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**SPORT MANAGEMENT CAPACITY  
PROVINCIAL BOARD OF SPORTS**

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**Information**

**Abstract**

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This study aims to determine the improvement of sports management capabilities in North Sumatra in 2020. This research method is descriptive. The number of samples was 34 people with sampling techniques with purposive sampling techniques. The research instrument is a questionnaire with data analysis techniques by comparing the two pre test averages = 78 (medium), and the post-test average = 84.5 (good). The results of this study indicate that there is a significant increase in the capacity of the management ability of provincial sports administrators in North Sumatra in 2020. There was a significant increase in the sports management capacity of the provincial board of sports branches in North Sumatra in 2020. It is recommended that the leader of a sports organization can lead a sports organization determined by the managerial skills possessed, among others; ability to lead, ability to foster, ability to organize, and financial management skills.

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## INTRODUCTION

Sport is any activity that contains the nature or characteristics of play and involves an element of struggle to control oneself or others or confirmation with natural factors. Sport causes improvements in the body that affect all aspects of a person's daily life (Lubis et al., 2020). The holistic body/spirit approach also includes an emphasis on the three educational domains, namely; psychomotor, cognitive, and affective (Ali & Yanto, 2022). To borrow Gensemmer's phrase, physical education is termed as the process of creating "a good body to house the mind or soul". This means that in a good body, it is expected that there is also a healthy soul, in line with the Ancient Roman proverb, "Men Sano in Corpore Sano". So that every human being who often does sports activities will have better spiritual and physical health than humans who rarely or never do sports activities (Jahrir & Yusuf, 2022).

The definition of sport formulated by the Council of Europe was "sport as a spontaneous activity, free and carried out during leisure time". This definition is a general interpretation that was later used as the basis for the "Sport of All" movement. From this definition of sport, it provides a breadth of sporting activities as a sporting activity that do not contain competitive notions (Siregar & Nugroho, 2022). The importance of sports is fundamentally aligned with the economy, art culture, and other areas of human life (Lubis et al., 2020). Indeed, some humans tend to underestimate the meaning and importance of sport for human life, but at certain times sport is recognized as something that has both function and meaning in human life (Irfandi & Rahmat, 2022).

Local governments have the authority to include the expansion of sports facilities for coaching potential athletes in each sport, improving and fostering a coaching system that is by the latest technological developments in the field of sports, managing the management of sports organizations in a structured manner (Lorenza & Sihabudin, 2022). The development of outstanding athletes can be done by giving awards, providing sports infrastructure, and training to increase sports human resources accompanied by the fulfillment of the budget for the Regency Government (Pranata et al., 2023). Coach development is carried out by fulfilling sports coaching facilities and appreciating outstanding coaches and provincial, national, and international certified coaches (Putra & Ita, 2019).

The public policy implementation process can only begin when public policy objectives have been set, programs have been created, and funds have been allocated for the achievement of these policy objectives (Nasri, 2019). Policy implementation, when viewed in a broad sense, is a legal administration tool where various actors, organizations, procedures, and techniques work together to carry out policies to achieve the desired impact or goal (Pratama et al., 2020). Policy implementation, when viewed in a broad sense, is a legal administration tool where various actors, organizations, procedures, and techniques work together to carry out policies to achieve the desired impact or goal (Rahmawati, 2017).

If all interests are taken into account and accommodated, a policy can be implemented relatively successfully (Pelaksanaan Manajemen, 2019). A policy is also relatively easy to implement if it provides collegial benefits and can be felt immediately rather than policies that only provide benefits to certain groups and the results can only be enjoyed in the long term (Putri & Khamidi, 2021). In addition, the broader the degree of change sought by a policy, the more difficult the policy is to implement (Soan, 2017).

Being a leader of a sports organization is not an easy job (Kaban et al., 2022). Some abilities must be possessed so that his leadership is successful because the success of a person in leading a sports organization is determined by the managerial skills possessed, among others; ability to lead, ability to foster, ability to organize, and financial management skills (Arsani, 2014). In addition, a manager must have innovation and a high leadership commitment, have pro-innovation characteristics, be organized, and be able to run carefully (Sunarno et al., 2018). For this reason, this research will reveal the managerial capacity of the provincial sports administrators in North Sumatra (Latifa, 2017).

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Sports management capacity for a person will show the level of success of a person in leading a sports organization (Akhsani, 2022). Sports organizations overshadow many fields which are an important part that must be controlled to be used as a tool to achieve a goal (Fefant & Soenyoto, 2022). The ultimate goal of sports management is the success of its athletes in participating in championships both nationally and internationally (Saputra et al., 2019). Management theories that support the success of sports management include; Planning, Organizing, Coordinating, Motivating, Controlling, Directing, Staffing, Innovation, Representation, Supervising, Communicating, Actuating, Appraising, Commanding, Reporting, Executing, and Budgeting. Of the many functions, some include coordinating as an essential part of organizing, while communicating is included in motivating, and reporting is only a control tool rather than a separate function (Hasanah & Rustriadi, 2021).

