

Implementation Of Regional Sports Performance Enhancement Program In South Sulawesi Province

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Abstract : The recruitment form of regional sports performance enhancement programs is very important. It is a part of Management guidelines for regional Sports Performance Enhancement (PPOD) Number: 154 year 2018 in youth service and sports South Sulawesi. PPOD Program is a government product of South Sulawesi as the basic foundation to improve the achievement of regional athletes in South Sulawesi province in preparing the pre-PON (National Sport competition and national Championships in 2019). The problem of the study was how the recruitment process for the PPOD program in the Youth and sports Department of the South Sulawesi Province in 2019 was implemented. The purpose of this research is to know and analyze the recruitment process of PPOD in the Youth and sports Department of South Sulawesi Province. This method of research is qualitative with a descriptive analysis approach. The focus of this research is recruitment. Data collection techniques were observations, interviews and document studies. Data validity uses the triangulation method. Data analysis procedures are data reduction, data presentation, and draw conclusion. The results of this study showed that the process of recruitment, engineering, medical and psychological personnel, monitoring and evaluation teams, instructor personnel, administration personnel using a form of direct designation based on expertise and process. The trainer has a form of fit and proper test while the process of recruitment of athletes using the form of physical condition tests, psychological tests, health tests, skills tests and verification of documents. Therefore it can be concluded that the task force of recruitments, technical personnel, medical personnel and psychology, monitoring and evaluation teams, instructors, administration personnel, trainers and athletes in the regional sports performance enhancement program in South Sulawesi province in the year 2019 has been effective and efficient.

Keywords: Recruitment and Sports Achievement Programs.

1 INTRODUCTION

The foundation of the sports policy in Indonesia is the law of the Republic of Indonesia number 3 year 2005 about national sport system of 32 article stated that (1) The management of the national sports system is the responsibility of the Minister. (2) The government determines national policy, national sports standards, and coordination and supervision on the management of national sports[1]. Government regulation of the Republic of Indonesia number 16 year 2007 about sport implementation[2], government regulation of the Republic of Indonesia number 17 year 2007 about the maintenance of the week sport and sports championships[3], and government regulation of the Republic of Indonesia Number 18 years 2007 about the funding of sports.

Permenpora (sport minister regulation: Number: PER-0200. D/Menpora/6/2009 (Administrative institution governance). The objectives of the regulation are:

- To increase the capacity of the sports institution in improving the effectiveness and efficiency of coaching and development of sports.
- To improve the synergic exercise of institutional exercise in the implementation of policies, programs, as well as coaching activities and development of sports
- To realize the optimization of roles, duties and functions of sports institutions in accordance with the legislation.

Permenpora (sport minister regulation): Number: PER-0200. D/Menpora/6/2009 (the administrative of sport institution) explained its goal on (section 4). The objectives of sportsmen's governance include programs and activities that are integrated

into the implementation of educational sports, recreational sports, performance sports, disability Sports (paralddreams) and professional sports. In addition to *Permenpora*, No: 193rd 2010 (article 228) Sports Special services: Early childhood Sports & Elderly, disabled, society Institution. The effort to increase the sport achievement at the international level, the government has made a innovation to encourage the increase of national sports performance, by the issuing the regulation of the President Republic Indonesia No. 22 Year 2010, 27 March 2010 on Indonesia Gold Program (Prima) which includes:

- Talent development candidate of National **reliable** athletes
- Selection of candidates and the establishment of national **reliable** athletes
- Selection of the candidate and the establishment of the national mainstay trainer
- Application of high performance trainers
- Developing of social life and the life pattern of the national athlete
- Equipping the Prima Infrastructure and facilities
- Strengthening of the Organization's parent related to Prima[4].

The policy of sports achievement policy is a government decision to address public problems in the field of performance sports, introducing action of government intervention to improve the competitiveness of national and international sports. The governor of South Sulawesi Government stipulated internal rule number 154 year 2018 about the regional Sports Achievement Improvement

Management Guideline (PPOD) in order to improve the performance of athletes South Sulawesi. This is evidence of the seriousness of the governor of South Sulawesi in building and achieving of sports branches to prepare athletes in multi-event and single event at the national level such as national championships, PRA National Sports Week or the National Sports Week qualification stage and National Sports Week XX year 2020 in Papua province.

This regional program of sports performance enhancement (PPOD) requires human resources with integrity and expertise in implementing the program. To occupy positions such as task force, monitoring and evaluation team, technical personnel, instructors, medical personnel and psychology, administrative personnel, trainers and athletes are required the objective pattern of recruitment to avoid collusion, corruption and nepotism[5]. This in line with the [6] stating that strong policy able to systematize the process of implementation of program and one of the indicators is the recruitment of competent officers and trainer.

