

# Evaluation of Management of the All-Indonesian Athletics Federation of North Tapanuli Branch Management

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**Abstract**—In general, the purpose of this study is descriptive with a qualitative approach that is data that is described by words or sentences separated by categories to obtain conclusions. Qualitative is used to get in-depth data, a data that contains data. Having the real meaning, the exact data which is a visible data value. Management is a process of utilizing available resources effectively and efficiently to achieve the goals of an organization / institution by carrying out management functions, namely planning, organizing, actuating and controlling. Circumstances and problems in Athletics manager in North Tapanuli Regency, a decline in achievement in the last ten years, where PASI is one of the areas that gave birth to athletes to become champions in the Indonesian National competition is now actually decreasing due to the lack of management carried out in Athletics manager in North Tapanuli Regency, therefore it is necessary further research was conducted on the evaluation of the management of Athletics manager in North Tapanuli Regency. Developing or not athletic sports depends on the way of coaching in a Branch. Athletics manager in North Tapanuli Regency who used to have achievements as a champion in the National event. But why now the achievement of the Athletics manager in North Tapanuli Regency team has been declining over the years. By carrying out these management functions, it is hoped that they can improve athletic performance, especially Athletics manager in North Tapanuli Regency. For this reason, the application of management must be carried out continuously and be supported by the government in order to raise the nation's dignity and achievements through sports achievements. By having good and sustainable management, they will be able to face challenges faced and achieve goals in realizing proud sporting achievements, building character to uplift the nation's morals. So that by implementing management in Athletics manager in North Tapanuli Regency and sports clubs, it is not impossible that athletes will emerge that will excel as an effort to regenerate the athletes themselves.

**Keywords:** *management, evaluation, athletics*

## I. INTRODUCTION

Management is a process or framework that involves the guidance or direction of a group of people towards

organizational goals or tangible goals. Management is an activity, its implementation is managing. Based on the various opinions indicate the similarity of aspects or components contained in management, namely planning, organizing, directing, and supervising all of which are carried out in order to achieve the goals set. In general, management is a series of activities to direct all available potential, both human resources and other resources, to obtain support in an effort to achieve the desired goals effectively and efficiently.

[1] Management Evaluation Analysis of Management Training for Athletics Sports Club Running Numbers, Lomapats and Throws for Dispora Assistance in Aceh Province that: Factors affecting the achievement of one of them are factors related to management (training process) by the trainer in addition to other factors such as organizing the competition, profiles of the athlete's condition as well as nutrition, funding, infrastructure (sarpras) and motivation from others.

The management function is essentially a basic task that must be carried out by the leadership in any kind of organization. Although experts differ in opinions about the management function, but in fact these opinions if combined will complement each other [1]. Based on the expert's opinion on management, in this study the four main aspects or components contained as a management function are based on the consideration of the aspects that are most frequently raised and the accuracy of management is related to the management of sports organizations[2].

In an organization, the management process is something that cannot be avoided. Like the organizational principles put forward by [3]. According to him, an organization must fulfill 14 principles, namely division of labor, authority and responsibility, discipline, unity of command, coordination, prioritizing organizational interests rather than personal interests, reasonable remuneration, centralization versus decentralization, initiative, group solidarity, scalar chain, period stability employee work, justice and order. From Henry

Fayol's organizational theory, it can be seen the advantages, one of which is this method is able to provide work design and encourage managers to find the best alternative in carrying out a job. However, on the other hand there are also some weaknesses, including an increase in productivity that allows an increase in yield, but often results in the dismissal of workers or changes in wages.

Management Functions According to [4] Management has various functions in it. Management functions are some of the basic elements that follow and are inherent in the management process. The management function becomes a step guide for each manager to carry out the management process to achieve organizational goals. The management function was first introduced by an expert in the field of French nationality named [4]. There are 5 management functions according to [4]. The five management functions according to Henry Fayol are to design, organize, govern, coordinate and control.

The five management functions according to [5] are then often referred to as POCCE (Planning, Organizing, Comanding, Coordinating, Controlling). [6] Places Planning as the first management function because this function is considered to have a significant role. Planning is needed to arrange and evaluate next actions. From the Process side, the planning function is the initial step needed to determine goals and determine how goals can be achieved. In terms of management functions, planning is a function in which the leader utilizes his influence over his authority to decide or change the goals and activities of the organization. In terms of decision making, planning is a process of deciding in the long term and carried out in the future related to the activities to be carried out, how to run it, if and the person responsible for it, the location of the decision making will be uncertain until the implementation of the plan is proven in the future [7].

