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COACHING PROGRAM EVALUATION CORDOVA FUTSAL CLUB

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Abstract This study aims to evaluate the coaching program at the Cordova futsal club, which is one of the sports associations that fosters and develops futsal in South Tangerang in particular and in Indonesia in general. In this evaluation, the research uses a survey method using the CIPP model, namely, Context, Input, Process, Product. The results of this study concluded that: the context stage, the Cordova futsal club coaching program was considered very good, the implementation was carried out according to the Vision and Mission. Then the Goals and Strategic Plans are the guidelines and references in the implementation of the coaching program. The input stage, which involves the performance of associations, coaching and training programs, athletes, availability of trainers, infrastructure and sources of funds is rated Very Good, obtained 82.5%. The process stages include the implementation of the coaching program and the effectiveness of the program implementation is considered good, with an average rating of 80.5%. The last stage, namely the product stage that is evaluated, is the achievement of targets in regional, provincial and national events.

Keyword : program evaluation, CIPP, futsal.

INTRODUCTION

Each sport coaching has a person who plays an important role in increasing all the potential that exists in athletes who are called coaches. A professional coach who is tasked with assisting, guiding and fostering and directing talented athletes to get maximum performance in a short time. Coaches also play a role in helping athletes to increase their full potential and strengthen their appearance in athletes, so that they are able to achieve high achievements in their sports.

The most important support in efforts to foster and develop sports is financing. With the financing of various needs related to sports coaching and development, it can be fulfilled properly. So that the existence of funds in each sports coaching can advance the club to achieve achievements in athletes, therefore the financing in each sports coaching is very influential with the progress of a coaching or club. To support the implementation of sports coaching and development, of course it is very necessary to recruit futsal athletes. In the implementation of the coaching and development of futsal, the method used to improve the athlete's ability is an exercise program that is used to improve the quality of the athlete in terms of physical, technical, tactical, and mental. Therefore, it is very necessary to consider the characteristics of athletes who are nurtured both physically and psychologically to create athletes.

The pattern of coaching that is made based on assumptions and projections of future conditions, is able to explain policies and strategies that must be carried out by all parties and is able to reach all aspects that play a role in the development of futsal, both by the government and the community. The pattern of futsal coaching which is meant is an order or from a program of activities that are planned to be carried out systematically, regularly, and continuously with various futsal training activities.

Futsal is a familiar sport that is often heard and seen on a daily basis because this sports game is a game that is already known by many people from the ordinary to the upper class, all can play this game as long as there is a location and tools to play futsal.

The implementation of program evaluation is a process of activities to collect, describe, conclude or obtain useful information directly, so that it can be used as an appropriate alternative for making decisions and also to evaluate if there is an error or improvement. The implementation of this program evaluation is very important, because it aims to find out and determine the facts regarding the implementation of public policies in the field, the results of which can be positive and negative.

If the evaluation has been carried out in a professional manner, it can produce objective findings in the form of data that is

analyzed and the conclusions cannot be manipulated which will ultimately provide benefits to the coaching organization concerned in the coaching program itself. Cordova futsal club is a futsal club located in South Tangerang. Many futsal seeds were born by the Cordava futsal club to represent the championship in local and regional events.

Even though the Cordova futsal club has outstanding athletes, there are still many shortcomings in terms of coaching and training programs.

Based on the results of observations and interviews with the management of the Cordova futsal club, that there has never been an evaluation of the futsal club coaching program, the evaluation process has not been carried out comprehensively in the club, has not systematically arranged training programs in futsal, there is no adequate infrastructure, lack of attention as well as the quality of coaches who still do not have a coaching license certificate both at the Cordova futsal club, as well as the budget issued from the club.

