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Journal homepage: <https://jurnal.javamutiaramedia.org/index.php/fairplay/index>

## Evaluation of Football Achievement Coaching Program at Academy Terang Bangsa Semarang

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### ABSTRACT

This research aims to evaluate the football achievement coaching program case study at Terang Bangsa Academy Semarang using the CIPP (Contexts, Input, Process, Product) evaluation model. This research is a qualitative descriptive research. The research location was at Terang Bangsa Academy, with data collection using observation, interview, and documentation methods. This research was conducted from April 24, 2024 to April 27, 2024 at the Terang Bangsa Academy training ground. The main data sources include athletes, coaches, and academy administrators. The data analysis technique used is data triangulation. The results showed that in terms of contexts, the organizational structure is running well. However, in terms of input, there are still shortcomings due to funding issues which are the main obstacle, where the academy depends on the Terang Bangsa foundation and donations from the church. In terms of process, the training program is running well with the implementation of an adapted Dutch football curriculum. Overall, in terms of product, the achievements have been good, as seen from the existing documentation. Suggestions on this research need to look for additional sources of funding apart from church and foundation donations, such as partnering with local governments or companies, to ensure the sustainability and development of the facility.

### ARTICLE INFO:

#### Article History:

Submitted/Received 2 July 2024

First Revised 16 July 2024

Accepted 3 August 2024

First Available online 15 August 2024

Publication Date 18 September 2024

#### Keyword:

Program Evaluation, Achievement Development, Football

### 1. INTRODUCTION

Sports coaching is an effort to achieve the highest achievement. The achievement sports coaching program is designed to advance various sports in Indonesia, with each sport directed to achieve achievements at the regional, national and international levels. The main goal of achievement coaching is to foster athletes from an early age, select talents in each sport, and achieve maximum achievement. In order for national sports coaching to run effectively and systematically, identified components are needed. The components needed in building a national sports coaching system include: 1) Objectives, 2) Management, 3) Workforce factors, 4) Athletes, 5) Facilities and infrastructure, 6) Structure and content of the program, 7) Learning resources, 8) Methodology, 9) Evaluation and research, and 10) Funding (Harsuki, 2012).

A structured, well-planned, regular, and sustainable coaching process needs to be evaluated because a work program can only know its success after going through an evaluation. According to

Suharsimi (2006) , evaluation is the process of determining the results that have been achieved from various activities planned to support the achievement of goals.

Football is a sport played by two teams of 11 players each, also known as teams. The main objective of the game is to score as many goals as possible against your opponent while protecting your own goal from being conceded. A team will be declared the winner if it scores more goals than its opponent; if the number of goals is equal, the match is considered a draw. In soccer, each team must have players who have sufficient physical ability and technical skills to play for 90 minutes or more, in order to maintain a solid and consistent game. Soccer can be played outside the field (outdoor) or indoors (indoor) (Harjanto, 2020) .

Football is growing rapidly in Indonesia due to its popularity among the public, creating opportunities for the advancement of the sports industry and quality athletes. Persatuan Sepak Bola Seluruh Indonesia (PSSI) regulates and organizes football activities, with the main goal of holding competitions to find talented players.

The existence of the club is very important because it is the center of coaching and a forum for football athletes in the process of forming professional players. The emergence of professional athletes cannot be separated from the coaching process carried out by sports clubs (Muryadi, 2017) . Structured athlete coaching requires age-appropriate training programs, designed by licensed coaches. This includes the existence of a Football School (SSB), adequate facilities, sufficient funding, and good relations between SSB, community, and government.

Terang Bangsa Football School (SSB) in Semarang, established on October 5, 2009 and located at Jl. Arteri Utara - Grand Marina Complex. On 30 August 2023, the researcher interviewed SSB U-15 Head Coach, Peter Sianjuon, who is licensed C AFC, to research the issue of athlete recruitment as many players who took part in the selection did not meet adequate standards.

The following are the achievements of the last 1 year of football at SSB Terang Bangsa.

Table 1: Data on SSB Terang Bangsa Semarang's achievements from year to year

No.	Achievements made	Implementation
1	Governor's Cup 2017	February 1-3, 2017
2	Governor's Cup 2018	February 9-11, 2018
3	Soeratin Cup 2019	January 27-February 9, 2019
4	Dragon Cup	February 9-12, 2022
5	3rd place New Star Football Academy	August 19-20, 2023
6	Safin Cup 2024	July 27-28, 2024

Terang Bangsa Semarang Academy has shown good achievements, but the coaching process has not been optimal, especially in recruiting athletes. Athletes from various regions still have difficulty adjusting to the existing training program. The interviewee explained that at Terang Bangsa Football School, there is a lack of human resources, especially in the selection of athletes who do not meet the standards. Although the training facilities are adequate, the organizational structure still has dual positions such as secretary and treasurer, which hampers effectiveness. In addition, funding only comes from monthly fees paid by athletes and from the Foundation.

