



## Sports Human Resources Development (Human Resources Management Survey in Petanque Sport Branch, Surakarta City)

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### ARTICLE INFO

*Keywords:* Development, Sports Human Resources, Petanque Surakarta Cit

*Received :* 4 July

*Revised :* 19 July

*Accepted:* 23 August

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### ABSTRACT

The existence of sports human resources in the petanque sport in Surakarta City, competency development in various ways is needed so that human resources in petanque sports in Surakarta City can be competent in completing their main tasks and functions. The aims of this study were to: (1) Know and describe the flow and process of sports human resource management in the petanque sport in the city of Surakarta. (2) Knowing and describing the potential of sports human resources in the petanque sport in Surakarta City. In this study the method used is descriptive qualitative with an inductive approach. The sample used. Data collection techniques used in this study were interviews, observation, questionnaires and document collection. Data analysis used interactive analysis includes data reduction, data presentation and drawing conclusions and verification. The findings from the research conducted included: (1) The sports human resource management process carried out by Petanque Surakarta City has fulfilled the provisions of the running of the organization, namely processes in the form of planning, organizing, directing and supervising. (2) The potential of Human Resources for the Petanque Sport in Surakarta City in general has not been optimally developed. This can be seen from the results of the data obtained from several indicators, namely the number of Sports Human Resources, qualifications, involvement in activities, achievements and welfare of the Surakarta City Petanque

## **INTRODUCTION**

In the context of optimizing Indonesia's development, at the stage of development and development in the field of sports to continue to strive for processes of efficient and effective practical steps to achieve the nation's aspirations to form Indonesian people who activate physical and spiritual health. (Fatoni et al., 2022) Sports coaching and development is an integral part of the national sports development process in improving sports human resources for the formation of character and personality in the form of discipline, sportsmanship and a high work ethic. (Fatoni et al., n.d.) Improved quality of health will support increased achievements that can awaken national pride and bring the name of the country and increase the spirit of patriotism (Nugroho, 2019). In Law Number 3 of 2005 (No. 3 M) concerning the national sports system, it is stated as it regulates sports training and development which can be carried out by every Indonesian citizen and obtains the same rights through; participating in sports activities in sports services, choosing and participating in types or sports according to their interests and talents, obtaining direction, training, support, guidance and development in the sports system, and becoming sports actors. (Mutohir & Maksum, 2007)

Along with its development, sports are used as a means to elevate the dignity of individuals, groups and nations. This can be achieved with proud achievements through sports. (Kristiyanto et al., 2012) To achieve this vision and mission, district/city governments are required to optimize sports management, coaching and development in accordance with their main duties and functions and responsibilities. (Fatoni et al., 2023) Regency/city governments are required to manage and carry out sports coaching and development in accordance with their inherent authority and responsibility. Planning the process of fostering, developing, implementing standardization and raising good local excellence-based sports resources as an effort to achieve the vision and mission of advanced national sports (Widodo et al., 2023) to optimize management at the level of sports human resources, the government needs special attention, in this case the Surakarta City Youth and Sports Education Office and the internal structure of sports human resources, the Petanque sport branch, Surakarta City, which will manage sports human resource management both education, recreation and achievement in the Petanque sport in Surakarta City. In the grand design of national sports (Setiawan & Oktriani, 2022) in which a master plan document is contained containing policy directions for fostering and developing national sports that are carried out effectively, efficiently, superior, measurable, systematic, accountable and sustainable within the scope of sports education, recreational sports, achievement sports, and the sports industry. This is closely related to optimizing the implementation of sports human resource management in the petanque sport in Surakarta City. There needs to be actual integrated steps and collaboration between the government of Surakarta City, KONI Surakarta City, educational units, institutions, associations and sports organizations as the managing party in developing and strengthening the Petanque sport branch in Surakarta city needs to behave and make strategic steps to develop sports branches Surakarta City Petanque. One of the steps that needs to be taken is

empirical data regarding the management of sports human resources, both educational sports, recreational sports and achievement sports in the petanque sport in the city of Surakarta. In this context the research conducted by researchers is an attempt to find out the implementation of sports human resource management in the petanque sport branch in Surakarta City. From the background above, the title of the research is "Sports Human Resource Development (Human Resource Management Survey of Petanque Sports Branch, Surakarta City)."