Therefore, the improvement and development of the coaching system has a target that is very much wanted to be achieved, both in the vision and mission, as well as short-term, medium-term and long-term planning, through assessment or measurement according to procedures, and can be evaluated on an ongoing basis. related

to sports coaching programs. From the results of the data above, it can be concluded that in evaluating the coaching program, this study will use the CIPP evaluation model. The CIPP model is a complex evaluation model that includes context, input, process, and product. The CIPP model has been developed by Stufflebeam and his colleagues at Ohio State University,

From the description above, the researchers are interested in evaluating the club coaching program using the CIPP method. This evaluation discusses the Cordova futsal club coaching program such as the background of the coaching program, 9 goals of the coaching program, coaching program, coaches, athletes, facilities and infrastructure, financing, parental support, implementation of the coaching program, the process of implementing the training program, monitoring and evaluation of performance. . Researchers will discuss in detail with research instruments that have been validated, and reveal all the facts contained in a coaching program so that researchers can find deficiencies in the coaching program. After getting the results of the evaluation process.

METHOD

The understanding of the meaning of program evaluation may vary according to the varied definitions of evaluation by evaluation experts. The term evaluation has related meanings, each of which refers to

several scales of value for policy and program outcomes. In general, the term program evaluation can be equated with appraisal, rating and assessment. According to Muliyani & Huriaty (2016), Evaluation is one of a series of activities that are carried out in a planned, structured and systematic manner for the purpose to be conveyed in improving the quality, performance, or productivity of an institution or agency where in carrying out the program Evaluation is one of a series of activities that are carried out in a planned, structured and systematic manner for the purpose to be conveyed in improving the quality, performance, or productivity of an institution or agency where in carrying out the program. With the determination of the value that has been determined, the evaluation can increase the use of the size to be better or maximal, because by setting it up so that it can choose which one is in the form of qualitative and quantitative.

Evaluation is an activity that requires data, and to determine the purpose of what will be developed based on the system and decisions that have been planned. Then the evaluation function is explained in order to find out the formulation to be achieved.

The evaluation function according to Sondang Siagian consists of four, namely:

1) Expansion: by evaluating the identity of the goals and objectives of the program being studied, the potential to be achieved and how

it is achieved, the existing problems will also be known.

2) Compliance: through evaluation, it can be seen whether the actions taken by the perpetrators or others are in accordance with the standards and procedures established by the policy.

3) Auditing: to be able to find out whether the output actually reaches the target group intended by policy makers.

4) Accounting: it can be seen what the consequences or impacts of the policy are (Ugi Nugraha & Reza Hadinata, 2019)

In an evaluation activity where the first step that must be considered is the purpose of the evaluation. In this explanation, the purpose of evaluation must be based on what object will be evaluated.

According to Wirawan, the evaluation objectives are:

1. Implementation of the evaluation object
2. Services performed by the object of evaluation
3. Benefit of evaluation object service
4. The influence of the object of evaluation on the community served
5. Does the object of evaluation meet the standards or laws
6. Have the resources been used as planned?
7. Measuring the cost benefit program
8. Measuring cost effectiveness (Ugi Nugraha & Reza Hadinata, 2019)

Program evaluation is one in a series of activities which can be done intentionally

to find out to what extent the level of success of the program that we will achieve. Thus it can be said that program evaluation knowledge is the construction of knowledge structures or the ability to know to what extent the carefully planned activities can be achieved (Mesiono, 2017).

Based on this definition, in program evaluation we must know the sequence of programs and structures that we have designed so that we can know the level of success of the programs that we make.

CIPP Model

The evaluation model is categorized according to the object and purpose of the evaluation. One of the evaluation models is the CIPP Evaluation Model, this evaluation model is the model most widely known and applied by evaluators.

The CIPP model developed by Stufflebeam is an abbreviation of the initial letters of four words, namely:
Context evaluation (evaluation of context);
Input evaluation (evaluation of input);
Process evaluation (evaluation of the process);
Product evaluation (evaluation of results)
(Reftari, Suryana, & Setiaman, 2018).

Nana Sudjana and Ibrahim explain each dimension of the CIPP model with the following meanings:

a. Context: the situation or background that affects the planning of the coaching program.

b. Input: quality of input that can support the achievement of the coaching program.

c. Process: program implementation and use of facilities according to what has been planned.

d. Product: the results achieved in the implementation of the program.

The uniqueness of this model is in each evaluation related to the decision-making device concerning the planning and operation of a program (Muryadi, 2017).

