



Analysis of Coaches' Work Culture Behavior in DIY Province

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ABSTRACT

The purpose of this research is to analyze the coaches' work cultural behaviour in the DIY province in the context of POPNAS 2023 (National Student Sports Week) in Indonesia. The importance of this study is to evaluate the trainer's performance during the training periodization. This research uses the survey method, its analysis uses quantitative descriptive. The sample of this research is 40 trainers consisting of 15 types of sports, these sports will be competed in the Indonesian POPNAS (National Student Sports Week). The research instrument was a questionnaire in the form of a Google form consisting of 24 statement items. The indicators of the coach's work culture behaviour are divided into attitudes toward work and behaviour on time work. Test the validity of the instrument using Aiken's with a value of 0.898 and Cronbach's Alpha reliability test with a value of 0.791. The results of this study indicate that the cultural behaviour of DIY provincial trainers shows the results of "very poor" 4 coaches (10%), "less" 7 coaches (17.5%), "enough" 21 coaches (52.5%), "Good" 6 coaches (15%), "very good" 2 coaches (5%). Based on the results of research on work behaviour, the work culture of DIY coaches is in the dominant category of "enough". Thus it can be an evaluation material for all levels of coaches and sports organizations about the importance of coach awareness and other support including sports institutions so that they pay more attention to coaches. Suggestions from this study so that research can be developed by adding samples or research variables. Because research that examines the work culture of coaches is still little published.

Keywords: *Work Culture; Coach; Coaches Work.*

INTRODUCTION

Work culture has an important role for a coach in carrying out his work. The importance of work culture for coaches is to increase high work motivation, skills, and personality, to be able to develop achievements and develop a sense of solidarity and hard

work, and be oriented towards the future, especially sporting achievements (Crosby et al., 2022). Work culture is also a very important factor in sports so that the effectiveness of the coach's work can be increased by creating the right culture and can support the achievement of goals (Saclarides & Kane, 2022). Work culture is important because of its positive impact on achieving sustainable changes in the workplace including increased productivity. If the work culture tends to be bad, it will have a bad impact on the development of the organization in the future (Sarsur & Parente, 2019).

Work culture is something that needs to be considered in sports activities in building performance and work productivity so that it leads to success which is carried out with the awareness of each coach (Pavlenko, 2022). Then the work culture is also a quality way of daily work and always underlies meaningful values, so that it becomes motivational, gives inspiration, to always work better, and satisfies trained athletes (Gano-Overway, 2021). Every sports club or association must have a culture that is characteristic of each. In addition to functioning as a characteristic, work culture regulates relationships between fellow citizens, and positive values are reflected in behaviour.

In the process of training, the coach has a very important task and role. Therefore, the work culture of a coach will play a very important role in the process of carrying out this task (Mischenko et al., 2022). The coach's own work culture has a goal of changing the attitude and behaviour of existing athletes to improve performance to face various challenges in the future. (Prabowo et al., 2022; Cidral et al., 2023). Therefore, it can be concluded that the benefits of implementing a good work culture are increasing the spirit of helping each other, increasing togetherness, being open to each other, increasing the spirit of kinship, increasing the sense of kinship, building better communication, improving performance, being responsive to world developments outside. Coaches who have a good work culture will certainly bring positive values to the club and their athletes (Larsen et al., 2020). Coaches have quite a tough task, namely perfecting athletes as multidimensional beings which include physical, spiritual, social, and religious (Rebryna, 2021). An athlete who becomes a champion in various events, but whose daily behaviour is not following the prevailing religious norms and norms of social life, then this is one of the failures of the coach on duty.

The purpose of this research is to analyze the cultural behaviour of DIY provincial coaches in the context of POPNAS 2023 (National Student Sports Week) throughout Indonesia. The importance of this study is to evaluate the coach's performance during the training periodization. Apart from other research that discusses the work culture of coaches, only a few have been published in the form of scientific papers.

METHOD

This type of research uses a survey method then the analysis uses a quantitative descriptive (Kurniawan & Widigdy, 2021), (Allsabab & Harmono, 2022), (Allsabab & Sugito, 2023), (Prabowo et al., 2023). The sample for this study was 40 coaches consisting of 15 types of sports, of course, these sports will compete in POPNAS (National Student Sports Week). The research instrument was a questionnaire in the form of a Google form. The coach will be asked to fill out a questionnaire in the form of a statement of 24 items with a scale of 1 – 4. The following is a grid of instruments:

Table 1.
Instrument grids

Indicator	Sub-Indicators	Item Number
Attitudes Toward Work	Work seriously	1,2,3,4
	Maintain an attitude of respect and good relations with the organization, colleagues, parents of athletes, and athletes.	5,6,7
	Act following the rules of the organization\club.	8,9
	Act following religious values and norms that apply in society.	10,11,12
Behaviour on time Work	Be present on time in carrying out the implementation of training activities.	13,14,15
	Carry out the training process following the training program that has been made.	16,17,18
	Willing to get input, criticism, and suggestions	19,20,21
	Willing to work as a team with all parties involved	22,23,24

The statement items are based on previous research literature reviews and through *forums group discussions* (FGD) by sports academics. Before the questionnaire was distributed to the trainers to be answered, the next step was to test the validity using Aiken's with a value of 0.898 and Cronbach's Alpha reliability test with a value of 0.791. So that the instrument is valid and reliable for use in this study. Data analysis in this study used the help of SPSS version 26. In addition to filling out the package, the trainer will briefly look for work culture behaviour, so that the research results are more objective.