## **METHODOLOGY**

This research uses descriptive qualitative method. Data collection through direct interviews, questionnaires, and observation. The data sources in this study were sports human resources in the scope of the Petanque sports branch in Surakarta City, namely Athletes, Sports Coaches, Sports Coaches, Sports Teachers, Sports Psychologists, Sports Instructors, Sports Physiotherapists, and Sports Medical Personnel. The sample method used is purposive sampling. The data analysis used is interactive analysis which includes four stages: (1) data collection stage, (2) data reduction stage, (3) data presentation stage, (4) conclusion/verification stage.

## **RESULT**

### **1. Sports Human Resource Management**

Obtaining data from the research results collected along with data analysis, it can be seen that Petanque City of Surakarta has carried out a well-structured and planned sports management planning process which is determined during the implementation of regional sports meetings which are held once every four years to determine work programs in this case parenting at the Surakarta City National Sports Committee in the next 4 years and a short-term program, an annual program is prepared once a year with reference to the work plan that has been determined at the regional sports meeting. The work program for the petanque sport in the city of Surakarta consists of a work plan in accordance with the main tasks, functions and authorities in each management area in strengthening and developing sports human resources in the petanque sport in the city of Surakarta. Organizing has been carried out and efforts have been made as evidenced by the existence of an organizational structure in management based on the needs of the organization in carrying out organizational activities that are arranged according to position in realizing the vision and mission of the organization. In the management that is formed there are several fields and commissions that have duties, authorities, and coordination lines that have been determined in the AD/ART. These principles have been implemented in carrying out organizational activities in the Petanque sport branch in Surakarta City. In the process of carrying out organizational activities, the Petanque sport branch in Surakarta City empowers its members in carrying out their respective main tasks and functions of each field. Organizational activities are carried out in tandem and integrated with the implementation of activities carried out by sports human resources with a full sense of discipline and responsibility in accordance with the duties and

obligations to achieve the vision and mission of the organization with good, effective and efficient processes as expected. To carry out the activities of the human resource management organization for sports in the petanque sport, the City of Surakarta receives organizational funding from the regional government budget of the City of Surakarta. In the process of running the wheels of the organization, supervision of the human resources for the sports branch of the Pentanque sport in the city of Surakarta is carried out in line with a series of implementation of sports activities in the city of Surakarta. Reporting on activities carried out at the implementation of regional sports meetings as an accountable report for the next 4 years and regional management meetings as an accountability report for 1 year. The report contains accountability for the results of petanque activities that have been carried out by the management of the Surakarta City Petanque sport for a certain period of time. In addition to this reporting, it is also supervised by the public and the financial audit agency in charge of auditing finances. From the description above, the management of the petanque sports branch in Surakarta City has proceeded with a series of management processes that are already good although there are still some deficiencies which are a natural thing, what has been done optimally is the process of planning, organizing, activating and supervising.

## **2. Development of Sports Human Resources**

### **a. Sportsman**

The empowerment of athletes in the petanque sport in the city of Surakarta has not been maximized, the mapping of the development of athletes has not been uniform and the local government is still selective in training and development in the regions, many athletes have not been paid attention to, so that the potential of athletes has not been optimally developed. However, there are also outstanding athletes at the regional and provincial levels, but very few compared to the number of athletes in other sports. The provision and implementation of a reward system for athletes needs to be optimized by the local government and the administrators of the petanque sport in the city of Surakarta need more attention. With the principle of athlete development which is integrated with career planning, especially after athletes are no longer actively competing which refers to awarding in Law no. 3 of 2005 concerning the National Sports system.

