

# Analysis of the Coach Recruitment in Education and Training Center in North Sumatera

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**Abstract**— In this case the researcher's rationale will carry out an analysis of the recruitment of trainers to support the achievements of athletes in the Center for Student Training Education. In the conduct of this research is recruiting qualified training to train and support the achievements of athletes. From the description above, researchers are interested in researching about analysis of the coach recruitment in education center and north sumatera student training. The method used in this research is descriptive research. Sources of data in this study were obtained from trainers at the North Sumatra Student Training Education Center. The population in this study is the trainers in the North Sumatra Student Training Education Center, amounting to 35 people. The sampling technique in this study uses total sampling. From the results of tests conducted on trainers who are members of the North Sumatra Student Training Center for North Sumatra Student training, this research was conducted by distributing questionnaires to find out the recruitment analysis of coach. The existence of this research is expected to help facilitate the process of recruiting trainers at the Student Training Research Center in North Sumatra in order to achieve maximum persation at National and International events.

**Keywords:** *recruitment, coach, education, training*

## I. INTRODUCTION

Achievement sports component includes: sportsmen, coaches, managers and organizations, referees, facilities and infrastructure, domestic and foreign competencies, funding and support. Such circumstances make sports activities today show a tremendous increase.

Teachers as educators must try to develop their competencies in order to achieve educational goals [1]. Physical education in its understanding is a process of education utilize physical activity to produce holistic changes in individual qualities, both in terms of physical, mental, and emotional. Education the body treats the child as a whole, total being, rather than just think of it as someone who is separate physical and quality mentally [2]. Schools are one place in shaping character [3]. On the other hand that training activities are a fundamental factor if you want to get the peak performance. This condition forces anyone who wishes to do

performance training exercises to understand the training procedures themselves in order to achieve the expected goals [4]. Education is a basic need of every human being to ensure his life to be more dignified [5]. Improving the quality of human resources is a serious problem from every country including Indonesia [6].

Before an athlete reaches a high level of maturity, special characteristics are still manifested unstable and difficult to make into solid consideration. Mothers and nurseries actually only project a hope, that the more children who participate, the greater the chances that the superior seeds will be included and how the training and coaching of athletes will be carried out by a coach. The main components in sports coaching are related to the program of the coach's activities, both in the form of physical and technical training programs and a trainer must be able to foster the mentality of athletes. [6]

A coach must be able to manage tactics, strategy and provide moral support for athletes. Therefore, a coach must be someone who is professional and develops the potential of the athlete he is training. With the decrease in some sports numbers in North Sumatra Student Sports Training and Training Center, the management had difficulty in determining the policy of the program of activities to be carried out at the next event. In addition, the management often had difficulty determining how many estimating parameters in the recruitment process of The Coach in North Sumatra Student Sports Training and Training Center. For this reason it is necessary to hold a scientific approach through research.

## II. METHODS

This research was conducted at the North Sumatra Student Training Center for Education. This research was conducted in December 2019. The research is expected to provide an appropriate analysis in the recruitment of coach. The method used in this research is descriptive research. Sources of data in this study were obtained from trainers at the North Sumatra Student Training Education Center.

Subjects in this study were teaching materials in children in Down Syndrome children. The method used is Research

and Development up to 3 stages. That is seeing the potential and problems, gathering information, and designing products. [7] proposed a series of stages that must be taken in this approach covering 10 general steps. The population in this study is the trainers in the North Sumatra Student Training Education Center, amounting to 35 people. The sampling technique in this study uses total sampling.

### III. RESULTS AND DISCUSSION

From the results of tests conducted on trainers who are members of the North Sumatra Student Training Center for North Sumatra Student training, this research was conducted by distributing questionnaires to find out the recruitment analysis of coach.

### IV. CONCLUSION

The application of the recruitment process and the selection process which has to go through several stages, makes the trainers accepted by the Student Training Education Center a quality trainer. Not only for managerial positions, non-managerial positions must go through the same stages before being able to train at the North Sumatra Student Education Center. Recruitment analysis is a form of research to determine the input and output proses in the management process. So far, the recruitment of trainers has been carried out conventionally with simple recruitment. The existence of this research is expected to help facilitate the process of recruiting trainers at the Student Training Research Center in North Sumatra in order to achieve maximum persation at National and International events.

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