RESULTS AND DISCUSSION

The description of the data is done to provide an overview of the data so that the data presented becomes easy to understand and informative. In this chapter, the research results from the analysis that have been presented are presented. The data is presented in the form of the percentage of answers from the administrators, coaches and athletes of the Cordova Futsal Club based on questionnaires, interviews, observations and studies. The description of the data in the results of this study includes the dimensions of context, input, process and results with the CIPP model evaluation approach. The following will present the results of the overall data analysis of the Cordova Futsal Club Evaluation CIPP Dimension.

Table 1. Data Analysis Results of Overall Dimensions of CIPP Futsal Club Cordova.

Evaluatio n	Dimensio n	Resul t Score	Scor e Max	%
Cordova Futsal Club Klub	<i>Context</i>	575	690	83.3 %
	<i>Input</i>	1309	158 5	82.5 %
	<i>Process</i>	721	895	80.5 %
	<i>Product</i>	40	60	66%
	Total	2645	3230	81.8 %

1. CONTEXT EVALUATION RESULTS

As a result of the overall context variable evaluation of the Cordova Futsal Club coaching program an average percentage of 83.3% with the criteria Very Good with details of the Cordova Futsal Club management getting a percentage of 82.85% (very good), coaches 84% (very good), and athletes 83% (Excellent), with the following discussion:

The context of the Cordova Futsal Club Management getting a percentage of 82.85% is evidenced by making policies related to the Cordova Futsal Club coaching program, the basis for preparing the program or goals towards the vision and mission, in addition to problems related to obstacles related to the program can also be limited , and this program can also provide opportunities for parents to help their children who are pursuing sports that they

love and want to achieve can be fulfilled properly.

Context Coach, the achievement of 84% is evidenced by the motivation to train to guide and direct outstanding athletes but does not rule out the values of sportsmanship in sports but there are some coaching staff who must have a futsal coach certificate in order to be recognized within the Club, AAFI and PSSI. Context Athletes, the achievement of 83% is evidenced by the motivation and targets of athletes in participating in futsal sports activities are quite high, meaning that the selection of book futsal is a coercion from their parents or others but they enter futsal because of their talent and interest in the sport they are engaged in.

2. INPUT EVALUATION RESULTS

This input variable is evaluatively the result of the overall input variable evaluation of the Cordova Futsal Club coaching program getting a percentage of 82.5% Very Good criteria with details of Cordova Futsal Club management getting 81.9% (Excellent), coaches 79% (Good), athletes 87% (Very good), and parents 78 (Good)

The input from the Cordova Futsal Club management obtained 81.9%, this is evidenced by the aspect of utilizing human resources through clear and directed procedures, policies that make it easier for athletes to effectively participate in training,

support for facilities and infrastructure that support the activities of the Cordova Futsal Club and always strive to give the best in the training process.

Input from the trainers, the achievement of 79% is evidenced by the presence of several trainers who have professional qualifications and competencies with experience of national coaching licenses, besides that the trainers also develop a clear program of physical, tactical, technical, and mental training to compete.

Athletes' input, obtaining 87% proficiency is evidenced by the condition of the Cordova Futsal Club athletes with support from all parties, both good and parental, in providing moral support and motivation to always be enthusiastic about practicing.

Parental input, obtaining 78% proficiency is evidenced by the condition of the Cordova Futsal Club parents providing support in the form of regular monthly fees, providing support and coaches during training and competing in the form of moral support and motivation.

3. PROCESS EVALUATION RESULTS

The overall process variables, the results of the evaluation of the Cordova Futsal Club coaching program, obtained an average percentage of 80.5% good criteria with details of Managers 65% (good),

Coaches 82% (very good), Athletes 81% (good), Parents 80% (very good). For Cordova Futsal Club management, getting 65% of this achievement is proven by the suitability and objectives of the program that can be run properly and always supervises every activity.

Process trainer, the 82% achievement is proven by having a training program and always training based on the training program that has been implemented

prepared, besides that the coach also always helps and monitors the progress of athletes, selects athletes every time they take part in the championship and always conducts evaluations. Process athletes, obtained 81% proficiency, as evidenced by a well-scheduled process of training activities so that athletes can follow and carry out daily, weekly and monthly training programs from the coach properly. The process of parents, obtaining 80% proficiency is evidenced by the process of parents in supporting the athlete's activities both in training and in competition. So that parents give freedom to athletes in participating in futsal training.

