development environment in basketball. Data collection for this research was carried out during the Development Basketball League (DBL) event between August – November 2024, based on 9 cities in Indonesia. Then, the teams involved in this study were the men's basketball team and the women's basketball team that managed to enter the final round of the DBL tournament. So, there are 18 men's basketball teams and 18 women's basketball teams.

The collection instrument used the Talent Development Environment Questionnaire (TDEQ-5) which consisted of 5 statement items on long-term development, 5 statement items on alignment of expectations, 4 statement items on communication, 7 statement items on holistic quality preparation, and 4 statements on social network (Li et al., 2018). While the scale used is 1 – 5. This data collection method uses a google form that is distributed through each team coach and has been approved by the basketball team's school.

Study Participant

The sample of this study was 420 basketball players (212 male players and 208 female players) based on 18 men's basketball teams and 18 women's basketball teams. The characteristics of the sample are between 15 – 18 years old, the training experience of each player is 4 – 8 years, the involvement of participating in competitions in a year is 2 – 4 times.

Statistical Analysis

The analysis of this study uses descriptive statistics by displaying the lowest value, highest value, average, standard deviation. Then followed by spearman correlation analysis, to analyze the relationship in each of the 5 factors in TDEQ with the significance used ($p < 0.05$). The analysis of this research was conducted using SPSS version 27 (George & Mallery, 2021).

RESULTS AND DISCUSSION

Result

The first analysis of this study was to describe the value of each of the factors in TDEQ-5. The following are the results of table 1 based on sample answers from 420 basketball players who filled out the questionnaire.

Table 1. Descriptive results on the answers in the questionnaire

	N	Minimum	Maximum	Mean	Standart of deviation
LTD	420	13	25	20,78	2,655
AOE	420	14	25	21,46	2,459
WITH	420	12	20	17,37	1,867
HQP	420	11	21	16,93	3,420
SN	420	12	20	17,41	2,435

Based on the results of table 1, the long-term development (LTD) factor shows that the lowest value is 13, the highest value is 25, and the average value is 20.78. The factor alignment of expectations (AOE) showed the lowest score was 14, the highest score was 25, and the average score was 21.46. The communication factor (COM) shows that the lowest score is 12, the highest score is 20, and the average score is 17.37. The holistic quality preparation (HQP) factor showed the lowest score was 11, the highest score was 21, and the average score was 16.93. The social network factor (SN) showed the lowest score was 12, the highest score was 20, and the average score was 17.41.

After the descriptive analysis, the following analysis is a correlation test. Before the correlation test is carried out, a normality test is needed to analyze whether the data is distributed normally or not. However, after the normality test was carried out, the data did not show normal. So the correlation analysis is continued with spearman's rho correlation. The correlation results are shown in the table below.

Table 2. correlation results on TDEQ-5 factor

		LTD	AOE	WITH	HQP	SN
Spearman's rho	Correlation Coefficient	1,000				
	LTD Sig. (2-tailed)					
	N	420				
AOE	Correlation Coefficient	.760**	1,000			
	AOE Sig. (2-tailed)	0,000				
	N	420	420			
WITH	Correlation Coefficient	.646**	.668**	1,000		
	WITH Sig. (2-tailed)	0,000	0,000			
	N	420	420	420		
HQP	Correlation Coefficient	.743**	.725**	.676**	1,000	
	HQP Sig. (2-tailed)	0,000	0,000	0,000		
	N	420	420	420	420	
SN	Correlation Coefficient	.665**	.696**	.664**	.881**	1,000
	SN Sig. (2-tailed)	0,000	0,000	0,000	0,000	
	N	420	420	420	420	420

Based on the results of table 2, the significance value between each factor, namely long-term development (LTD), factor alignment of expectations (AOE), communication factor (COM), holistic quality preparation factor (HQP), and social network factor (SN) shows sig. (2-tailed) 0.000 or ($p < 0.05$) then there is a relationship between each factor on TDEQ-5 in basketball.

Then, the results of the Correlation Coefficient also show a positive value so that the five factors of the talent development environment in basketball are positively related to each other. In more detail, the 'very strong' effect (0.800 – 1,000) is shown by the relationship between social network (SN) - holistic quality preparation (HQP) of 0.881. Then, the 'strong' effect (0.600 – 0.800) was shown by the relationship of alignment of expectations (AOE) - long-term development (LTD) of 0.760, the relationship of communication (COM) - long-term development (LTD) of 0.646, the relationship of communication (COM) - alignment of expectations (AOE) of 0.668, the relationship of holistic quality preparation (HQP) - long-term development (LTD) of 0.743, the relationship of holistic quality preparation (HQP) - alignment of expectations (AOE) of 0.725, and the relationship of holistic quality preparation (HQP) - communication (COM) of 0.676, social network (SN) - long-term development (LTD) relationship of 0.665, social network (SN) - alignment of expectations (AOE) relationship of 0.696, social network (SN) - communication (COM) relationship 0.664.

