

# The Influence of Coach Empowerment Toward The Achievement in Sports Competition

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**Abstract**—This study investigates the influence of the empowerment of coach towards the achievement in sport competition. This study employed exploratory survey toward 50 referees in West Java by using purposive sampling. Besides that, 50 coaches that have participated actively in developing of athlete were involved. The result of the study shows that the empowerment had a significant relationship with the achievement in sport competition (sig = 0.000, p < 0.05). The implementation of empowerment is very complicated and need a long process, starting from planning step until evaluation step. This allows the achievement possibilities which are influenced by empowerment higher.

**Keywords:** *Empowerment, Achievement in Sports Competition*

## I. INTRODUCTION

Recently, the progress of the sport achievement in Indonesia is in the low level. This case has been a focus of the people in Indonesia. The history of the achievement in sport competition in Indonesia has been undergone when the event of SEA Games in 2015 that has a position In the level of 4. Moreover, the whole of the sport achievement in the whole of the sport event has also undergone the same condition.

This condition is caused by several factors. The dominant factor because of the lack of empowerment of the human resources. This lack of empowerment can be seen from the process of coach recruitment, or the sport resources that is very dominant with the collusion or the relationship between them.

In the process of management, one of the barometers of the success is the athlete. Because of that, the empowerment of the coach is an important thing that should be fulfilled in the sport management. The empowerment of the coaches that has undergone the process of development will help the process of the prestige achievement. As an effect, it can accelerate the goal of the organization in athlete management. Empowering leadership involves sharing power with a view toward enhancing employees' motivation and investment in their work (Kirkman & Rosen, 1997, 1999; Thomas & Velthouse, 1990), there are major reasons (detailed below) to expect empowering leadership to have a positive impact on creativity (Amabile, 1988; Amabile, Conti, Coon, Lazenby, & Herron, 1996; Amabile et al., 2004; Thomas & Velthouse, 1990; Zhou, 1998).

Coaches are considered the most vital and valuable human resource of any sport organization: their satisfaction plays a critical role in an organization's success and effectiveness. To

improve aspects of sport performance, much attention has been given globally to the role coaches include in training process, because empowerment plays in improving job satisfaction and performance (Carless, 2004; Kahreh et al., 2011; Charalabidis et al., 2012). Many studies have indicated that the human resources empowerment contribute to the viability and profit increase of sport organization (Kriemadis dan Papaioannou, 2006) Thus, these studies concluded that the human resource strategy of empowerment is a significant factor in improving work situations and employee satisfaction (Cai & Zhou, 2009).

Concentration this study to empowerment coaches when training process toward performance athlete. Without the involvement of the coach in managing the athlete is an important part to increase the prestige. Based on the background above, a research question is delivered of how the support of empowerment of coach influence towards the achievement of sport competition?

The use of human resource is one of the main component to increase the success in every sector in the life. Sport human resource cannot be separated from the goal of the organization. Organization is a media that should use human resource to run the wheel of the organization. The resources can be human or natural resource that will be able to support the goal of the organization.

The empowerment of human resource in sport is a must to achieve the goal of the organization. The empowerment means that all the human resource in sport should use their time, energy, and thought to get the goal of organization.

The involvement of all the resources in the organization should be optimized to get the aim of the organization effectively. The involvement of sport resources in managing the athlete is a way to get the achievement in sport for Indonesia. Basically, empowering and developing of coach is an integral process to implement of achievement management comprehensively. Development and empowerment are often related to political issues and policy in government. Lindsay (2009:71) says that "encouraging collaboration has been a central component of labor government's drive to modernize the delivery of public services and has been a key facet of recent sport policy in England".

Sport activity can be separated from achievement (trophy). The achievement can be reached by a long term and continuity process. The long term process is called training. The training

involves human resources namely athlete and the coach. However, the support from all the resources will help the sport to increase the quality of the athlete and coach performance.

The sport achievement based on decree No 23, year 2005 about the national system of sport is the maximum effort that is achieved by the athlete (individually or team) in the sport event. The achievement that has been reached from the sport event will be varied depends on the athlete focus.

Through the long term training process, the athlete will pass this process. When they fight in the arena, the winner of the athlete will depends on their own mental. In the arena, the athlete should have the power to struggle, motivation, diligent, etc. that can support their performance.

## II. RESEARCH METHOD

50 coaches from five sport completed the questionnaire and they answered the question from researcher. Participant were selected via total sampling. Taking the data conducted on coaches which taken from 10 districts / cities for one person for each. This is because of respondents who live in some districts or cities, which has sample characteristics just one person, which is still active in coaching athlete, who followed developments. It makes the respondents are very limited. They were fill the questionnaire which included the empowerment and achievement in sport competition questionnaire.