In this study, the evaluation used the complex CIPP Model, which includes Context, Input, Process, and Product. The CIPP model, developed by Stufflebeam (2015) , This model is used to help evaluators assess the performance of programs, projects, and institutions by evaluating the extent to which the program goes according to plan and achieves the desired results. (Mulyatiningsih, 2015) The CIPP evaluation model thoroughly investigates all stages of the program, from the conception of the idea to the results achieved after implementation. Evaluation research with the CIPP Model focuses on the four elements described by Stufflebeam in Sugiyono's (2014) , namely: 1) Context evaluation aims to evaluate the initial rationale for a program. 2) input evaluation to assess program planning and the use of available resources. 3) process evaluation to ensure program implementation in accordance with the plans that have been made, 4) product evaluation to assess the overall results achieved by the program.

## 2. METHODS

This research method uses a qualitative descriptive approach. The location of this research was at the Terang Bangsa Academy Semarang, Jl. Arteri Utara-Complex Grand Marina, Semarang City, Central Java-50144. The informants in this study consisted of 3 coaches, 3 administrators, and 5 athletes. The sampling technique used is purposive sampling and snowball sampling because in this research considers the ability of individuals to provide as complete information as possible to researchers. And also this research starts with a small number of informants and, if the information provided is insufficient, the researcher increases the number of informants. The collection technique was carried out by combining observation data, interviews, documentation. This research data analysis uses data reduction, data presentation, and conclusion drawing

## 3. RESULT AND DISCUSSION

### a. Context

Akademi Terang Bangsa Semarang has a very good and neatly organized organizational structure, where each member carries out their respective responsibilities and duties with dedication and professionalism. An organization is a group of people who work together to achieve a common goal. It exists to achieve goals that cannot be achieved by individuals alone (Covell et al., 2012). Cooperation between organizations and institutions in the governance of sports coaching is a key factor in achieving success in performance coaching. The background of this coaching program is based on the Dutch curriculum that has been used since the academy was first formed in 2018, and this curriculum has continued to be updated and adapted to the development of football to date. The relationship between coaches, athletes, and administrators is harmonious and mutually supportive. Good and open communication is always maintained between all parties, so that every development and need of the children can be monitored and responded to appropriately.

The main goal of the Terang Bangsa Academy is to turn its athletes into competent and high-achieving professional players. The academy's vision and mission, combined with the Dutch curriculum implemented by the coaches and administrators, serve as a strong foundation in achieving this goal. With the implementation of this curriculum, Terang Bangsa Academy strives to ensure that each athlete receives training that not only focuses on improving their technical skills but also on their mental, physical and emotional development. This is crucial to building the character and mentality of a true athlete. In addition, the academy's clear vision and mission provide concrete direction and goals for the entire team, including coaches, athletes, and administrators. Through these structured and directed efforts, Terang Bangsa Academy continues to be committed to producing professional athletes who not only excel at the national level but also in the international arena.

The coaching program at Terang Bangsa Academy Semarang is based on a Dutch curriculum designed by head coach Ronald Lepez. This curriculum has been a strong foundation since its inception, thanks to Ronald Lepez's experience and expertise in Dutch football. He formulated a comprehensive and structured training program, which was then implemented by other coaches at the academy. The training program not only focuses on improving the technical and physical skills of the athletes, but also covers the mental and tactical aspects that are very important in modern football. The curriculum implemented at Terang Bangsa Academy reflects the Dutch philosophy which is renowned for its progressive and innovative approach. Along with the times and the changing dynamics in the football world, the training program is designed to constantly evolve and update. Terang Bangsa Academy ensures that the training program is always relevant and in line with the latest advancements in sports science and technology. Thus, athletes are not only equipped with the necessary skills to compete at a high level, but also adaptive to the changes and challenges that arise in the world of football.

### b. Input

According to Pate Rotella, cited in the work of Sanusi Hasibuan & Hariyanto (2009), a coach is a professional who is responsible for helping athletes and teams to improve their sports performance. Coaches are expected to be able to design training programs both short and long term. In addition, as a coach, the ability to communicate effectively with various parties, ranging from

high-level sports administration to athletes, is essential. The role of a coach includes planning, leading, supporting as a friend, guiding, and controlling the training program. In the process of recruiting athletes at Terang Bangsa Academy, several strict criteria are applied to ensure the quality and dedication of the coaches who will coach athletes. First, coaches must be willing and committed to following the curriculum that has been implemented by the Terang Bangsa Academy. This curriculum, which is designed based on Dutch football, coaches must have a deeper understanding and ability to apply training methods that have proven effective in developing athlete potential. Another important criterion is that the coach must have an AFC C coaching license. This license ensures that the coach has the basic knowledge and skills required in coaching, as well as an understanding of international standards in football coaching.

