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**THE MANAGEMENT OF ACHIEVEMENT COACHING
AT THE AMATEUR VOLLEYBALL CLUB**

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Abstract

This research study encompasses various aspects, namely management, execution of coaching programmes, athletes, coaches, facilities, infrastructure, and successes. The researcher seeks to investigate the coaching management practices employed at the club. Academic researchers employ a qualitative descriptive methodology. Data collection employs the procedures of observation, interviews, and documentation. The individuals who provided the research data for this study are administrators, coaches, and athletes affiliated with the Bintang 04 Volleyball Club located in Jambi City. The study included seven participants, consisting of one administrator, three coaches, and eight athletes from the Bintang 04 Volleyball Club located in Jambi City. The study's findings pertain to management processing from multiple perspectives, aligning with the club's established work program. It can be inferred that this group is meticulously organized and has notable accomplishments. The recommendations put forth include: 1) the inclusion of additional personnel in administrative and coaching roles; 2) enhancing the enforcement of athlete accountability in adhering to the prescribed training regimen; 3) establishing collaborative funding arrangements with external entities; 4) aligning the training programme with the external circumstances of athletes; 5) addressing deficiencies in facilities and infrastructure, such as sports facilities; and 6) enhancing achievements to attain national recognition.

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INTRODUCTION

Sport is a physical activity that contains the nature of a game that contains a struggle against oneself or with others (Syafri & Lubis, n.d.). Sports activities include a style of competition, so these activities must be carried out with a spirit of sportsmanship. Sport gives the possibility of achieving mutual understanding and creates solidarity and selflessness. In addition, sports can also make a person's body physically and mentally healthy, which will ultimately form a quality human being (Ningsih et al., 2023). Sports in human life; also, in an effort to participate in advancing the quality of the Indonesian nation, the Indonesian government provides guidance and development in the field of sports, such as holding sports competitions, which are usually followed by sportsmen (Hundito & Gorfu, 2023). The benefits of exercise are not only limited to the body but also include many psychosocial advantages, such as reducing symptoms of depression, stress, and anxiety and helping to increase self-confidence. Physical activity is positively associated with psychological well-being, bone health, and motor skill development. Meanwhile, physical activity is negatively associated with waist circumference and clustering of cardiovascular disease risk factors (Mulyawan & Pudjijuniarto, 2016).

Sports are part of daily human activities that are useful for forming a healthy body and spirit. Achieving peak performance in sports can only be achieved through a systematic, planned, regular, and continuous coaching process. Sports achievement is a sport that fosters and develops sportsmen in a planned, tiered, and sustainable manner through competitions to achieve achievements with the support of sports science and technology (Nailufar & Hartono, 2022). Sports coaching considers more characteristics such as physical, technical, mental, facilities and infrastructure, and the environment that can support quality achievements. Another opinion says that achievement sports are activities carried out with the aim of winning (Ardana, 2023). This victory becomes personal satisfaction for the athlete when he can achieve maximum results. There are several factors that must be considered in the achievement coaching process, including clear coaching objectives, systematic training programmes, and appropriate training materials and methods (Hopkinson et al., 2018). In addition, there needs to be consideration of the characteristics of athletes who are coached physically and psychologically, the ability of the coach, facilities and infrastructure, and the conditions of the coaching environment.

The development of sports achievements is the result of a combination of physical abilities, techniques, tactics, and mental skills obtained through the proper management coaching process (Moudina, 2022). The success of achieving achievements in sports is also determined by the grouping of exercises according to the age level of the child and management. The development of sports achievements is also the result of a combination of physical abilities, techniques, tactics, and mental skills obtained through the right coaching process (Syntia, 2022). The success of achieving achievements in sports is also determined by the level of training according to the age level of the child (Pakaya et al., 2012). Increasing sports achievement is very important to be carried out periodically and started as early as possible through several talent search and monitoring activities based on quality science and technology, and for all organizations engaged in sports to work more optimally both at the central and regional levels (Gonçalves et al., 2014). Coaching is a systematic and efficient effort to achieve sports goals and improve the quality of each sport. Coaching is a systematic effort made to obtain better results in achieving achievements. Coaching is an effort or action that is carried out in an efficient and successful manner to improve or obtain better results. Sports coaching is part of efforts to improve the quality of Indonesian people aimed at improving the physical and spiritual health of the entire community, as well as the development of sports achievements that can arouse a sense of national pride (Hidayat et al., 2021).