The success of an achieved sports organization is always associated with how far the achievements of sportsmen are pro arey the organization (Marbie, 2019). In North Sumatra, there are 48 sports organizations called provincial sports administrators (Idris, 2016). All of these require good management from all existing members to be able to obtain maximum success (Agust et al., 2023). To increase the capacity of managers, a scientific method is needed such as seminars, upgrading, training, workshops, and so on (Aguss et al., 2022). So that it is expected to be able to control the institution it leads (Soemardiawan et al., 2019). To increase the capacity of sports management of provincial sports administrators in North Sumatra, research was conducted on these sports leaders by holding seminars, training, g and workshops for 3 (three) days with material: (1) Olympism as the basic philosophy of sports organizations, (2) Management of sports achievement coaching, (3) Management of organizing sports events, (4) Management of sports talent identification, (5) Management of sending contingents to sports events, (6) Knowledge of anti-doping, (7) Leadership management in sports organizations, (8) Financial management in sports organizations (9), group presentations, namely. event management and athlete delivery management.[13] The Central KONI is conducted by KONI North Sumatra in collaboration with the Central KONI.

## **METHODS**

This research method is descriptive. Descriptive research is a research method describing the characteristics of the population or phenomenon studied. This descriptive methodology focuses more on the “what” of the research subject than the “why” of the research subject (Morrison, 2012). The method primarily focuses on describing the nature of a demographic segment without focusing on “why” a particular phenomenon occurs. In other words, it “describes” the research subject without covering “why” it happens (Mulyatiningsih, 2015).

The number of samples was 34 people with purposive sampling technique from 34 populations, namely sports whose athletes passed the XXI PON in Aceh-North Sumatra in 2024. The research implementation time was 3 days with a pre-test - post-test research design, the research instrument was a questionnaire and data analysis techniques by comparing two averages. With criteria, 90-100 Very Good, 80- 89 Good, 70-79 Moderate, 60-69 Less, and < 59 Very Poor.

## **RESULTS & DISCUSSIONS**

### **Results**

Implementation is one of the stages in the public policy process. Usually, implementation is carried out after a policy is formulated with clear objectives that deliver the policy to the community so that the policy can bring the expected results. The nature of implementation is a series of planned and gradual activities carried out by implementing agencies based on policies that have been determined by the competent authority. The factors that influence policy implementation are Policy is assumed to be a "message" from the federal (central) government to local governments, the success of implementation is strongly influenced by 3 main things; 1) The

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content of the policy (the content of the policy message), 2) The format of the policy message, and 3) Reputation of the actor (the reputation of the communicator).

Policy content includes resources, policy benefits, and public involvement. The policy format consists of policy clarity, policy consistency, frequency, and acceptance of policy content (Receipt of message). Meanwhile, the reputation of the communicator consists of the legitimacy and credibility of local government actors. Understanding what happens after a program is declared effective or formulated is the focus of attention on policy implementation, namely events, and activities that arise after the enactment of State policy guidelines, which include both efforts to administer them and to cause real consequences/impacts on society or events.

Public policy is a program that includes facilities and infrastructure created by an organization or public institution that requires application and goals to the general public by considering various things that hinder and support it. Policy is an action that leads to goals proposed by a person, group, or government in a certain environment in connection with certain obstacles while looking for opportunities to achieve the desired goals / realize goals. Public policy implementation is one of the important stages in the overall public policy cycle. For this reason, it can be seen from several opinions below about public policy implementation.

Based on the results of the test on coach management capacity consisting of 9 components, the following data were obtained; Based on the results of the test, data for 34 samples on sports management capacity were as follows: The highest score was 87 and the lowest score was 69 with an average = 78. While Based on the post-test results of 34 samples on sports management capacity after attending the training, the highest score was 94 and the lowest score was 75 with an average = 84.5.

### **Discussions**

The rapid growth of sports today with the diversity of characteristics found in each sport, makes it difficult to obtain a complete definition. The growth of various sports cannot be separated from the influence of socio-culture, economic conditions, geography and p, and politics. Various parties individually, ages, agencies, and organizations have tried to provide limitations on sports, among others, as follows: 1) In the book *Sports Development Patterns in Indonesia*, the central KONI formulates the meaning and essence of sports as any physical activity based on the spirit of struggle against oneself, others or natural elements which if competed must be carried out in a knightly manner so that it is a powerful means of personal education towards improving the quality of life that is more noble. 2) Kepres No. 131 of 1983-1962, sport has the broadest meaning including all activities and efforts to encourage, guide, arouse, develop, and foster the physical and spiritual strength of every human being. 3) National Sports Conference (Musornas 1), Sport is a natural human activity that is needed in life according to divine nature. 4) Minister of Youth and Sports RI (Menpora), Sports are forms of physical activity contained in games, competitions, and incentivized physical activities to obtain recreation, victory, and optimal achievement.