Regarding the process of recruitment therefore it should have restricted supervision of the related parties. The current recruitment process needs to pay attention to the background such as maintainers, trainers and athletes. While on the other side the process of recruitments is still less fair and open because there is still element of KKN (Collusion, Corruption and Nepotism) particularly in the process of recruiting staff and trainers in such kind of program. The recruitment process must be based on a predefined procedure.

Based on the background, the problem formulation in this research, then the research question addressed in this study is how the recruitment process for the implementation of PPOD program in the Youth Service and sport of South Sulawesi Province in 2019?.

2 RESEARCH METHOD

This research is a qualitative approach using a qualitative descriptive analysis. The focus and locus of this research are resource recruitment in the nursery program and the training of regional sports at the Youth and sports Department of Sulawesi Province in 2019. This research is a descriptive study of the pattern of the recruitment program of sports achievements. Data collection techniques through interviews on the sports Stockholders in South Sulawesi on how to process the recruitment of resources involved in PPOD programs, observation techniques in observing the recruitment process, and document reviews on form of information related to the manuscripts needed in this study. Study of such documents in the form of photographs and the like. After collecting data at the research site, the next step taken by researchers is to analyze using the following analytical techniques: a. Analyzing any information obtained through interviews and observations, b. analyzing data to understand the meaning derived from data C. Categorizing and classifying data by comparing the raw data that has been collected by transforming it systematically and structured to become one focus according to themes[7].

The data validation used is the triangulation technique

through the following steps; a. reduce data as activity that includes selection of data, focusing, simplification, and abstract of the data examined in the field, b. data presentation as an activity to collect data or information that is good and correct so that it can be concluded and taken further action, c. draw conclusions as the interpretation stage of all process of research results[8].

3 RESULTS AND DISCUSSION

Based on the results of this study then the result can give an overview of the process of the recruitment of the Regional Sports Achievement Improvement Program in the Youth and sports Department of the South Sulawesi Province in 2019. The form of recruitments implemented:

- a. Establishment of the Task Force for increasing regional sports performance in South Sulawesi province based on the decision of the Governor of South Sulawesi number: 235/1/year 2019 and the decision of the Governor of South Sulawesi Number: 1820/X/year 2019 about the establishment of implementing Committee, technical personnel, medical personnel, team monitoring and evaluation of instructors, Task Force, field officers, the administration of the match, coaches and athletes on the construction activities of Sport Branch achievements in South Sulawesi year budget 2019.. The main task of PPOD Task Force is responsible for the implementation of Sports Branch that will follow Pra PON XX 2019, carry out monitoring and evaluation of preparation exercises of Pra PON XX 2019 directly or indirectly, provide instruction and improvement to the training program of pre PON XX 2019 trainer, give technical consideration to the proposal of construction budget needs and equipment/equipment Sport branch of South Sulawesi province and make written To the performance development of athletes during pre PON XX 2019. And responsible for the governor of Sulawesi through youth service and sports. The cost used in the task force is sourced from the APBD Province of South Sulawesi. The form of rukruitmen based on the direct designation based on the expertise of human resources consisting of provincial officials, sports experts, the scope of youth and sports services, management of sports organizations and health/psychology personnel by the head of Office Youth and Sports Provinces of South Sulawesi, which coordinates with advisors, directors, supervisors of increased regional sports performance in the province of South Sulawesi in 2019. The organizational needs of Task Force arrangement consist of: Chairman, Secretary, Technical field, Monitoring and Evaluation field, instructor field, health/psychology and Secretariat. The amount of human resources involved in this research was 55 people. So, the main purposes of the recruitment of regional sports Performance improvement task is the process of selection of direct designation based on task-based skills and responsibilities in each field: Sports Engineering field, Monitoring and evaluation, field of physical instructors, health and psychology as well as

field of participation.

- b. The recruitment form of the trainer and the athletes in the regional Sports Performance Enhancement program in the Youth and sports Department of South Sulawesi Province in 2019 which was performed by the task force of the performance enhancement of the province of South Sulawesi in 2019:

