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**CORRELATION  
BETWEEN MANAGEMENT KNOWLEDGE AND COMMITMENT  
WITH BOARD PERFORMANCE  
OF THE STUDENT EDUCATION AND TRAINING CENTER**

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**Abstract**

This study aims to determine the relationship between management knowledge and commitment to the performance of the management of the Student Education and Training Center (PPLP) in Indonesia. In addition, this study also aims to determine the relationship between management knowledge and commitment together on the performance of PPLP administrators in Indonesia. This research was conducted in North Sumatra from February to June 2022. The research method used is a descriptive method with correlation. The sampling technique uses proportional random samples totaling 40 people. The analysis technique used is the regression technique. The results of this study concluded that: (1) There is a significant relationship between management knowledge and the performance of PPLP administrators in North Sumatra by showing  $t\text{-count} = 43.28 > t\text{-table } 1.68$ , (2) There is a significant relationship between commitment and the performance of PPLP administrators in North Sumatra by showing  $t\text{-count} = 79.3 > t\text{-table } 1.81$ , (3) There is a significant relationship together between Management Knowledge and Commitment with the performance of PPLP administrators in North Sumatra by showing  $t\text{-count} = 4.94 > t\text{-table } 1.81$ .

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## INTRODUCTION

Sports development in Indonesia has been directed and carried out in various directions through: (1) Schools or students (ranging from basic education to higher education), (2) parent sports, (3) sports organizations and associations, and (4) organizations in the community (Afrinaldi, 2016). These directions are useful for identifying target audiences to facilitate the mobilization of resources for long-term development (Fadli, 2016). Based on the above direction, the right coaching model will be obtained in Indonesia to achieve an optimal national sports coaching system (Kartikasari et al., 2021) (Lubis et al., 2020).

The government's efforts have been made by establishing a coaching model among students called student training in several provinces in Indonesia with the target object of students, especially students called the Student Education and Training Center (PPLP) (Wafa et al., 2022). Students are the right human resources to be targeted to find the forerunners of the emergence of outstanding athletes in the future (Komaludin, 2020) (Jahrir & Yusuf, 2022). This is based on the number of students in Indonesia being quite large so it has a very large opportunity for the emergence of potential athletes if fostered in stages and continuously (Satria, 2018) (Ali & Yanto, 2022).

So far it turns out that the training established with a good vision and mission in developing a large moral task, apparently still has a small contribution to the emergence of outstanding athletes (Umala, 2017) (Irfandi & Rahmat, 2022). This condition needs to be observed and evaluated as to what factors have proven not to have good performance (Sitanggang et al., n.d.) (Siregar & Nugroho, 2022). The position of the organization is contained in the quality of management and administration, placement, and performance of the management (Jannah, 2022) (Irfandi & Rahmat, 2022). Whether all of this has worked optimally and various aspects that relate directly or indirectly to the quality of the institution in carrying out its duties as a facilitator of the coaching process (Cuskelly et al., 1998) (Siregar & Nugroho, 2022).

The description above shows that the factor that plays an important role in the progress of the organization is the performance of the management (Kent & Chelladurai, 2001) (Irfandi & Rahmat, 2022). The management is the manager of organizational life, and must be able to ensure and carry out the tasks and activities carried out in PPLP is to meet the achievement of PPLP targets (Maclean & Hamm, 2007) (Siregar & Nugroho, 2022).

Management knowledge is a provision for the management of an organization in running the wheels of the organization (Cuskelly & Hoye, 2013) (Irfandi & Rahmat, 2022). With capital knowledge about management, by itself, a board will realize its duties and responsibilities and its position in an organization (Burton & Peachey, 2014). Thus, the management knowledge variable is thought to have a significant effect on the performance of the organization's management, in this case, PPLP (Naidoo et al., 2015) (Siregar & Nugroho, 2022).