Discussion

The results of this study comprehensively reveal that the talent development environment in basketball in Indonesia is characterized by a strong correlation between the five key factors of the Talent Development Environment Questionnaire (TDEQ-5): *long-term development, alignment of expectations, communication, holistic quality preparation, and social network*. This significant correlation shows the fundamental interdependence between these elements, forming an interrelated and supportive coaching ecosystem. These findings confirm that the success of talent development in basketball is not only determined by one aspect, but is the product of the synergy of various environmental components that work in harmony.

Factor *long-term development* shows an awareness of the importance of a gradual and continuous process in coaching basketball athletes, rather than just focusing on instant wins (Larkin et al., 2023). This explains the paradigm shift towards building a solid foundation from an early age to the elite level, ensuring every stage of athlete development is integrated. Along with that, *alignment of expectations* proved to be crucial; When expectations between athletes,

coaches, parents, and management are aligned, the environment becomes more stable and predictive. This alignment minimizes potential conflict and ambiguity, creating a shared understanding of goals, roles, and clear career paths for athletes, which in turn supports a vision of long-term development (Alizadeh et al., 2022).

Role *communication* or very strong communication in a talent development environment, this is because effective information exchange is the essence of all interactions in the coaching ecosystem (Higgins, 2022). Open, transparent, and two-way communication between all stakeholders allows for constructive feedback, problem-solving, training schedule coordination, and the maintenance of healthy relationships (Luo, 2023). The effectiveness of this communication is a vital foundation for the realization of harmony of expectations and support for long-term development. On the other hand, *holistic quality preparation* shows that basketball talent development programs in Indonesia are no longer only fixated on technical and tactical aspects. This holistic aspect includes the integration of physical, mental, nutritional, recovery, and even non-academic training, ensuring athletes are thoroughly prepared for the demands of competition and life off the field (Latief et al., 2024).

Then, the *social network* or social networks also show a very strong correlation, underlining that the talent development environment cannot be separated from adequate social support. This network includes support from family that provides emotional stability, peers (teammates) who foster a sense of community and healthy competition (Imtihansyah et al., 2024). Then coaches and mentors who act as mentors and sources of inspiration (Sridana et al., 2024, Mandan et al., 2024, Yusup et al., 2025). This positive social network is crucial in helping athletes cope with stress, celebrate success, and build a strong self-identity, both inside and outside the context of sport (Alizadeh et al., 2022).

The effectiveness and strength of the correlation between the five core factors of TDEQ-5 is inseparable from the crucial role of other supporting factors such as quality of service, leadership support, and broader social support. Quality of service, which includes the availability of adequate exercise facilities, access to medical personnel, nutritionists, and sports psychologists (Salsabila et al., 2024, Abdhi et al., 2024). Meanwhile, leadership support from the federation or club is vital in setting the vision *long-term development* and ensure *alignment of expectations* across the ranks, creating a climate where effective communication can flourish (Yenen et al., 2023). Widespread social support, both from family and community, is also a key pillar that strengthens *social network*, providing an emotional foundation and stability for athletes (Dowling & Washington, 2021).

A harmonious integration of the five main factors supported by adequate quality of service, strong leadership, and a solid social network, ultimately results in increased motivation and self-confidence (Utami et al., 2024, Prabowo et al, 2025a). Athletes who are in an environment that supports long-term development and has an alignment of expectations will feel a sense of purpose, thus increasing their intrinsic motivation. Effective communication and quality holistic preparation will build a sense of competence and *self-efficacy* (Prabowo et al, 2025b), while a strong social network provides an essential sense of belonging and emotional support. Thus, this structured and positive talent development environment not only shapes technically skilled athletes, but also individuals who are resilient, motivated, and have high confidence to achieve peak performance.

This study, although descriptive and provides an important overview of the talent development environment in basketball in Indonesia, has limitations in explaining the cause-and-effect relationship as well as generalizations that may be limited to other sports or regions. Therefore, the hope for future research is that longitudinal studies can be conducted to track environmental developments and their impacts on a regular basis, using *a mixed methods* approach that combines quantitative and qualitative data for a deeper understanding, as well as developing and testing practical interventions that can improve the quality of the talent development environment directly.

CONCLUSION

This study successfully analyzed the talent development environment in basketball in Indonesia using the Talent Development Environment Questionnaire (TDEQ-5) instrument, and found that five key factors: *long-term development, alignment of expectations, communication, holistic quality preparation, and social network*, are strongly correlated with each other. This significant correlation indicates the existence of an integrated talent development ecosystem, where each element supports each other and influences the overall quality of the environment. An effective environment for developing basketball talent in Indonesia requires a clear long-term development vision, alignment of expectations among all relevant parties, open and effective communication, holistic preparation including physical and mental aspects, and a strong social network to support athletes. Further, the findings suggest that the effectiveness of this environment is highly dependent on strong leadership support, adequate service quality, and extensive social support from families and communities. Ultimately, the existence of this structured, supportive, and holistic talent development environment contributes significantly to increased motivation and self-confidence of athletes,

which are crucial factors in achieving peak performance and sustainability of their sports careers. Therefore, investment and attention to the development of all these factors are essential to advance the sport of basketball in Indonesia.

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