Based on the results of interviews during researchers conducting research, it was found that the trainer had an exercise program but it did not work effectively because in a short time, many training programs were missed and the trainer was also required to be creative in modifying the

exercise for the sake of the training program that the trainer wanted. Welfare of coaches and athletes still needs improvement, because coaches can only get paid based on the number of athletes attending, and there is no special fee for coaches and assistant coaches every month.

4. PRODUCT EVALUATION

The results of the data display above can be concluded that the product dimensions categorized as good, this is because there are many championships both at the local and regional levels, on the other hand there are several obstacles so that the achievement gains are less than optimal, including because the activity schedule clashes with the exams held in several athlete schools so that there are some athletes who cannot take part in the activities.

CONCLUSION

Based on the overall conclusion above regarding the evaluation of the Cordova futsal club coaching program, it can be concluded with each concept of the CIPP method criteria. The evaluation obtained from several conclusions of the CIPP method as follows:

Context variables :

1. There is a vision and mission that has been systematically structured and planned. Viewed from the point of view of the coaching actors starting from the Management, coaches and athletes

regarding the vision and mission needs to be improved again.

2. There is a detailed strategic plan that has been going well. However, in its application there are shortcomings such as regulating activities in training that have an impact on athletes.

The results of the overall context variable evaluation of the Cordova futsal club coaching program have an average percentage of 83.3% with the criteria of Very Good with details of the management getting a percentage of 82.85% (very good), coaches 84% (very good), and athletes 83% (good). Once).

Input variables:

1. Organizational Performance

In terms of organizational performance, the Cordova futsal club has been structured and planned as in the association structure. But in implementation there are still shortcomings. It's like having two jobs at once in a society that everyone should have have one job as one's responsibilities. Because with the structure in the association, everyone can be responsible for their work.

2. Training training program

The training program for the Cordova futsal club has been carried out as usual. By making an exercise program and setting an exercise schedule. In this case, it is necessary to arrange arrangements as for

common purposes, so that athletes can participate in the program from the coach in the current athlete's age category.

3. Characteristics of athletes

Characteristics of athletes are the roles of administrators, coaches and parents to organize and direct athletes. Because of the role of athletes in Cordova futsal club is an early age athlete. Where the athlete still wants to play with his world. Therefore there is a big role for coaches and parents so that athletes can understand what to do in training activities.

4. Recruitment of trainers

Recruitment of coaches is an important role in the Club, because the current coach is someone who understands the sport of futsal. Moreover, future coaches must also have a coaching certificate which can strengthen the coach's role in coaching futsal.

5. Infrastructure

Infrastructure is a need that must be met. So far, the facilities and infrastructure in the Cordova futsal club have been implemented and running well. Just like athletes, they must have the necessary facilities in their training, then the administrator will provide the futsal field good and appropriate. Therefore, both of them play an important role in training needs.

6. Source of funds

Source of funds is an indispensable role in the passage of payments and payroll. In this case, the source of funds in the Cordova futsal club comes from the monthly fees of athletes and events only.

The results of the overall input variable evaluation of the club coaching program Cordova futsal obtained a percentage of 82.5% with Very Good criteria with details of the management getting 81.9% (Excellent), coaches 79% (Good), athletes 84% (Excellent), and parents 78% (Good).

Process variables:

1. The system opens training to improve more varied exercises to increase the athlete's interest and motivation in training
2. The implementation of the training program is appropriate based on the training program that has been prepared by the trainer.
3. The use of the method goes well so that athletes do not feel bored in practicing. The role of giving the method has been carried out well based on the evaluation of the management and trainers.
4. Supervision of the training program is not appropriate because there is no monitoring team for the implementation of the training program
5. Welfare of athletes and coaches is quite good.
6. Coordination and communication between administrators and coaches and athletes went well.

The results of the evaluation of the coaching program obtained an average percentage of 80.5%

good criteria with details of administrators 65% (good), trainers 82% (very good), athletes 81% (very good), parents 80% (good).

Product variables:

1. The success of the coaching program can be proven by many things

the achievements of the Cordova futsal club in winning futsal events at the regional, provincial and national levels.

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