### **b. Sports Coach**

#### **i. Sports Branch Manager**

The coach for the petanque sport in Surakarta City has been selected and appointed by the management with the main tasks and functions in the organization. Sports coaches are entitled to increase in knowledge and skills, awards and legal assistance. The petanque sports coach has been running properly in carrying out its obligations in developing and strengthening the board and the elements in it.

#### **ii. Coach of the Sports Association**

The practitioners of the petanque sport in the city of Surakarta are the coaches. Coaches are entitled to optimize the empowerment of sports human resources in the form of increased knowledge, skills, awards and legal assistance. The coaches also received attention from the regional

and provincial governments. However, the coaches have an impact and influence on the future of sports human resources and do not neglect the development and strengthening of the optimization of sports human resources in the sport of petanque in the city of Surakarta.

**c. Sports Force**

**i. Coach**

For now, coaches in the petanque sport in Surakarta City are not sufficient. Evidenced by the not so many trainers who have trainer licenses and certificates to train, so that the development is less than optimal. There are several things that serve as an assessment of the lack of development of petanque trainers in Surakarta City, namely the lack of petanque sports clubs where they can develop their coaching potential, the lack of competitions or competencies held at the regional level, and trainers who are not a regional priority, and only the coaches of leading sports receive the attention of the government. The future of coaches still depends on the results of the coaches' work, such as being involved in official multi-event championships, but coaches do not get regular work from branch administrators.

**ii. Physical Education teacher**

Sports teachers in the city of Surakarta, both at the junior and senior high school levels, in terms of qualifications, not all of them are familiar with the sport of petanque. So that it is necessary to develop and strengthen directly integrated by regional administrators to optimize the spread of petanque sports in Surakarta City to schools. Sports teachers in Surakarta City are dominated by sports graduates who understand the main tasks and functions of a teacher.

**iii. Referee**

Referees for the petanque sport available in Surakarta are inadequate. Only a few coaches have a professional referee certificate or license for the sport of pentane. Only referees from popular sports, the majority of whom have licensed professional referees, such as football, athletics and volleyball. This is due to the government's lack of attention to non-eminent sports referees in Surakarta City and rarely holding upgrading for referees to obtain licenses, thus hampering the potential of referees to develop optimally.

**iv. Medical personnel**

Professional medical personnel in the sport of petanque in the city of Surakarta are not really needed. Medical personnel are needed when carrying out multi-event championships only. In addition, medical personnel also have an important role in physical development to help optimize the health of athletes. The majority of people in the petanque sport in Surakarta City still trust traditional health workers such as cupping and masseurs. Even though the current sports scientific and technological developments have guaranteed their professionalism.

**v. Nutritionists**

Sports nutritionists act as partner coaches in an effort to improve athlete performance. In this case nutritionists do not yet have a place and an

important role for people in the petanque sport in Surakarta City with expertise as professional nutritionists who have a knowledge and nutrition base to optimize the physical and physical development of athletes. The profession of a nutritionist in Surakarta City is still very small so that it can be used optimally by the regional government for the petanque sport in Surakarta City. However, what happens in the field is that nutritionists are often not involved in the petanque sport in the city of Surakarta. This is unfortunate because nutritionists are basically assistants in a team in sports to optimize athlete performance, both health and stamina.

## CONCLUSION AND RECOMMENDATION

Based on the results of the research above, and the findings in the field, it can be concluded as follows: The existing process in the management of Sports Human Resources carried out by sports human resources in the petanque sport branch in Surakarta City has fulfilled the rules on the basis of running a organization, which consists of planning, organizing, actuating and controlling processes. Several evaluations were carried out by the management related to the development and strengthening of management so that it is more effective and efficient in advancing the performance of sports management resources for the petanque sport in the City of Surakarta. It is expected that the government's optimal attention to the human resources of the petanque sport in Surakarta City can have a good impact on all existing organizational systems.

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