Management can be defined as the effort to organise the same resources to achieve the applied organisational goals. Management and sports form a new interdisciplinary called sports management (Isabel et al., 2008). One of the important elements contained in this management is the effort to optimise one's ability in sports activities. Sports management in an educational

institution can be used as an effort to carry out a coaching activity related to sports, one of which is a volleyball game (Yana & Supriatna, 2023). Volleyball is a game played by two opposing teams, and each team consists of six people (Ediyanti & Febrianto, 2020). The volleyball game holds two principles, namely (1) technical principles, in which a player bounces with parts of the body back and forth in the air over the net in order to drop the ball in the opponent's field as soon as possible to seek a sporting victory, and (2) psychological principles, in which players play with pleasure and good cooperation (Martínez-Moreno et al., 2021). The existence of the club is very important because it is the center of coaching and generating football achievements in the football coaching process (Gorfu & Hundito, 2022). The emergence of professional athletes cannot be separated from the coaching process carried out by sports clubs.

The rapid development of volleyball is caused by Indonesians who like this sport because it is easy to play, so it does not rule out the possibility of Indonesia becoming a sports industry country by producing quality athletes. Volleyball has a parent organisation, namely the Indonesian Volleyball Association (PBVSI), which aims to advance volleyball achievements by providing good coaching from the organisational management sector, human resources, training programmes, facilities and infrastructure, and financial resources. Not only that, another PBVSI goal is to find talented players through volleyball, which can be found through volleyball clubs in various regions spread throughout Indonesia.

The development of volleyball in Jambi Province also does not want to be inferior to other developed regions. In Jambi City, in particular, there are already quite large volleyball clubs. The development of volleyball in Jambi City can develop rapidly due to the formation of good athletes from various clubs in the region. In Jambi City, for example, every year a volleyball tournament is held between clubs. This aims to develop volleyball as well as provide a place to find talented athletes who are starting to grow and develop. Bintang 04 Club is a volleyball club located in the city of Jambi. Bintang 04 has a field and volleyball playing equipment that is sufficient to practice and hold a match, and there are many volleyball players who are good volleyball players. The Bintang 04 Club players have very good achievements and have defended the Bintang 04 Club and represented Jambi Province in the national championship.

METHODS

The research approach used is a qualitative descriptive approach, explaining the management of the Bintang 04 Volleyball Club's achievements in Jambi City in 2022. The research instrument is to use observation guidelines, interview guidelines, and documentation guidelines. Data collection is done by triangulating data by combining observation, interview, and documentation data sourced from the chairperson, coaches, and athletes of the Bintang 04 Volleyball Club in Jambi City. The subjects of this research are administrators, athletes, and coaches. The population in this study was composed of 6 coaches, 1 administrator, and 60 athletes. The number of research samples is 1 administrator, 6 coaches, and 15 athletes. The research objects studied include achievement coaching, management, planning, organisation, movement, and supervision. The data analysis methods in this study are data reduction, data presentation, and conclusion drawing (Kristiyanto, 2011).

RESULTS & DISCUSSIONS

Results

Planning

The formation of the Mitra Kencana Club in 2007. Starting with training children to play volleyball, there were athletes who asked to be trained. With the results of their own training, the owner formed the Bintang 04 Volleyball Club in Jambi City. The Bintang 04 Volleyball Club in Jambi City has a vision, namely to create a forum for fostering young athletes who are fond of volleyball so that they can channel their talents to excel. By prioritising coaching both in terms of

volleyball training and character in young athletes so that they can become future player assets with character. Bintang 04 Volleyball Club Jambi City not only fosters but also develops the potential of athletes, from those who do not have a basic volleyball game to being able to play volleyball with correct techniques. Often, the Bintang 04 Volleyball Club in Jambi City forms athletes with various skills so that in the future they can participate in POPDA, PORPROV, or become PON athletes.