Besides that, another important variable is also for a board of commitment to the organization he is charged with (Cuskelly et al., 2006). Commitment is the attitude of organizational members towards their organization (Sakires et al., 2009). Commitment is related to aspects of a person's personality that are manifested in behavior (Robinson et al., 2019). By having a good commitment, someone will include a determination to carry out something (Evered & Selman, 1989). With commitment, a person will also have good intentions toward an organization where he will devote himself to the organization and always strive to be better (Ajeigbe et al., 2021). By having a high commitment, a board member will be responsible for individual duties and in turn be responsible for organizational goals (Fraina & Hodge, 2020). Therefore, it is also suspected that the commitment variable affects the performance of PPLP administrators in Indonesia (Salimi, 2020).

A PPLP can be said to be good, one of which indicators can be seen from the number of student achievements in various events (NAZARI, 2017). The description above proves that the role of the organization's management, which is seen through its performance, is very large in determining the success of students (Lee et al., 2013). Therefore, it is necessary to research the

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factors that determine the performance of the management of student sports institutions in this case the Student Sports Education and Training Center, namely Management Knowledge and commitment. The objectives of this study were to determine (1) The relationship between management knowledge and the performance of the management of the Student Education and Training Center in North Sumatra, (2) The relationship between commitment and the performance of the management of the Student Education and Training Center in North Sumatra, and (3) The relationship between management knowledge and commitment together with the performance of the management of the Student Education and Training Center in North Sumatra.

### METHODS

This research was conducted at the Student Education and Training Center (PPLP) in North Sumatra. This research was conducted from February to June 2022. The study used a survey method with a correlational approach, namely connecting one variable with another variable to understand a phenomenon by determining the level or degree of relationship between these variables (Ramdhan, 2021).

The theoretical population of this study was all administrators of the Student Education and Training Center (PPLP) in North Sumatra who had policies in decision-making totaling 52 people. The basis for sampling in this study is to use random sample techniques totaling 40 people. Meanwhile, the instrument test was carried out on 30 people as well as on sports branch administrators in Medan.

The research data analysis technique was carried out with descriptive statistics and inferential statistics (Zakariah et al., 2020). Inferential statistics are used to test hypotheses using simple regression and correlation analysis techniques and multiple regression and correlation analysis techniques. Before testing the hypotheses, the analysis requirements test was first carried out consisting of an normality test using the Liliefors test and d homogeneity test using the Bartlett test (Tersiana, 2018).

### RESULTS & DISCUSSIONS

#### Results

##### First Hypothesis

**Table 1.** Anova Simple Linear Regression Y on  $X_1$  with Regression Equation  $\hat{Y} = 66.99 + 2.55X_1$

Sbr. Var	DK	JK	RJK	Fh	Ft	
					0,05	0,01
Total (T)	40	2232564,22				
Reg (a)	1	1113223	1113223			
Reg (b/a)	1	6002.077	6002.077	1971.322*	4.10	7.35
Sisa (S)	38	115.6985	3.044696			
Tuna Cocok (TC)	16	-4233.13	-264.571	-1.33842 <sup>ns</sup>	3.03	2.19
Galat (G)	22	4348.833	197.6742			

**Table 2.** Correlation Calculation Results of  $X_1$  with Y

Korelasi	n	R	$r^2$	t-count	t-table	
					0.05	0.01
$X_1$ dengan Y	40	0,99	0,98	43,28	1.68	2.42

The description of the table above shows that the t-count of 43.28 is greater than t table 1.68, it can be concluded that  $H_0$  is rejected, which means that there is a significant relationship between management knowledge and PPLP management performance. Based on the correlation coefficient  $r_{y1}$ , the coefficient of determination is 0.98. This means that 98% of the variation in PPLP board performance can be explained by variations in management knowledge.