RESULTS AND DISCUSSION

Results

The following are the results of a study on the work culture behavior analysis of DIY coaches. But first, the first step is to do a normality test using the Shapiro-Wilk in Figure 1.

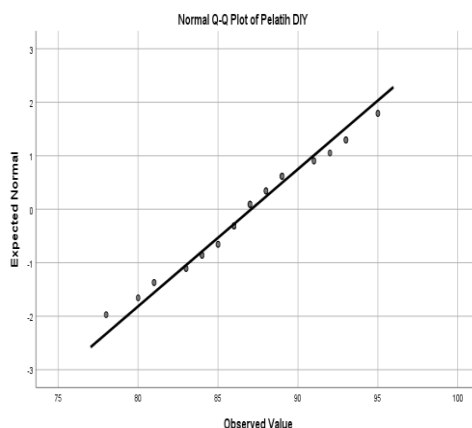


Figure 1.
Normality Test Results

Based on Figure 1, the point is close to a straight line. Then the significance value on the Shapiro-Wilk test shows Sig. 0.464 so that the research data is normally distributed and suitable for further analysis.

The second step is to analyze descriptive data to determine the interval. Following are the overall results of the DIY coaches' work culture behaviour in Table 2.

Table 2.
The Results of the Overall Work Culture Behavior of DIY Coaches

No	Interval	Category	Frequency	%
1	92,9 < 95	Very good	2	5%
2	89,01 < 92,9	Good	6	15%
3	85,13 < 89,01	Enough	21	52.5%
4	81,24 < 85,13	Less	7	17,5%
5	78 < 81,24	Very Poor	4	10%
Amount			40	100%

Based on Table 2, the work behaviour of trainers in DIY results showed "very poor" 4 coaches (10%), "less" 7 coaches (17.5%), "enough" 21 coaches (52.5%), "Good" 6 coaches (15%), "very good" 2 coaches (5%).

The next analysis is based on indicators of attitudes towards work, and these indicators are part of the work culture behaviour. These results can be seen in Table 3 below.

Table 3.
Results Attitudes Towards Work

No	Interval	Category	Frequency	%
1	47,87 < 48	Very good	4	10%
2	45,04 < 47,87	Good	9	22.5%
3	42,12 < 45,04	Enough	11	27.5%
4	39,19 < 42,12	Less	12	30%
5	39 < 39,19	Very Poor	4	10%
Amount			40	100%

Based on Table 3, the attitude towards the DIY coaches' work shows the results of "very poor" 4 coaches (10%), "less" 12 coaches (30%), "enough" 11 coaches (27.5%), "Good" 9 coaches (22.5%), "very good" 4 coaches (10%).

The next indicator is behaviour on time work, which is also part of the coaches' work culture behaviour as described in Table 4.

Table 4.
Behaviour at Work

No	Interval	Category	Frequency	%
1	47,80 < 48	Very good	4	10%
2	44,95 < 47,80	Good	12	30%
3	42,05 < 44,95	Enough	8	20%
4	39,15 < 42,05	Less	12	30%
5	39 < 39,15	Very Poor	4	10%
Amount			40	100%

Based on Table 4, the behaviour of DIY coaches when working showed "very poor" 4 coaches (10%), "less" 12 coaches(30%), "enough" 8 coaches (20%), "Good" 12 coaches (30 %), "very good" 4 coaches (10%).

Discussion

One of the factors of successful sports achievement is determined by the coach's performance. Trainers who have working abilities such as persistence, skill, and high dedication will be able to work well. Based on the results in Table 2, overall the work culture carried out by coaches can be said to be quite a lot or 50% of the entire sample of this study. Other research states that work culture depends on time discipline, environmental conditions, and daily productivity (Simarmata et al., 2022). Previous research has supported that attitudes toward work and behaviour at work are still relatively poor. Then the personality factor of the coach also influences the work culture. Coaches who have started their careers as athletes can be said to have dedication and consistency to their work as coaches. Because such coaches already know that sports need something called athlete regeneration. So the coach chose to devote his time and body to being a coach (Carson et al., 2018), (Ladyshevsy & Taplin, 2018), (Hadi et al., 2021).

Then the various coaches' answers which were conducted through short interviews, show that the effect of work culture on performance is caused by several factors and aspects, one of which is the coaching license and length of service (Damara & Rochmania, 2021). Where a coach who is an adult and has a coaching license will of course be better

at doing his job than a coach who is still young plus does not have a coaching license. With a license, athletes, parents, and the public will have confidence that the coach is competent. With the trust of other people, the coach will work with all the abilities he has (Billy Yacshie et al., 2022).

Thus, the research results are expected to be a reference and knowledge for coaches or readers of this journal. With the results of the coaching research, it becomes an introspection that work culture will have an impact on sports achievements, athletes, and even the coach's career. A good work culture must be created by oneself, without expecting imbalance from others. Whereas in reality, DIY coaches still depend on sports organizations or the athletes themselves in material form. It is hoped that in the future, DIY coaches can pay more attention to producing good performance again.

CONCLUSIONS AND SUGGESTIONS

Based on the results of research on work behaviour, the work culture of DIY coaches is in the dominant category of "enough". Thus it can be an evaluation material for all levels of coaches and sports organizations about the importance of coach awareness and other support including sports institutions so that they pay more attention to coaches. The results of this study are also a source for trainers for indicators of what coaches need for more optimal work culture.

Suggestions from this study so that research can be developed by adding samples or research variables. Because research that examines the work culture of coaches is still little published. In addition, by adding samples or research variables, it can be seen how much direct or indirect influence this has on the work culture and coach performance.

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