The athlete selection process at Terang Bangsa Academy Semarang consists of three main stages. The first stage is a small field test, which focuses on the basic technical skills mastered by prospective athletes. This test is important to identify each participant's initial ability and determine whether they have the potential to develop further. The second stage is the physical test, which assesses the physical condition of the prospective athlete. These tests cover various aspects of strength, speed, endurance, and agility. These physical tests ensure that athletes not only have the technical skills, but also the physical condition to support their performance in various sports. The third stage is the big field test, which is the final and most thorough test. Prospective athletes are tested in a situation that is more similar to a real match, to see how they display their ability to play football.

Sports facilities are supporting facilities that include various kinds of equipment and equipment used in sports activities (Ihsan & Badaru, 2014). Terang Bangsa Academy Semarang has facilities and infrastructure that are quite complete and meet national standards for a coaching academy. The equipment available at the academy includes balls, cones, markers, vests, ball pumps, ball baskets, and corner flags. This equipment is used for training and helps athletes develop their technical and tactical skills. The academy is also equipped with three pitches that can be used for training and matches. These fields are equipped with goals that meet competition standards. In addition, there is also a meeting room used for team meetings and strategy discussions. To support the storage needs of training equipment, Terang Bangsa Academy has an adequate warehouse to store all equipment properly. An athlete's mess is also provided as a comfortable place to stay for the athletes left at the academy, ensuring they have a proper and close to training facility. All facilities and infrastructure at Terang Bangsa Academy are well-maintained thanks to a caretaker who is responsible for their upkeep. These caretakers ensure that all facilities are always in good condition and ready for use. With these complete and well-maintained facilities, Terang Bangsa Academy is able to provide an ideal environment for the development of athletes. The facilities, which meet national standards, reflect the academy's commitment to supporting athletes in reaching their full potential.

#### c. Process

An exercise program is a series of planned activities carried out regularly and repeatedly by the trainer to achieve predetermined exercise goals. The program formulates the effective methods and efforts needed to achieve the desired goals. Meanwhile, a training system is a series of regularly interconnected activities. The main goal of a training program is to improve the quality and ability of athletes so that they can achieve their best performance. The success of an achievement coaching program in sports is highly dependent on the quality of the training program implemented by the coach, which includes various aspects such as physical, technical, tactical, and mental training. According to Achmad Softyan Hanif (2015:38), Training is a structured process of performing exercises or activities, which are performed repetitively with increasing intensity or difficulty over time. The training program of Terang Bangsa Semarang Academy implements a football curriculum originating from the Netherlands, known as KNVB. This curriculum has proven effective in producing football athletes at the academy. The academy's head coach, Ronal Lepez, who hails from the Netherlands, has brought the curriculum to Terang Bangsa Academy since its inception. The KNVB curriculum is comprehensively designed to accommodate various age groups, from young children to 17-year-olds. Each age stage has a different training program, designed for gradual and sustainable physical fitness. For example, for children aged 5 to 7 years old, the program focuses

more on introducing basic techniques in football through fun games. For the 8 to 12 age group, the training focuses more on developing individual techniques as well as introducing the basics of game tactics. As the children move into the 13 to 17 age group, the training becomes more intensive and focuses on developing more complex tactics, as well as improving physical and mental fitness. The implementation of this Dutch curriculum at Terang Bangsa Academy not only aims to develop the players' individual skills, but also to build character and sportsmanship. The exercises also include learning values such as teamwork, discipline, and fighting spirit, which are very important in the life of an athlete.

#### d. Process

Product evaluation is an important component of the coaching program conducted by the academy, and has a direct impact on the quality of athletes. The final part of the coaching process is achieving the goal of peak performance, also known as optimal achievement. According to Anggit Dwi Aszari (2015:2 ) , optimal sports achievement can be achieved through effective and appropriate coaching, with an emphasis on physical, technical, and mental training. Coaching that is carried out regularly, systematically, programmed, and sustainable, and supported by a science and technology-based approach, can produce high individual achievements from athletes recruited by professional league soccer clubs. Terang Bangsa Semarang Academy has achieved a number of proud achievements in the various tournaments they participated in, ranging from regional, regional and national levels. These achievements reflect the academy's commitment in preparing athletes optimally, both through training programs and support from coaches, administrators, and parents. This achievement is a testament to the hard work and dedication of all parties involved in the academy, as well as a motivation to continue to achieve achievements in the future.

## 4. CONCLUSION

Based on the results of research and discussion obtained, it can be concluded that the coaching of football achievements of the Terang Bangsa Semarang Academy is as follows: 1) Their organizational structure is good. Each member carries out their duties and responsibilities well according to their respective roles, 2) Coaches at this academy have competence with C AFC and D National licenses, 3) The process of recruiting human resources is good and in accordance with applicable procedures, 4) The facilities and infrastructure available are considered to meet national standards, 5) The academy's training program adapts the Dutch football curriculum (KNVB), 6) Achievements have been made at the regional, regional and national levels.

## AUTHOR'S STATEMENT

Stating truly that this artikel is my own work and does not plagiarize the scientific work of others, either in whole or in part

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