Factors influencing the achievement of the All Indonesia Atetik Federation based on observations made by researchers in the field include the absence of sports facilities, coaches, motivation, training methods, budget, moral support, in addition to management aspects that have not been well planned either regarding the recruitment of athletes, coaches and administrators in the body. Athletics manager in North Tapanuli Regency itself, organizing the administrators in Athletics manager in North Tapanuli Regency do not understand their respective duties and functions, indirectly the implementation of the functions of the organization is not working as it should, this can also be seen from the lack of quality HR trainers and referees. certified jury. Athletes and coaches in every club look free to make activities/training programs so that it can be said the lack of supervision and evaluation of the training objectives and much more. It is also important to note that the selection of management strategies for athletic sports coaching at the club so that Athletics manager in North Tapanuli Regency is able to excel again. These requirements are part of the implementation of management. By having good and sustainable management, they will be able to face challenges faced and achieve goals in realizing proud sporting achievements, building character to uplift the nation's morals [8].

Developing or not athletic sports depends on the way of coaching in a Branch. Branch Manager of the All-Indonesia Atetik Federation of North Tapanuli who used to have achievements as a champion in the National event. But why now the performance of the Athletics manager in North Tapanuli Regency team is progressively declining.

By knowing the conditions and problems in Athletics manager in North Tapanuli Regency, there has been a decline in achievements over the past ten years, where Athletics manager in North Tapanuli Regency is one of the areas that gave birth to athletes to become champions in the Indonesian National competition. it is necessary to conduct further research on the evaluation of the management of Athletics manager in North Tapanuli Regency[9].

## II. RESEARCH METHODS

The method used in this research is descriptive with a qualitative approach. Descriptive method is a method in examining the status of a group of people, an object, a set of conditions, a system of thought or a class of present events. "qualitative research methods are research methods used to examine the condition of natural objects, (as opposed to being an experiment) where the researcher is as key instruments, return with triangulation (combined) data analysis is qualitative, and the results of qualitative research emphasize the meaning rather than generalization". According to [10] is data that is described with words or sentences separated by categories to obtain conclusions. Qualitative is used to get in-depth data, a data that contains data[11]. Having the real meaning, the exact data which is a visible data value.

In obtaining management data for sports coaching researchers used observation sheet instruments, interview guidelines and a format that was developed by the author by referring to the theory of [12].

In this study the subject of the research is the human resources in the management of Athletics manager in North Tapanuli Regency, namely management, athletes, trainers and parents.

## III. RESULTS AND DISCUSSION

In the control phase the researcher wants to know and oversee every monthly and annual evaluation and report the achievement of targets and failures of the targets themselves and also how meetings/discussions are conducted with the management, between coaches in order to maximize the achievements of the athletes.

From the results of monthly and annual evaluation interviews, conclusions are drawn from Athletics manager in North Tapanuli Regency. Interview results from target achievement report and failure report.

The conclusion, according to the researchers, is that there should be a good arrangement of Athletics manager in North Tapanuli Regency t from all aspects of the management, facilities and infrastructure, trainers and the community to further advance Athletics manager in North Tapanuli Regency better.

In accordance with observations from researchers at Athletics manager in North Tapanuli Regency, there was no community support at the time of the exercise, only a few parents were waiting for their children to practice because the training venue to the athlete's home was far away, unless there was a large activity held recently the community came to see, even then, just to see because there are still many people who do not know Athletics, people think that competing in white clothes are karate and taekwondo. But according to the admission from the management and trainers that the community is very supportive of this dojo even though they do not see firsthand the training held because this has given birth to many athletes who succeed in the National and International arena. The community has supported the development of this athletic sport but it has not been widespread as a whole only to certain community groups that have supported it.

Then the community has judged that sporting achievements can provide promises for a better future for athletes. The community and management must work together in promoting athletic sports so that many sponsors from the private sector will give donations to athletes.

Evaluating an organization's program is one way to see the quality of the organization. From the results of the evaluation, it can be concluded that the organization of athletic sports can be said to be ideal or not ideal. The results of the evaluation of planning, organization, implementation and supervision (results) in athletic sports Athletics manager in North Tapanuli Regency still require a better program so that the level of athletic achievement in the North Tapanuli region reaches a maximum. Runs regularly and can produce athletes who excel[13].

