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## **DISABILITY ATHLETE ACHIEVEMENT COACHING MANAGEMENT**

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### **Abstract**

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The study aims to analyse the management of disability achievements and the factors that support or hinder the development of disability athletes at NPC Makassar City. The achievements made by individuals with disabilities in the field of sports are indeed intriguing to study and examine. The study employed a qualitative research methodology, utilising various data gathering approaches, including observation, interviews, and recording. The research participants included the Head of NPC Makassar City, the Athlete Empowerment Section, the Sports Branch Section, and the Paralympic Athletes. The process of athlete screening is a collaborative effort between SLB sports teachers and the NPC team. The National Paralympic Committee (NPC) monitors the athlete's condition, workplace, and family in order to assess the athlete's progress and achievements. The study's findings suggest that the National Performance Committee (NPC) has the potential to enhance organisational strengthening by means of coordination meetings, facilitating organisations, and executing coaching programmes funded by the regional government. The progression of accomplishments among athletes with disabilities NPC assesses SLB for potential athletes and focuses on improving facilities and infrastructure to facilitate achievement coaching, enabling athletes with disabilities to attain success.

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## INTRODUCTION

Along with the times, activities that support physical condition have become indispensable (Santosa & Sulistyono, 2021). The development of sports in Indonesia today feels more advanced; this is inseparable from the participation of people who are increasingly aware and understand the importance of the function of sport itself. In addition, the attention and support of the government also support the development of sports in Indonesia (Batitusta & Supriyono, 2019). Sports are all aspects related to sports that require regulation, education, training, coaching, development, and supervision (Amali, 2022). The field of knowledge that is experiencing good development is sports. This is evident from the increasing advancement in terms of techniques, tactics, equipment, facilities, and infrastructure that greatly support the progress and development of sports (Maleske & Sant, 2022).

The Indonesian National Paralympic Committee, which is usually abbreviated as NPCI, is an organization that facilitates the sports of athletes with special needs in Indonesia (Hasan et al., 2021). Based on data from npcindonesia.id, NPCI was originally formed under the name YPOC (Yayasan Pembina Olahraga Cacat). YPOC was formed by Prof. Dr. Soeharso on October 31, 1992, and was based on the many victims of war, which resulted in many physically disabled conditions in the Indonesian people, and the condition of polio, which was endemic in Indonesia. At that time, there was no clear budget or source of funds from anywhere, so YPOC was formed so that the funding was clear. In 1996, YPOC was no longer under the auspices of KONI (the Indonesian National Sports Committee) but under the auspices of the minister of social affairs, so YPOC was still participating in rehabilitation sports and had not entered into disability sports, which resulted in YPOC not developing (Purna et al., 2020; Sulistyono & Sudarsono, 2021). The National Paralympic Committee of Indonesia (NPC) is the parent organisation that assists the Government of the Republic of Indonesia in efforts to foster and develop the sports achievements of athletes with disabilities in Indonesia (Fabiano et al., 2021; N. Rahmawati et al., 2018).

Sports management is a process that consists of the processes of planning, organising, leadership, motivation, communication, and decision-making in sports so that our goals of exercising can be achieved effectively and efficiently (Kardiyanto et al., 2017). This expected achievement also includes something called coaching that is carried out so that the achievements achieved are optimal. The role of management in the present needs to be studied in depth because the development of science that continues to expand and the progress of the times require humans to continue to learn and continue to work so as not to be left behind and eroded by globalisation (Haris et al., 2020). In the field of management, it takes hard work to advance the organisation so that it can run neatly and orderly, which of course requires a person who is able to be highly dedicated and responsible in planning, organising, mobilising, and supervising activities (Setiawan & Fatoni, 2022).

Sports for people with disabilities are used as a medium to develop their potential and talents, considering that every human being, besides having deficiencies, also has their own advantages, abilities, and uniqueness (Al Haris et al., 2020; Ismail & Purnama, 2022). The choice as an athlete for people with disabilities is understandable because with sports media, people with disabilities can prove that they are able to compete, and everyone has the right to follow, including people with disabilities, in exploring their latent sports talents and abilities, so that athletes with disabilities are able to actualize themselves (Amali, 2022; D. Rahmawati et al., 2020). The success of an athlete's self-actualization can be seen in the achievements he has achieved.

This study aims to determine the management of the NPC organisation, the achievements of athletes with disabilities, and the supporting and inhibiting factors in fostering athletes with disabilities at the Makassar City NPC. The achievements made by persons with disabilities in the field of sports are indeed quite interesting to study and observe. Many groups, ranging from related agencies and sports observers to the general public, pay attention to their achievements. The results of this research can be published more widely in the future so that it is better known and Makassar City NPC is more present in the community because of its academic achievements.

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Rapid developments in information and communication technology have an impact on the development of human resources (HR), which plays an important role as a facilitator in supporting the success of each company's operational activities. This is because the development of technology requires mastery of technology to be applied in organisational activities so that the benefits of the technology can be obtained. This research is considered important because to find out how organisational management fosters the achievements of good disability athletes, mastery and understanding are needed to obtain accurate information. This research will produce maximum and directed information in accordance with technology and human resources at NPC Makassar City.