Training activities are carried out for coaching at the Bintang 04 Volleyball Club in Jambi City in accordance with the existing programme, with a schedule three times a week, namely Tuesday, Thursday, and Saturday, starting from 16.00 to 20.30. The registration of new athletes for Rp. 150,000 already includes a training jersey and a monthly fee of Rp. 75,000. Star Volleyball Club 04 Jambi City obtained the results of the implementation of the training programme, which has been running quite well, but it needs to be improved again. Meanwhile, based on the results of document searches that researchers obtained from the coach, there is a clear training programme for coaching volleyball at the Bintang 04 Volleyball Club in Jambi City. There is a gradual and continuous program. Recruitment of athletes. Bintang 04 Volleyball Club in Jambi City has a clear training program. There are long-term and short-term training programs. As well as a try-out or try-in trial before the match.

Organising

Coordination in the organisation of the Star Volleyball Club 04 Jambi City has been going well. There is a division of tasks in training the Star Volleyball Club 04 Jambi City, and there is always communication between coaches and athletes as well as coaches and administrators. There are other factors regarding the establishment of the Star Volleyball Club 04 Jambi City, namely support for the environment in which coaching will be carried out. Support is not only from the management. Support from parents of athletes and the community is needed because this coaching is a place for children to excel, so directly, parents and the community fully support coaching.

Sources of funding in all coaching activities of the Star Volleyball Club 04 Jambi City are obtained from athlete registration, athletes' monthly fees, parents' donors, and looking for sponsors who are not tied. The facilities and infrastructure used to improve achievement are still in good condition, but they are still constrained by the volleyball court, which is still rented, so training is not optimal and the club must pay monthly fees.

Implementation

The training programme is structured according to the schedule and runs well. Training is done three times a week. However, there are obstacles in coaching, such as athlete discipline. Evaluation is always carried out for every exercise. Facilities and infrastructure are sufficient. Bintang 04 Volleyball Club Jambi City has a clearly defined training program. There are long- and short-term training programs. And trials are held before the match. The approach taken by athletes to motivate and build their mentality is to increase their enthusiasm and ability through training. The approach taken by the management and coaches towards athletes is good, namely by providing motivation and direction to build athletes' mentality.

Monitoring

The achievements obtained by the Bintang 04 Volleyball Club in Jambi City were seen in 2015, and the Bintang 04 Volleyball Club in Jambi City also subscribed to contributing athletes and coaches to the Porprov, National Championship, PON, Livoli, and Proliga championships representing Jambi City. However, not all Mitra Kencana Semarang athletes have continuous achievements at the regional and provincial levels because those included in the match are good athletes and have qualified skills. The following is data on the names of Mitra Kencana Semarang athletes who are active in coaching achievements at the Bintang 04 Volleyball Club in Jambi City.

The development of athletes at the Bintang 04 Volleyball Club in Jambi City has improved both in terms of physical, technical, and mental aspects, as evidenced by the achievements that have been achieved. The way of recruiting athletes by the Star Volleyball Club 04 Jambi City is opened in general, and then athletes are grouped according to age and ability. The coaching of the

achievements of the Bintang 04 Volleyball Club in Jambi City is quite good and continuous, but the building and field of the Bintang 04 Volleyball Club in Jambi City do not yet have their own field or building. The results of coaching have partly been achieved and partly not. There is still a lot of hope that the achievements of the Bintang 04 Volleyball Club in Jambi City can be maximized.

