

Evaluation of the Football Achievement Development Program in Indonesia Muda Purwokerto Soccer School



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ABSTRACT: This research aims to determine the evaluation of the football achievement development program at SSB IM Purwokerto, examining it from the aspects of context, input, reaction, and outcome (CIRO) as well as finding out whether the achievement development program that has been running at SSB IM Purwokerto has been managed optimally. This research is a type of qualitative research using the CIRO evaluation model. The sampling technique used purposive sampling technique to obtain a sample of three program administrators, three trainers, and six student parents. The evaluation uses a qualitative approach. Data collection uses research instruments in the form of interviews and documentation. The results of this research, namely the evaluation of the SSB IM Purwokerto achievement development program from all aspects, obtained adequate criteria, which means moderate so that the SSB IM Purwokerto achievement development program is still not optimal. The results of each aspect, namely the context aspect, are sufficient criteria, input is insufficient, reaction is good and the outcome is sufficient. There are important notes on the context, input, and product aspects. Recommendations for managers include the context aspect to increase the number of administrators so that management performance is more optimal, the input aspect to be more frequent and broader when promoting and counseling the opening of player recruitment, and provide facilities to support the progress of SSB IM Purwokerto students so that the potential of players is more visible during tests. recruitment, process aspects to be further optimized so that they become even better, and product aspects when the SSB IM Purwokerto team participates in tournaments, most of the players but the coach must be able to maximize the existing players and become champions in the tournaments they participate in.

KEYWORDS: Evaluation, football, achievement coaching, management, soccer school

I. INTRODUCTION

The development of sports achievements aims to increase the progress of all types of sports in Indonesia. Each type of sport has its achievement development program, both at the local and national levels. In sports development efforts, there is an interaction between the coach's perception of motivating his athletes and the coaching behavior patterns implemented, although the impact is still not fully understood. [1] Developing children from an early age is the main goal of the achievement development program; this makes it possible to search for children's talents in various types of sports to achieve optimal performance. To achieve this goal, national sports development requires several important components apart from the development that has been identified. Public policy and cultural development can improve sporting achievements, both at the national and international levels. Management, targets, athletes, environmental factors, program structure and content, facilities, methods, learning resources, funding allocation, as well as evaluation and research are components contained in the national sports development system.

The game of soccer is a sport that is very popular and popular, not only in Indonesia but also throughout the world. This fact shows that this sport is in demand by various groups, from children, teenagers, and adults, to the elderly. The development of football has now reached a stage where success at a young age is very important. With the existence of clubs and Football Schools (SSB), potential talented players have emerged, who are expected to be useful for the Indonesian National Team. The importance of the existence of clubs or Football Schools (SSB) is very fundamental because they act as the core of revival and the center for

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the development of achievements in the football coaching process. The main goal of SSB is to create a coaching system that is more consistent and integrated, as well as being the answer to overcoming the coaching system for young players in Indonesia which has so far been considered ineffective. As an entity, SSB has a crucial role in providing guidance, coaching, directing evolution, and utilizing the special abilities possessed by students, with the main focus on football talent. According to researchers' observations, SSB IM Purwokerto was identified as an SSB with high potential for coaching and developing football athletes. [2] Explain that physical condition is one of the important elements for achieving achievements in sports, along with mastery of tactics, mentality, and technique.

This research will discuss in more detail the achievement improvement program in the SSB IM Purwokerto football branch. Therefore, developing a training program for high-achieving athletes is the main focus with specific goals to be pursued, both in the short, medium, and long term, by the vision and mission that have been set. This is done through gradual evaluation, ensuring that every aspect of the program meets predetermined standards. Key contributors to this effort include coaches, management, and the athletes from SSB IM Purwokerto itself.

Based on the researchers' observations, the achievements of SSB IM Purwokerto's football sport have not yet reached optimal levels. The following are the achievements from 2022 to 2023 in the sport of football at SSB IM Purwokerto.