### **METHODS**

This research method is a type of qualitative descriptive research. Because the results of qualitative research are descriptive or narrative, it does not require full accuracy to perform calculations. Descriptive qualitative research aims to describe and summarise various conditions, various situations, and various phenomena of social reality that exist in society. The research time starts from March to May 2022. The research was carried out at the National Paralympic Centre (NPC) in Makassar City. Where there are objects and subjects to be studied in research, This study took the research subjects of the Head of NPC Makassar City, Athlete Empowerment Section, Sports & Coach Section, and Disabled Athletes. The variables of this research are the National Paralympic Committee, Management, and Persons with Disabilities. Data collection techniques include observation, interviews, and documentation. Data analysis techniques include data collection (data collection), data reduction (all information is collected), data presentation (in the form of words or interviews), conclusion drawing, and verification.

### **RESULTS & DISCUSSIONS**

#### **Results**

Planning carried out by the National Paralympic Committee (NPC) in fostering the achievements of athletes with disabilities in Makassar City from the programme launched, namely coaching for athletes with disabilities and training for coaches to increase knowledge and skills to increase organisational strengthening, is everything that someone tries in the hope that it will bring results or influence. Getting grant funds from the regional government as well as targets for regional and national events.

The organisation carried out by the National Paralympic Committee (NPC) in fostering the achievements of athletes with disabilities in Makassar City includes the process of screening athletes through collaboration with SLB through assessments conducted by SLB sports teachers and the NPC Team, selecting coaches who are in accordance with the basics of sports department graduates, have participated in training and certificates for both beginner coaches, advanced level coaches, and injury handlers. An organisation must have organisational elements.

Implementation carried out by the National Paralympic Committee (NPC) in fostering the achievements of athletes with disabilities in Makassar City: the NPC carries out annual and 5-year planning so that annual planning routinely runs smoothly and is adjusted to the needs at the provincial level to be able to combine these activities with the regency level. The obstacles faced regarding facilities and infrastructure to support coaching for athletes still do not entirely meet the standards, and to overcome these obstacles, the NPC proposes an additional budget to meet the needs of sarpras.

Supervision carried out by the National Paralympic Committee (NPC) in fostering the achievements of athletes with disabilities in Makassar City involves monitoring the athlete's condition, the athlete's workplace, and the athlete's family to understand that the athlete is achieving and needs to be developed in the future. All administrators supervise the implementation of coaching. The programme launched has not been fully maximised due to

limited funding and infrastructure that still does not meet the standards that should be. The NPC has taken corrective action by proposing a larger budget for facilities and infrastructure to support the development of athletes with disabilities.

### **Discussions**

Quoting from the results of research conducted by Wijayanti, Santi & Soegiyanto (2016) which shows: (1) the implementation of the training program runs even though not all coaches have compiled a written training program, (2) the coach plays a very important role in improving athlete achievement, but many coaches do not have a coach license, (3) facilities and infrastructure at NPC Salatiga still need special attention, (4) the support of athletes' parents morally and spiritually is extraordinary so that it has a positive impact on the development of athlete achievement, and (5) the NPC Salatiga management provides support for the development of athlete achievement even though it is not optimal because there are administrators who are not active in management. Meanwhile, the findings of Fabiano (2017) show that the coaching carried out refers to the national paralympic organisation, and the coaching process is carried out continuously. The coaching carried out is like management that already has agendas for activities both for the organisation and activities for paralympic sports, and the support or assistance of the government, both regional and central, is also good. NPC Indonesia has training facilities such as balls, nets, dumbbells, goals, and so on, which they do not need to rent because this is their own property. The Indonesian NPC athletics branch is now the largest contributor of athletes and medals to the Indonesian national team of disabled athletes. The resulting achievements are also very good, starting at the national and international levels.

The purpose of this study is to show that fostering the achievements of athletes with disabilities in Makassar City requires coaching for athletes with disabilities and training for coaches to increase knowledge and skills to increase organisational strengthening. The athlete screening process is done in collaboration with SLB through an assessment conducted by SLB sports teachers and a team from NPC. NPC carries out annual planning with needs at the provincial level to be able to combine these activities with district activities. Supervision carried out by the National Paralympic Committee (NPC) in fostering the achievements of athletes with disabilities involves monitoring the athlete's condition, the athlete's workplace, and the athlete's family to understand what the athlete is achieving and what needs to be developed in the future. According to Iyus (2007), the role of parents in the achievement of a child has a very big role. According to Rosmi (2016), adaptive physical education taught at school has a very important role in the screening of weighted disabled athletes through cooperation between SLB sports teachers in each school and the Makassar City NPC team. According to Ferrara, Burns, and Mills (2015), the findings provide evidence that paralympics have at least short-term effects on attitudes towards disabled people. The limitations of this study are in the inhibiting factors, namely facilities and infrastructure, that are still not in accordance with the needs of the athlete development process.

### **CONCLUSION**

The research concludes that NPC strengthens its organization through coordination meetings, facilitation, and coaching through grant funds. It also develops the achievements of NPC disability athletes and screens potential athletes. The government should collaborate with KONI and NPC to hold events and championships for disability athletes, and focus on facilities and infrastructure for achievement coaching. Further research is needed to improve coaching management at NPC Makassar City.

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