

# The Evaluation of Pétanque Organization Management and Youth Athlete Development in East Java Province, Indonesia

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## ABSTRACT

Management has an essential role in managing various groups or organizations to achieve the goals. This study aimed to evaluate the Pétanque organization management and youth athlete development in east java province, Indonesia. The study was conducted in qualitative with an ethnography approach. The research methods were observation and interview. The data were analyzed by using five steps (1) preparing and organizing the data, (2) review and explore the data, (3) developing a data coding system, (4) assigning codes to the data, (5) identifying themes. Eleven Pétanque coaches and four Pétanque committee leaders from four different East Java Province participated in this study as research participants. The findings in this study were organization management and youth athlete development. The Pétanque organization management included planning, organizing, directing, controlling, budgeting, and evaluating. Overall, the organization's management was well managed. However, the challenge in the management, particularly during the Covid-19 pandemic, is the limited activity program and funding. Furthermore, the same activity plans were not conducted due to the pandemic. The second finding was youth athlete development. The discussion of the second finding was divided into three parts, including talent identification, coach training methods, and athlete motivation. First, there were promotion and graduation procedures for potential athletes who could join the elite team and represent the city or Province in a national competition. Moreover, the instrument measured talent identification, which consisted of a performance test, game simulation test, and psychological test. In conclusion, Pétanque organization management and youth athlete development in East Java were developed very well.

**Keywords:** *Petanque, Sport management, Sport organization, Youth athlete development.*

## 1. INTRODUCTION

Management function is the basis of an organization's management process. It has an essential role in managing various groups or organizations to reach the purpose [1]. In addition, it could enhance the organization's effectiveness [2]. There are four elements in management, i.e., planning, organizing, actuating, and control [3]. These elements must be implemented to ensure the success of a business [4]. However, there is also an essential part of an organization, i.e., vision, mission, staff, and system [5]. The administration of

management can be used in various fields, one of which is sports management.

Most of the time, sport management is only correlated with an event arrangement [6] and various data administration [7]. It is also associated with the sports industry [8] and entrepreneurship [9]. However, sport management is a mixture of planning, organizing, directing, controlling, budgeting, leading, and evaluating, which is applied in any sport or physical activity context [10]. Four unique aspects of sports management were commonly associated with sport, i.e., sports marketing,

the financial structure of sports companies, sports careers, and social institutions [11]. The sports industry has transformed to be a popular career and profession nowadays [12]. Thousands of professionals were attracted to work in a famous sports industry for its celebrity, action, and excitement [13].

Sports management skills are required to be implemented in any diverse sports management environment [14]. The involvement of technology and modern communication technology could also be implemented in sport management [15]. The other specific sports factors, such as the sports culture, the work ethic in sports, and the image of sports destinations, have a vital role in applying sport management [16]. The implementation of sports management could also be found in sports organizations. Indonesia sport committee (KONI) is one of the formal sports organizations with an organizational structure that regulates sports activities in Indonesia, including talent identification and development [17].

Pétanque is one of the sports which KONI also regulates. Even though it is categorized as a new sport in Indonesia, it has developed rapidly due to the simple equipment, techniques, and rules [18]. There are also Pétanque sports committees at Province, district, and city levels. This committee regulates the Pétanque clubs in their region and provides an annual competition to find potential athletes. These potential athletes will be selected and prepared for the higher competition level, i.e., national or international level. Furthermore, Pétanque organization management has an essential role in supporting their athletes to achieve their best performance [19]. Besides, coaching methods are also essential in youth athlete development [20].

Talent identification is used to predict the youth athlete's potential [21]. The prediction will be used to support the athlete's development into their best performance [22]. Furthermore, specific sport skill identification programs could predict sporting talent [23]. Therefore, youth athletes could be selected based on their talent identification [24]. This study aimed to evaluate the Pétanque organization management and youth athlete development in east java province, Indonesia. The research questions in this study were:

1. How was the management of the Pétanque organization?
2. How was the youth athlete development in Pétanque?

**2. METHODS**

This study was conducted in a qualitative method and ethnography approach. The research methods were observation and interview. The purposive sampling methods selected the research participants in this study. Eleven Pétanque coaches and four Pétanque committee leaders have been chosen from four different cities in East Java Province. The data were collected by semi-structured interviews, which were conducted by video call. The answer was transcript and coded into several categories manually. The data were analyzed by using five steps, i.e., (1) preparing and organizing the data, (2) review and explore the data, (3) developing a data coding system, (4) assigning codes to the data, (5) identifying themes.

**3. FINDINGS**

Based on the data analysis, there were two main findings in this study. The findings of this study were discussed in Pétanque organization management and youth athlete development.

**3.1. Pétanque Organization Management**

The Pétanque organization committee members were arranged and reorganized every four years. The committee members participated voluntarily due to their interest in this sport. They have different sports backgrounds, but they could perform very well as a Pétanque coach or athlete. Most of the coaches were the Pétanque athletes who have certified by Province or the national Petanque organization. The Petanque athletes are from age 7 to 25 years old. They are participating in the Petanque organization in their schools or communities.