- 1) A trainer's recruitment is implemented in the form of a fit and proper test or appropriateness test and feasibility. This test was conducted to find a trainer who has the merit in training the regional athletes who has excellence in order to improve the sports performance in the province of South Sulawesi. This test wants to know the life history of coaches and interview tests that include insight into sports training related to the analysis of opportunities, weaknesses, challenges and obstacles in training the sports branch consisting of physical condition, tactics and strategy of coaching, mental athletes and the analysis of match results. As for the condition to become a trainer of athletes enhancement of sports performance in the province of South Sulawesi, among others: having the ability of managerial system in training athletes proved by a certificate of minimal as a national trainer, able to develop training programs in micro and macro, has experience as a trainer in carrying athletes multi event or single event preparation of the Pre- PON and the national championships in 2019. The number of coaches recruited in the PPOD program in 2019 years were 105 people divided into several categories: Flagship I (one) 34 trainers consisting of several sports branches such as *Sepak takraw*, dance sport, paddle, karate, judo, athletics, beautiful swimming, screen/surfing, weightlifting, fencing and boxing. Mainstay II (two) 18 trainers consisting of several sports branches such as Petanque, football, Kempo, water skiing, motorcycle racing, Bilyard and gymnastics. Flagship III (three) 15 trainers consisting of several sports branches such as Cricket, rock climbing, Gate Ball, Bridge, Muaythai, diving and Futsal. Mainstay IV (four) 35 trainers consisting of several sports branches such as archery, badminton, volleyball, racing bicycles, shooting, Pencak Silat, Wushu, Taekwondo, Golf, basketball, *Tarung Drajat*, chess, table tennis, handball, Aerosport, Softball, Hockey, Soft Tennis, tennis court and pool. Flagship V (five) 3 trainers consisting of several sports branches such as Kabaddi, Yongmodo and *Arung Jeram*[5] So a major concern of the recruitment of sports trainer accomplishment is the open process selection by using a fit and proper system test to get a potential trainer in addressing the accomplished athletes should have an insight into the preparation of micro and macro training programs, be able to analyses the results of the match and have a certificate of regional, national and international sports trainers. Well-being and drug-free.
- 2) The form of the recruitment of athletes is carried out

in the form of physical condition tests, based on sports branches, sport skills test and verification of multi-event championship data and single event ranging from local, national and international level. The task of this athlete is to practice in preparation for the Pre- PON and national Championships in 2019. As for the condition to become an athlete of sports performance enhancement of the province of South Sulawesi, among others: once the champion at the international level, national and area evidenced by the Charter or medal, having a resident card of domicile in the province of South Sulawesi, free of drugs evidenced by the certificate of the authorities, the good conduct evidenced by the certificate from the authorities The number of athletes recruited in the 2019 PPOD program as many as 430 athletes divided by Category: reliable (one) 115 athletes consisting of several sports branches such as Sepak takraw, dance sport, paddle, karate, judo, athletics, beautiful swimming, screen/surfing, weightlifting, fencing and boxing. reliable II (two) 71 athletes consisting of several sports such as Petanque, football, Kempo, water skiing, motorcycle racing, Bilyard and gymnastics. reliable III (three) 58 athletes consisting of several sports branches such as Cricket, rock climbing, Gate Ball, Bridge, Muaythai, diving and Futsal. reliable IV (four) 171 athletes consisting of several sports branches such as archery, badminton, volleyball, racing bicycles, shooting, *Pencak Silat*, Wushu, Taekwondo, Golf, basketball, Tarung Drajat, chess, table tennis, handball, Aerosport, Softball, Hockey, Soft Tennis, tennis court and pool. reliable V (five) 16 athletes consisting of several sports branches such as Kabaddi, Yongmodo and rafting. Thus the major proposition of the recruitments of the athlete is the selection process to obtain athletes who excel using the form of physical condition tests, psychological tests, health tests, skills tests, drug-free and good behavior, domiciled in the province of South Sulawesi and have a charter or medal obtained in multi-event or single championships at the local, national and international level.

4 CONCLUSION

Based on the results of this research, it can be highlighted that the form of recruitments in the program of regional sports achievement improvement in the province of South Sulawesi in 2019 carried out by the Youth and Sports service of the Province of South Sulawesi, that form a task force to increase the performance of regional sports in South Sulawesi Then the Task force to increase performance of the provincial regional sport in South Sulawesi carried out the recruitment and improvement of regional sports achievement in the province of South Sulawesi in order to respond to the preparation of Pre-PON (a week national sport championship) and national Championships in 2019. The form of recruitment carried out by the Ministry of Youth and Sport of South Sulawesi Province

using the form of direct appointment based on the expertise for the task force, engineering, field of monitoring and evaluation, field of instructors, field of health/psychology and administration personnel. The Task force of the regional sports performance enhancement performs the trainer's recruitment by using the form of fit and proper test selection of the athletes; use the form of physical condition tests, psychological tests, health tests, skills tests, drug-free and well-conduct and document verification. Then it can be concluded that the Task Force recruitments, technical personnel, medical personnel and psychology, monitoring and evaluation teams, instructors, administration personnel, trainers and athletes in the regional Sports Performance Enhancement program in the province of South Sulawesi in 2019 has been effective and efficient

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