In addition, along with the development of sports, sports are also used as a means to raise dignity. This can be achieved through proud achievements in the field of sports. To achieve these goals, in Indonesia there is a national sports organization that has the authority to coordinate and foster any sports achievement activities. The organization in question is the Indonesian National Sports Committee (KONI) which has the aim of realizing proud sports achievements and building the character of the nation to raise the dignity and dignity of the Indonesian nation. To achieve this goal, KONI has an organizational structure starting from the sub-district level to the central level. The series of KONI leaders are obliged to carry out their duties and obligations by the Articles of Association/Bylaws (AD/ART) and other binding decisions such as Musornas, Raparnas, Musorda Musda and Raparda and Kepres RI No.72 of 2001 article 2 that KONI is tasked with assisting the government in establishing national policies in the field of coaching and developing sports achievements, both amateur and professional. Coordinating and fostering sports achievement activities whose implementation is carried out by the parent organizations of the sports concerned. Carry out and coordinate the participation of parent sports in national, regional,

zonal, and international multievent. Carry out evaluation and supervision to achieve consistency between policy and implementation.

The public policy implementation process can only begin when public policy objectives have been set, programs have been created, and funds have been allocated for the achievement of these policy objectives. Policy implementation is not just related to the mechanism of translating political decisions into routine procedures through bureaucratic channels, but more than that, it involves conflict issues and decisions of who gets what from a policy. Based on Law of the Republic of Indonesia Number 23 of 2014 concerning Regional Government Article 1 Paragraph 2 states that Regional government is the administration of government affairs by the regional government and regional people's representative councils according to the principles of autonomy and assistance tasks with the principle of the widest possible autonomy within the system and principles of the Unitary State of the Republic of Indonesia as referred to in the 1945 Constitution of the Republic of Indonesia. The Regional Government is the regional head as an element of the Regional Government organizer who leads the implementation of government affairs which are the authority of the autonomous region. Regional Government is a sub-system of the Unitary State of the Republic of Indonesia, where state/government tasks are handed over to the regions with consideration of the circumstances and capabilities of the region and the national interest.

Coaching is a process, result, or question of becoming better, in this case realizing change, progress, improvement, growth, evaluation, or various possibilities for something. Coaching is also a process or development that includes a sequence of understanding, starting with establishing, requiring, and maintaining this growth accompanied by efforts to improve, perfect, and develop it. Thus, coaching is an effort made by a leader to guide and direct towards a better direction in new ways and apply it to the practices carried out in the organization. In capturing data on managerial skills for provincial sports administrators in North Sumatra, a test on sports management was first conducted, and then a 3-day management training was conducted by the central KONI in collaboration with KONI North Sumatra and FIK Medan State University. Based on the test data the average material ability of provincial sports administrators in North Sumatra amounted to = 78 (medium) while after training in sports management obtained post-test data of = 84 (good), so there was an increase of = 7.5. Thus it can be stated that through seminars, training, and workers the capacity of sports management has increased. The important points that can be discussed in looking at the results of the study are (1) the scores that get high scores from 9 meters are; (a) Management of organizing sports events, (b) Management of sending contingents to sports events, (c) Leadership management in sports organizations (d), group presentations, namely. event management and management of sending athletes. (2) While those who get the average score are material (a) Olympism as the basic philosophy of sports organizations, (b) Management of sports coaching achievements, (c) Management) identification of sportsmen's talents, (d) Financial management in sports organizations (3) while material (a) Knowledge of anti-doping is very low, interesting findings in this study are (1) that provincial sports administrators have different backgrounds but have a high commitment in advancing sports achievements in North Sumatra, (2) because many sports administrators who do not have a background in sports organizations are very enthusiastic in participating in seminars, training, (3) there are still many sports administrators who concurrently hold positions with other organizations so that they are less focused in running the sports organization they lead. (4) The operational funding of the sports branch management comes from the joint venture of the management and the chairman.

### **CONCLUSION**

There was a significant increase in the sports management capacity of the provincial board of sports in North Sumatra in 2020. It is recommended that the leader of a sports organization has cand a sports organization determined by the managerial skills possessed, among others; ability to lead, ability to foster, ability to organize, and financial management skills.

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