**Table 1.** Pétanque Organization Management

No.	Aspects
<b>Planning</b>	
1	Yearly Plan Meeting and budgeting
2	Training Program
3	Competition Calendar
<b>Organizing</b>	
1	Committee Meeting
2	Coach Development
3	Athlete Development

<b>Directing</b>	
1	Organization Program
2	Achievement Target
3	Competition Plan
<b>Controlling</b>	
1	Committee Program
2	Coach Competence
3	Training evaluation
4	Athlete Performance
<b>Budgeting</b>	
1	Government Grant
2	Organization Financial
3	Sponsorship
4	Independent Finance
<b>Evaluating</b>	
1	Athlete Achievement
2	Organization Development
3	Financial Evaluation

Each Pétanque organization has its organizational structure. Furthermore, the management in the Pétanque organization is divided into six parts (Table 1). In the planning part, the committee members decide the yearly organization plans. It includes the goals of each component in the organization. Besides, the competition schedule is set in the early year to decide the training program and funding. Every year, there are four Province and national competitions level in East Java. The organizing part has some vital components, i.e., organization committee, coach, and athlete. The committee organizes the funding and collaboration with other stakeholders. Coach development was facilitated in some workshops and training. The competition, try-out, training camp, and talent identification were used to ensure the athlete's development.

The directing part is executed and approved by the chief or the team leader of the organization. It includes the program that will be implemented, the competition that will be participated in, and the targeted achievement. In the controlling part, each organization committee has the same responsibility to ensure the approved program can be fulfilled. The quality of the human resources needs to be controlled the coach competence and athlete performance mainly. In general, the controlling could also review the training program which is prepared for the tournament.

The budgeting part in the Pétanque organization has a variety of financial sources. The government provides grants for the sports organization through the sports committee (KONI). However, the amount is limited due to many sports clubs or organizations funded by the KONI. Furthermore, the organization or sports club needs to arrange their organization financial to cover the needed expenses. The Pétanque organization could

proffer the sponsorship proposal to the company, school, or any organization that could give the funding. The last funding option is independent finance. The athlete pays their expenses during the tournament, i.e., travel, accommodation, and consumption.

Pétanque organization evaluates the athlete achievement, organization development, and financial. The athlete's achievement is an important indicator to determine the organization level. It is also reflecting the success of the club or organization. There is also the rank or level which compare the clubs or organization in east java. Furthermore, the club development correlates with the programs and goals planned in the early year. Therefore, the evaluation could compare the goal and the achievement. The last evaluation is about finances. It usually evaluates the funding which the government or other organizations receives. Therefore, the accountable report of the funding usage is necessary to be prepared. Overall, the club management was well managed. However, the challenge in the management, particularly during the Covid-19 pandemic, is the limited activity program and funding.

### ***3.2. Youth Athlete Development***

Pétanque athletes are from many different backgrounds. However, most of the Pétanque athletes were founded in schools and universities. Furthermore, the youth athlete development could be started at the elementary school level. However, the program should be more flexible because these athletes' development was not only at an early age [24]. In youth athlete development, three aspects potentially influence the development. They are talent identification, coach training methods, and athlete motivation (Table 2).

**Table 2.** Pétanque Youth Athlete Development

No.	Apects
<b>Talent Identification</b>	
1	Talent Identification Instrument
2	Elite athlete Pathways
3	Promotion and Graduation System
<b>Coach Training Methods</b>	
1	Intensive training
2	Training programs
3	Sports science involvement
4	Try Out Game
<b>Athlete motivation</b>	
1	New Sport and Simple Technique
2	Achievement
3	Identity and Pride

Talent identification is essential to predict the potential athlete in Pétanque. The identification process involves several instruments which have been adjusted with the characteristic of Petanque. The anthropometry characteristics associated with Pétanque are height, arm length, arm muscle strength, wrist flexibility, balance, and hand-eye coordination [25]. Moreover, the instrument which is used consists of performance tasks, including shooting and pointing skills. There is also a game simulation test that was developed to test the consistency of the athlete. The interview will also be conducted as a psychological approach to know the athlete better. Finally, the potential athletes will be chosen based on the score accumulated from the talent identification instruments.

The selected potential athletes will be allowed to join the elite team representing the city or Province in a national competition. The winner of the national competition will be selected as the representative of the Pétanque National Team. The elite team will be evaluated every three months in a promotion and graduation game. They will be challenged by the second elite team or any team from the same city. The winner of the promotion and graduation game could join the training camp for the intensive training. The last elite team will be decided based on the rank calculated from the game in the intensive training.

The athlete needs to obey the rules which were made in the intensive training. A safe training procedure also needs to be implemented due to the Covid-19 issues [26]. The training programs focus on throwing skills, accuracy, endurance, and mentality. The coach will set the training program for each athlete in the training camp. Sports science involvement is needed to measure the condition of the athletes. There might be different training programs due to the specific problem which every athlete faces. The simulation competition and try-out

competition could increase the experience and strengthen the minds of the athletes.

The motivation of athletes in participating in Pétanque is a simple technique and straightforward rules. The techniques in Pétanque can be performed by children and also the beginner. Furthermore, the rule is also easy to be understood. As a result, more people are trying and playing Pétanque. They do not only play for fun but they are also challenged to participate in a competition. The main reason is that the possibility of being the champion and getting the best achievement is open for every athlete. It is also a dream for many athletes to represent their city, Province, or even formal competition. Finally, it can be concluded that youth athlete development in East Java was developed very well.

#### 4. CONCLUSION

The management of the pétanque organization in East Java is well developed. It is proven by the organization structure and specific division tasks. The management skills are deciding organization goals, evaluating the athletes and coach's development, and budgeting. Youth pétanque athlete development in East Java is organized structurally. The talent identification program, sport science involvement in the training program, also elite athlete pathways by promotion and gradation system are part of the excellent youth athlete development in East Java. Future studies could involve athletes, parents, and other stakeholders related to organization management and youth athlete development.

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