They filled the empowerment which sub-variables (e.g. 1. information management, 2. skill of making decision, 3. skill of project planning, organizing and integrating system, 4. skill of evaluating and internal control system, 5. skill of leadership, motivation, and award, 6. skill of selection, placing and developing human resources) and achievement in sport competition (e.g.1. best achievement, 2. goal achievement, 3. performance in championship). The interview contain for checking the answered all of questionnaire.

## III. RESULTS

Respondent rating of attributes reported as importing for empowering coaches in training process were identified through descriptive statistics. In order to identify significant relationship between each of the previously identified predictor variables and respondent' empowerment coaches in training process, a series of Pearson correlation were completed. Table 1 indicated that while result demonstrated that empowerment were significant relationship with the achievement in sport competition (sig = 0.000, p < 0.05).

TABLE I. ANOVA OF PREDICTOR VARIABLES AND ACHIEVEMENT IN SPORT COMPETITION

| Model        | Sum of Squares | df | Mean Square | F      | Sig   |
|--------------|----------------|----|-------------|--------|-------|
| 1 Regression | 452.389        | 6  | 75.398      | 46.993 | .000a |
| Residual     | 68.991         | 43 | 1.604       |        |       |
| Total        | 521.380        | 49 |             |        |       |

Predictors : (Constant), selection, planning, reward, evaluation, management information, development.  
 Dependent Variable : achievement

Table 2 contain a multiple regression analysis of the above predictor variables and achievement in sport competition. Information management (Sig = 0.003, p < 0.05), skill of

making decision (Sig = 0.002, p < 0.05), skill of selection, placing and developing human resources (Sig = 0,047, p < 0.05) yielded the strongest partial regression coefficients. Nevertheless skill of project planning, organizing and integrating system (Sig = 0.411, p < 0.05), skill of evaluating and internal control system (Sig = 0.996, p < 0.05), skill of leadership, motivation, and award (Sig = 0.657, p < 0.05), they were substantially lower than each of the above variables.

TABLE II. REGRESSION ANALYSIS FOR VARIABLE ACHIEVEMENT IN SPORT COMPETITION

| Model       | Unstandardized Coefficients |           | Standardized Coefficients | t      | Sig. |
|-------------|-----------------------------|-----------|---------------------------|--------|------|
|             | B                           | Std.Error | Beta                      |        |      |
| (Constant)  | -2.799                      | 2.103     |                           | -1.331 | .190 |
| Information | .556                        | .176      | .341                      | 3.162  | .003 |
| Man         | .708                        | .210      | .428                      | 3.371  | .002 |
| Decision    | -.128                       | .154      | -.056                     | -.830  | .411 |
| Making      | .000                        | .149      | .000                      | -.004  | .996 |
| Planning    | .033                        | .075      | .032                      | .448   | .657 |
| Evaluation  | .421                        | .206      | .233                      | 2.041  | .047 |
| Reward      |                             |           |                           |        |      |
| Selection   |                             |           |                           |        |      |

## IV. DISCUSSION

Research finding revealed that empowerment influence towards achievement. Consistent with previous research (i.e. Sharif Saleh, 2013) empowerment leads to higher satisfaction. That means when the satisfaction are higher achievement in sport will be realizable. Findings demonstrated that responding showing higher management / communication system ability, decision making skill, and selection ability, placement and development of human research, were got of best of all sub variables.

Research finding showed that coaches' communication style with athletes make more spirit and can received all things as coaches expectation's. Business leaders and business instructors agree on the importance of overall student/employee communication ability; however, they vary significantly regarding the importance of individual skill (Conrad & Newberry 2011). Moreover, decision making by coach very precise to overcome and accomplish all the problem when coaching take places. Coaches were made the decision which win-win solution for him and his athlete. The decision may not always be optimal, and it may not always be efficient; but if lives are saved, stability of operations restored, and the incident brought under reasonable control, the decision is considered to be effective (Klein et.al. in Comfort and Wukich, 2013)

Then selection ability, placement and development of human resources by coach very precise because of coach can choose which the athlete who has talent for the right position. For example: In playing volley ball, basketball, and football, which the power ability of athlete and then improve their weakness.

Whereas for 1) project planning ability, organizing and system integrating, 2) Evaluation system ability and internal controlled and 3) leadership ability, motivation and reward system aren't apply correctly. There are some coaches didn't

make good planning and didn't well organizing when coaching to their athlete. And evaluation did by coach without other, which evaluation just based on own thought without another aspects which may not be observed by them. Furthermore leadership, athlete motivations and reward seem unwell apply because of coaches tend to give punishment in verbal when athlete can not complete their work or do some mistakes in coaching.

The conclusion of this research is the implementation of empowerment is a beneficial thing which the organization possibility reaches goal especially in personal or institution achievement. In implementation empowerment is very complicated and need a long process, start from plan step until evaluation step. This allows the achievement possibilities which influence by empowerment.

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