Evaluation of the training program is implemented by adhering to the principle of fostering, the concept of training used has referred to coaching theories whose aim is to achieve sports achievements at the regional and national levels[14].

Management plays an important role in the achievement of athletes in the race. Management is not only carried out in the committee of an activity but management is also carried out by the activity participants[13]. In sports competitions or championships, management is carried out during the pre-competition, competition and post-competition processes. With the good management of athlete management in a championship, it will help in the achievement of athletes in the race. The success of a All Indonesia Atetik Federation in achieving achievement is inseparable from the resources owned at the All Indonesia Atetik Federation. These resources carry out their respective functions through a systematic process by carrying out planning, organizing, implementing in the field and monitoring. The process carried out is a concept of management[2].

Management is a process of utilizing available resources effectively and efficiently to achieve the goals of an organization/institution by carrying out management functions, namely planning, organizing, actuating and controlling. The main characteristic of management is the integration and application of knowledge and analytical approaches developed by many disciplines. Management plays

an important role in improving achievement because management is used to achieve goals in this case achievement through ways by managing others to carry out tasks effectively and efficiently [9].

By carrying out these management functions, it is hoped that they can improve athletic performance, especially Athletics manager in North Tapanuli Regency. For this reason, the application of management must be carried out continuously and be supported by the government in order to raise the nation's dignity and achievements through sports achievements. By having good and sustainable management, they will be able to face challenges faced and achieve goals in realizing proud sporting achievements, building character to uplift the nation's morals[15]. So by implementing management in **Athletics manager in North Tapanuli Regency** and sports clubs, it is not impossible that athletes will emerge that will excel as athletes regenerate themselves.

## V. CONCLUSIONS

Based on the problem and research objectives as well as the results of data analysis and descriptive description, as previously described, the conclusions can be drawn as follows:

- The training program at Athletics manager in North Tapanuli Regency does not run everything in a coordinated manner. even the selection of coaches that were not transparent became even the decline in athletic athlete performance in North Sumatra was a problem and talent scouts were not carried out with demonstrations to introduce Athletics to the public. Because in the outside community, especially the people of North Sumatra who are unfamiliar with the development of sports, there are still many who do not know Athletics. So it is necessary to do nurseries, marketing, talent scouting and early age athlete recruitment so that coaching at Athletics manager in North Tapanuli Regency is more successful for national and international levels.
- From the organizing variable that from the vision and mission, all have the same vision and mission, namely to build better achievements, funding issues have also been conceptualized and the allocation is good, only that every problem in Athletics manager in North Tapanuli Regency returns to transparency of funds again to each the management then provides suggestions and infrastructure that is still not optimal, for cooperation between the private parties has been carried out. This means that the organization is very good Athletics manager in North Tapanuli Regency today.
- All trainers have Athletics manager in North Tapanuli Regency training programs, trainers have short-term programs for regional and national championship targets, and trainers also have long-term programs for targets such as PON and International championship training.
- All trainers at Athletics manager in North Tapanuli Regency are a major factor in the success of Athletics manager in North Tapanuli Regency athletes. Each athlete revealed that the coach was an important role in their

success. They highly depend on their conditions and abilities to the coach, where they really hope that an objective coach.

- Athletics manager in North Tapanuli Regency is spread based on the results of interviews between trainers and athletes, wherein that Athletics manager in North Tapanuli Regency does not have potential trainers to bring high-achieving athletes as well as adequate facilities and infrastructure on a national scale. Athletes complain about this situation where their needs in training are not being met because of this problem. Moreover, athletes who practice are not in the GOR but in the yard, the time constraints it rains cannot practice. The tools are also limited so that athletes expect the contribution of local and central government to pay attention to Athletics manager in North Tapanuli Regency in order to progress and have brilliant achievements.
- Sports. Because by exercising there will always be many benefits that we can get including increasing the ability of the brain, helping delay the aging process, reduce stress and increase endurance.
- However, the perception of the community, especially the Taput community, is still contradictory so that many parents of athletes who initially did not approve of their children jumping directly into athletes and joined the world of sports. Because of the community's assumption that sport is identical with achievement and transactional. So many athletes' parents assume that the athlete's well-being is not noticed.
- Athletics manager in North Tapanuli Regency achievement of North Sumatra is the highlight of this research. Where taken on a national scale in PON XIX Jabar 2016 that not even one athlete donates a medal to the people of North Sumatra, it should be an Individual match classification in

which many match numbers can provide more opportunities.

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