II. METHODS

This evaluation study is useful for exploring and describing conditions or objects in real situations, as well as for exploring a deeper understanding of the various challenges that arise, which are reflected through qualitative data such as images, text, or events in the original environment. The method used is a qualitative descriptive approach, the aim of which is to detail and understand actual conditions through descriptive data collection, direct observation, and evaluation using the 'CIRO' model. This model differs from Kirkpatrick's evaluation model in several aspects and proposes four areas of measurement for data collection: evaluation context, input, reaction, and outcome. This research involved administrators, coaches, and players from SSB IM, who were all interviewed to provide additional data support for this study. Population is the subject of research. The population in this study were the administrators, coaches, and guardians of the SSB Indonesia Muda football academy, totaling 62 people with the following details, 11 administrators, 5 coaches, and 46 players.

III. RESULTS

Evaluation of the achievement development program at SSB IM Purwokerto based on the context evaluation in this research was carried out by considering the views of administrators and coaches. Context evaluation is considered an inseparable part of the tasks carried out by the management of an organization. According to the same source, the purpose of context evaluation is to collect information about various priority needs, so that program objectives can be formulated effectively. After the data is collected through the documentation process and interviews with various respondents, the research results can be concluded. Based on the results of interactions between researchers and respondents in interviews, it can be concluded that there is a shortage of personnel in the social media application management team for SSB IM Purwokerto. However, the existing management has succeeded in implementing the coaching program strategies well. However, they faced obstacles in establishing collaboration with the schools that were targeted by SSB IM Purwokerto. The coaching program is designed collaboratively by administrators and coaches through work meetings held once a year. Apart from that, the central management of SSB IM Purwokerto is also involved in providing assistance in coaching and achieving achievements. Input Evaluation

The assessment of the achievement development program at SSB IM Purwokerto in the context of input evaluation in this research is based on input from administrators, trainers, and participants. Input evaluation includes evaluation of the implementation of the program plan that has been designed. Topno, (2012: 20) further states that "input evaluation involves an examination of the intended content of the program. It is designed to assess the extent to which program strategies, procedures, and activities support the goals and objectives identified in the needs assessment and context evaluation". In this research, input aspects include players, coaches, administrators, facilities & infrastructure, funds, and parental support. After the data is collected through interviews and then processed, research results are obtained

Input evaluation is an assessment of the initial ability of a condition to support a program. Efforts to achieve the goals of a program can be carried out through an evaluation process of all resources obtained, employees or staff, steps, and alternative actions, as well as aspects of financial planning. Input evaluation evaluates alternative approaches, plan activities, workforce planning, and budgets to determine feasibility and potential cost-effectiveness in meeting needs and achieving established goals. In the context of this research, input evaluation is an activity to analyze the resources of athletes, coaches, and other supporters, such as funds, facilities, and infrastructure needed to achieve the program objectives. Making decisions regarding quality program planning tailored to identified needs is part of the role of input evaluation.

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Input evaluation involves assessing alternative approaches, planning activities, workforce planning, and budget allocations to assess their suitability and potential cost-effectiveness in meeting needs and achieving specified goals. In the context of this research, input evaluation involves an analysis of the resources of athletes, coaches, and other parties such as funds, facilities, and infrastructure needed to achieve the program's goals. Making decisions on quality program plans tailored to identified needs is the main role of input evaluation.

Reaction The results of the interaction in the interview show that the physical and technical development process at SSB IM Purwokerto has gone well, by carrying out regular supervision through direct visits to the training location of the SSB IM Purwokerto football players. Every week, the coach schedules mini-game practices or test matches between players from the academy. Apart from that, SSB IM Purwokerto also held tryout matches with teams from SSB or other football academies.

Evaluation Outcome Based on these results, it can be concluded that although the process that has been carried out has shown progress, it has not yet reached the optimal level because the achievements of SSB IM Purwokerto are still not as expected. This year, SSB IM Purwokerto only managed to get third place in the Banyumas Cup. However, there have been developments in terms of technique, physicality, activeness, and discipline of the players. The importance of good coordination between administrators and coaches, as well as administrators continuing to maintain harmonious relationships, is the key so that the coaching process can run optimally. Apart from that, regular evaluations need to be carried out so that the coaching program can achieve maximum performance in accordance with the stated objectives.