Discussions

The first management function is planning, including the goals, vision, and mission of the Bintang 04 Volleyball Club in Jambi City, which are clear. For the recruitment of athletes and coaches, no. Meanwhile, the facilities and infrastructure owned by the Star Volleyball Club 04 Jambi City are quite complete and adequate, but only the GOR does not have its own. In terms of the training programme for coaching the achievements of the Bintang 04 Volleyball Club in Jambi City, it has been running well and optimally, which is scheduled on Tuesdays, Thursdays, and Saturdays starting at 16.00–20.30. As for the administrative costs of athletes, with a registration fee of IDR 150,000, they already get a training jersey and a monthly fee of IDR 75,000. In terms of facilities and infrastructure, the facilities for conducting training activities are complete and sufficient. The training programme is good and well planned, and the facilities and infrastructure are complete and standard. Then, the source of funds for the Star Volleyball Club 04 Jambi City comes from the athlete registration fee of IDR 150,000, monthly tuition fees of IDR 75,000, parent donors, and unrestricted sponsors allocated for the infrastructure and welfare of athletes and coaches.

Organising involves establishing the relationship between the activities to be carried out, the people who will do them, and the factors needed by those in the field. The organizational structure of the Bintang 04 Volleyball Club in Jambi City is clear and neatly arranged, but due to the lack of management, even the management also doubles as a coach. Meanwhile, if you look at the environmental support, it is good from several parties, such as the parents of athletes and the community. In terms of coordination and information sharing between coaches and athletes, the management is good.

In the leadership function, it is mainly involved in the problem of providing guidance and providing supervision to your athletes. The implementation of the training programme carried out by the coach has been running well, as has the social approach taken by the management and coaches to athletes to give direction to be more enthusiastic in doing training and not getting bored quickly in participating in training.

Control is to involve checking at all stages of the existing programme to see whether everything is going according to plan or not. The results of checking the coaching system need to be improved so that the achievements of Mitra Kencana Semarang athletes are maximised. The results of checking the achievements of the Bintang 04 Volleyball Club in Jambi City are good at the city level and contribute to the region or province, but still need to be improved so that they can achieve national and international achievements. The results of checking the development of athletes are good because of programmed training and the development of athletes. The existing funds are sufficient to carry out coaching activities, including funds generated by athlete registration fees, athletes' monthly SP, parent donors, and unbound sponsors.

According to the results of research conducted by researchers, the achievements of athletes at the Bintang 04 Volleyball Club in Jambi City are good at the regional and provincial levels because of the several events that already exist. This is caused by many influencing factors. Starting from internal factors such as athletes and coaches, as well as external factors such as coaching, training programmes, supporting facilities, and infrastructure, Checking activities include achievements, athlete development, and coaching results. The results of checking the achievements of the Bintang 04 Volleyball Club in Jambi City are good at the city and provincial levels, but they still need to be improved so that they can achieve national achievements. The results of checking the development of athletes are good because training is programmed and

there is athlete development. Meanwhile, the results of checking the coaching need to be improved again so that the results are maximized.

CONCLUSION

The coaching system for athletes of the Bintang 04 Volleyball Club in Jambi City has been implemented by referring to the massaging coaching system, nursery coaching, and achievement coaching. It can be seen that the athletes of the Star Volleyball Club 04 in Jambi City have been said to be good from the achievements achieved in every championship and contribute to Jambi Province, such as the National Junior Championship, Livoli, Pro-Liga, Pre-PON, and PON. Star Volleyball Club 04 Jambi City already has a clear training programme for the implementation of coaching. The coaches at the Bintang 04 Volleyball Club in Jambi City already have good abilities and experience, as evidenced by the existence of a coach's licence or certificate from both regional and national levels. Organisational management in the Star Volleyball Club 04 Jambi City is said to be poor because there are multiple positions between club administrators and coaches. Sources of funds are obtained from the registration of new athletes worth IDR 150,000 and monthly dues of IDR 75,000, so it is not optimal in the club's operations, which makes every competition the management looks for sponsors from outside parties. Facilities and infrastructure at the Bintang 04 Volleyball Club in Jambi City are quite adequate but are constrained in a training ground that is not yet self-owned, so there are limited training hours and there is a GOR rental fee that must be prepared by the Jambi City Bintang 04 Volleyball Club.

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