Second Hypothesis

**Table 3.** Anova Simple Linear Regression Y on X<sub>2</sub> with Regression Equation  $\hat{Y} = -226.47 + 2.85X_2$

Sbr. Var	DK	JK	RJK	Fh	Ft	
					0,05	0,01
Total (T)	40	2232564,23				
Reg (a)	1	1113223				
Reg (b/a)	1	5744.678	5744.678			
Sisa (S)	38	373.097	9.818342	585.0966	4.10	7.35
Tuna Cocok (TC)	16	-3890.69	-243.168			
Galat (G)	22	4263.783	193.8083	-1.25468	3.03	2.19

**Table 4.** Correlation Calculation Results X<sub>1</sub> with Y

Korelasi	n	R	r <sup>2</sup>	t-count	t-table	
					0,05	0,01
X <sub>2</sub> dengan Y	40	0.97	0.94	79.30	1.81	2.42

The description of the table above shows that the t-count of 79.3 is greater than the t-table 1.81, it can be concluded that H<sub>0</sub> is rejected, which means that there is a significant relationship between commitment and PPLP management performance. Based on the correlation coefficient r<sub>y2</sub>, the coefficient of determination is 0.94. This means that 94% of the variation in PPLP board performance can be explained by variations in commitment.

Third Hypothesis

**Table 5.** Anova Simple Linear Regression Y on X<sub>2</sub> with Regression Equation  $\hat{Y} = 121.14 + 2.58X_1 + -0.03X_2$

Sbr. Var	DK	JK	Fh	Ft	
				0,05	0,01
Total (T) direduksi	40	1967.67			
Regresi	2	6117.78			
Sisa	38	4150.11	8.94	3.19	4.38

**Table 6:** Correlation Calculation Results of X<sub>1</sub> with Y

Korelasi	n	R	r <sup>2</sup>	t-count	t-table	
					0,05	0,01
r <sub>y12</sub>	40	0.57	0.32	8.94	4.10	4.38

The description of the table above shows that Fhit of 8.94 is greater than F table 4.10, it can be concluded that H<sub>0</sub> is rejected, which means that there is a significant relationship between management knowledge (X<sub>1</sub>) and commitment (X<sub>2</sub>) with the performance of PPLP administrators (Y). Based on the R<sub>y12</sub> multiple correlation coefficient, the coefficient of determination (R<sup>2</sup>) is 0.32. This means that 32% of the variation in PPLP board performance can be explained by variations in management knowledge and commitment.

**Table 7.** Partial Correlation Calculation Results r<sub>y1.2</sub>

Korelasi Parsial	N	r	t-count	t-table
r <sub>y1.2</sub>	40	0.31	4.94	1.81

The table above shows a t-count of 1.81 so it can be concluded that the partial correlation coefficient r<sub>y1.2</sub> of 0.31 is very significant, which means that there is a relationship between management knowledge and PPLP board performance, even though the adaptation variable is controlled.

**Table 8.** Partial Correlation Calculation Results r<sub>y2.1</sub>

Korelasi Parsial	N	r	t-count	t-table
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ry <sub>2.1</sub>	40	0.26	4.19	1.81
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The table above shows that t-count 4.19 is greater than the t-table of 1.81 so it can be concluded that the partial correlation coefficient ry<sub>1.2</sub> of 0.26 is very significant, which means that there is a relationship between commitment and PPLP board performance, even though the adaptation variable is controlled.

Based on the correlation coefficient (ry<sub>1</sub>), a determination value of 0.98 was also obtained. This means that the variation in PPLP board performance can be explained by the variation in management knowledge by 98%. The findings in this study are in line with the theoretical study stated earlier that PPLP administrators who have good management knowledge will be able to perform optimally. Thus it can be said that the performance of PPLP administrators is related to the management knowledge of the administrators concerned.

### **Discussions**

Management knowledge includes an understanding of the principles of effective management, organizational strategy, planning, organizing, leading, controlling, and supervising. In the context of sports institutions, management knowledge can include an understanding of how to manage resources, develop marketing strategies, manage finances, optimize operations, and so on. The commitment of sports institution administrators refers to the level of their attachment, dedication, and passion for the goals and values of the sports organization. This commitment can include a commitment to target achievement, quality improvement, athlete development, and efficient management of sports institutions. The performance of sports institution administrators includes the extent to which they succeed in achieving organizational goals, operational efficiency, good financial management, human resource management, and the achievement of sports performance targets. The correlation between management knowledge and commitment to the performance of sports institution administrators can be positive and mutually influencing.