IV. DISCUSSION

Evaluation that has a target to provide learning principles for choosing a goal is context evaluation [4]. Contexts evaluation involves the identification of problems and needs that occur in special education settings, which provides an important basis for developing objectives that result in program improvement. This information is related to [5] that programs that have been determined must be explained in the vision and mission. One dimension or aspect that is tied to support from various agencies is the context dimension [6]. This evaluation describes relevant environmental conditions, describes existing and desired conditions in the environment, and identifies unmet needs and untapped opportunities. Input evaluation is the initial ability of a situation to support a program. Efforts to reach and achieve the goals of a program can be carried out through evaluation actions regarding the overall funds obtained, employees or staff, actions, and alternative actions as well as aspects of funding planning Purwanto [7].

Input evaluation assesses alternative approaches, activity plans, staffing plans, and budgets for feasibility and potential cost-effectiveness for meeting needs and achieving targeted objectives. About this research, Input evaluation is an activity to analyze the resources of athletes and coaches as well as other supporters such as funds, facilities, and infrastructure needed to achieve the program objectives. Deciding on a quality program plan tailored to identified needs is the role of input evaluation [8]. Reaction evaluation seeks to evaluate how trainees respond to the program. The main focus of this type of evaluation is on the participants' subjective view of their capacity development and efforts to improve it. Outcome evaluations should assess the impact of training and development on achieving program objectives. The authors identify four levels of outcome evaluation that are in line with Kirkpatrick's model, namely: trainee learning outcomes (such as changes in their knowledge and skills), workplace outcomes (such as changes in actual job performance), outcomes for relevant organizational areas (such as departments or specific unit), and outcomes for the organization as a whole. Measuring this last outcome is the greatest challenge because it must demonstrate that capacity development, when compared with other factors, produces concrete changes in the organization. Of course, this depends on the nature of the learning objectives. Goals that produce concrete, observable, and measurable results, such as reduced operational costs (e.g., reduced fuel costs for police vehicles), improved police services (e.g., crime prevention guidelines), and increased work efficiency (e.g., patrol methods structured), will support this evaluation approach.

Based on the research results, SSB IM Purwokerto is classified as "fair" and is still unable to optimize the potential of its players. This is because SSB IM Purwokerto is a relatively new organization and still lacks experience. The lack of facilities and infrastructure is also a significant obstacle in the coaching process. Several players at SSB IM Purwokerto have good individual potential, but as a team, the results achieved have not been optimal. This happens because in tournaments, most of the players played come from the second tier, while many of the more qualified players are chosen to join other teams or are invited to take part in regional championships... or both teams have to advance simultaneously. According to R Hidayat et al., (2019: 42) stated that to improve the abilities and achievements of a team, it is mandatory to add a schedule of practice matches or tryouts with other teams, both in the city and outside the city to increase match flying hours for players and as evaluation material as well as progress in training. It is also hoped that positive parental support can improve the achievements of SSB IM Purwokerto so that they can achieve optimally.

V. CONCLUSIONS

Based on the known research results and discussion, it was concluded that the achievement development program at SSB IM Purwokerto was in the adequate category, but overall there was still much that needed serious attention if SSB IM Purwokerto's achievements were to improve. The results of the evaluation of the achievement development program at SSB IM Purwokerto, which is based on evaluation in context, are categorized as "sufficient". SSB IM Purwokerto has quite clear program goals and background which are reflected in their vision and mission. They have a structured organizational structure, where the administrators try to meet basic coaching needs, although there is a shortage of personnel in the administration of social media applications due to limited funding sources from the academy itself. However, overall, there are still many aspects of the context that require further attention. The results of the evaluation of the achievement development program at SSB IM Purwokerto, based on reaction evaluation, are rated as "good". In the process aspect, achievement development has gone well, as revealed in the interview results. In implementing the program, the coaches have carried out their duties according to the needs desired by the players. Even though SSB IM Purwokerto faces limitations, both coaches and administrators have tried their best to carry out their duties to achieve the goals of the coaching program. Based on the evaluation of the results of the achievement development program at SSB IM Purwokerto, the conclusion is that the program is in the "sufficient" category. Limited facilities become an obstacle in the coaching process. Evaluations carried out regularly, together with high motivation from players as members of SSB IM Purwokerto, supported by parents who provide positive support, are expected to improve the achievements of SSB IM Purwokerto so that they can achieve optimal performance.

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