A better understanding of management concepts and techniques can help sports institution administrators to plan, organize, and manage operations more effectively. This can improve their performance in achieving organizational goals. The high commitment of sports administrators to organizational goals can encourage them to work harder, innovate, and collaborate with teams, which in turn can improve the performance of sports institutions. Sports administrators with good management knowledge may be more likely to have a high commitment to the implementation of effective management practices. Conversely, a strong commitment to organizational goals may encourage administrators to improve their management knowledge and skills. Further scientific studies and field research are needed to analyze in more depth the correlation between management knowledge, commitment, and performance of sports institution administrators. Research methods that can be used include surveys, interviews, and quantitative and qualitative data analysis to identify stronger relationships and understand the factors that influence these correlations.

In addition, the results of this study also show that management knowledge is important to be owned and improved by each board to improve its performance. When viewed partially, the relationship between management knowledge and the performance of PPLP administrators by controlling the commitment variable obtained a partial correlation coefficient (ry<sub>12</sub>) of 0.31. This means that the relationship has limited the involvement of the relationship to other independent variables. Furthermore, controlling for these variables shows an increase in the closeness of the relationship between management knowledge and performance, so that the partial correlation coefficient is significant. This is because it  $(4.94) \geq$  t-table (1.81).

Based on the correlation coefficient (ry<sub>2</sub>), a determination value of 0.94 was also obtained. This means that the variation in PPLP board performance can be explained by the variation in commitment by 94%. The findings in this study are in line with the theoretical study stated earlier that PPLP administrators who have good commitment will be able to perform optimally. Thus it

can be said that the performance of PPLP administrators is related to the commitment of the administrators concerned.

In addition, the results of this study also show that commitment is important for each board to have and improve to improve their performance. When viewed partially, the relationship between commitment and PPLP board performance by controlling the commitment variable obtained a partial correlation coefficient ( $r_{y21}$ ) of 0.26. This means that the relationship has limited the involvement of the relationship to other independent variables. Furthermore, controlling for these variables shows an increase in the closeness of the relationship between commitment and performance, so that the partial correlation coefficient is significant. This is because  $t\text{-count} (4.19) \geq t\text{-table} (1.81)$ .

Based on the multiple regression equation, it shows that among the two independent variables that provide the highest increase in PPLP management performance when the two independent variables are increased by one unit are the management knowledge variable 2.58 and commitment 0.03.

Furthermore, the double correlation coefficient jointly between management knowledge and commitment to board performance is obtained ( $R_{y12}$ ) of 0.32. Significance testing through the F test obtained  $F_{hit}$  of 8.94 is greater than  $F_{tab}$  of 4.10 so that the double correlation coefficient ( $R_{y12}$ ) is declared significant, which means that the higher the management knowledge and commitment together, the higher the performance of PPLP administrators. Conversely, the lower the management knowledge and commitment, the lower the performance of PPLP administrators.

Based on the multiple correlation coefficient ( $R_{y12}$ ), a coefficient of determination of 0.32 will be obtained so that the findings in this study indicate the importance of the variables of management knowledge and commitment to improving the performance of PPLP administrators because together the two variables explain the variation in PPLP administrator performance by 32%. This is in line with the theory of each independent variable described in the previous section.

Overall, it can be concluded that after statistical testing of empirical data that has been obtained from the field, it can be said that the two independent variables proposed, namely the variables of management knowledge and commitment, are significantly positively correlated with the performance of PPLP administrators.

### **CONCLUSION**

Based on the results of research, and hypothesis testing, it is concluded that: There is a significant relationship between management knowledge and the performance of PPLP administrators in North Sumatra. This means that the better the management knowledge, the better the performance of the PPLP management. Conversely, the lower the management knowledge, the lower the performance of PPLP administrators. There is a positive relationship between commitment and PPLP management performance. This means that the better the commitment, the better the performance of PPLP administrators in North Sumatra. Conversely, the lower the commitment, the lower the performance of PPLP administrators. There is a joint positive relationship between management knowledge and commitment to the performance of PPLP administrators. This means that the better the level of knowledge and commitment, the better the performance of PPLP administrators. Conversely, the lower the management knowledge and commitment, the lower the performance of PPLP administrators in North Sumatra.

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