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EVALUATION OF THE DEVELOPMENT PROGRAM ANEMON DIVE CLUB

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Abstract

This study aims to evaluate the coaching program of the Anemon Dive Club, which is a sports association that fosters and develops swimming sports in Indonesia. In this evaluation, the study used a survey method using the CIPP model, namely, Context, Input, Process, Product. From the results of this study it is concluded that: the context stage, the Anemon Dive Club coaching program is considered very good, the implementation carried out is according to the Vision and Mission. Then the Goals and Strategic Plans serve as guidelines and references in the implementation of the Anemone Dive Club program. The input stage, which involves association performance, coaching and training programs, athletes, the availability of coaches, infrastructure and funding sources is considered Very Good, which is 83.5%. The process stage includes the implementation of the coaching program and the effectiveness of the program implementation is considered good, with an average rating of 82.98%. The last stage, namely the stage of the product being evaluated is the achievement of targets regarding the assessment of the pattern of coaching carried out. Then the next achievement in the academic field by participating in and winning events in diving, athletes who excel can enter excellent schools with an achievement pathway, so that in addition to sports achievements, academic achievements can also be obtained.

Keywords: Program Evaluation, CIPP Model and Anemone Dive Club

INTRODUCTION

Sport is a lifestyle for many people, even in groups or individuals. Sport has become a special need that is indispensable, as time goes by, technology and scientific advances in the field of sports have turned into a necessity in human life and nowadays it has grown rapidly and is in demand by many people, from children to adults. In this case, sports have developed rapidly through coaching in the development of sports achievements that have been carried out and directed to achieve sports achievements at the regional, national and international levels.

Diving is one of the oldest sports in human civilization. This sport has been a part of human life since its inception and helps humans survive in rivers and oceans. In Indonesia, the sport of diving has developed very rapidly so that there are many clubs in big cities throughout Indonesia that are in great demand and also have high-achieving athletes.

The Anemon Dive Club is a diving club under the auspices of Mrs. Endang as a club coach and as an administrator of PB POSSI Lampung. Many diver seeds were born by the Anemone Dive Club to represent

championships in local to national competitions. Even though the Anemone Dive Club has outstanding athletes, it still lacks many in terms of coaching and training programs.

In the Republic of Indonesia Law No. 3 of 2005 article 1, paragraph (3) states that the national sports system is all aspects of sports that are interrelated in a planned, systematic, integrated and sustainable manner as a whole which includes regulation, education, training, management, development fostering, and supervision to achieve national sporting goals. The scope of sports includes 3 forms of sports activities, namely educational sports, recreational sports and achievement sports. (Widowati, 2015)

In coaching there are several factors that must be considered, including infrastructure, coaches, organizational systems, financing, and recruiting athletes. In sports infrastructure, it plays a very important role to support sports coaching and development. The sports infrastructure needed for sports coaching and development should meet national and international standards.

The aim of coaching is to get competitive and significant success with

a number of coaches as the goal of the success of the programs they run. Evaluation and assessment is a determination and achievement of goals in a coaching program. Assessment is a form of testing system in coaching diving clubs and to find out how far the athlete has mastered the coaching program objectives that have been selected or set by the coach in a coaching. Therefore, the assessment can be obtained from a very accurate information about the implementation of successful development of diving athletes which is measured and obtained based on the achievement of the objectives of the coaching program.

The implementation of program evaluation is an activity process 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 evaluation of this program is very important, because it aims to find out and determine facts about the running of public policy implementation in the field which results can be positive and negative. If the evaluation that has been carried out in a professional manner can produce findings that are objectively in

the form of data that is analyzed and the conclusions cannot be manipulated, which in turn will provide benefits to the relevant guidance organization in the development program itself.

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

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This evaluation aims to provide an overview of the results of the coaching program in the hope that it can help administrators, coaches, athletes to improve and optimize athletes' achievements, to reach even higher levels, and as a reference for club administrators to pay attention to fostering sports achievement. diving with all aspects that support athletes' achievements and also as a reference for

advancing sports achievements, especially in diving.

From the description above, the researchers are interested in evaluating the Anemon Dive Club coaching program using the CIPP method. This evaluation discusses the Anemon Dive Club coaching program such as the background of the coaching program, the objectives of the coaching program, the coaching program, coaches, athletes, facilities and infrastructure, financing, parental support, implementation of coaching programs, the process of implementing training programs, monitoring and evaluation of achievements.

Program Evaluation

Program evaluation is one in a series of activities which can be carried out deliberately to determine the degree to which the success rate of the program 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).

Program evaluation is a series of activities carried out deliberately and carefully to determine the level of implementation or success of a program

by knowing the effectiveness of each component, both on ongoing programs and programs that have passed. (Nia, May Istiyani, 2019)

According to Mugiadi in Sudjana, he explained that program evaluation is an effort to gather information about a program, activity or project. (Lazwardi, 2017) so that definition program evaluation is an activity to collect information in a project.

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

In this case, what researchers will evaluate is the program evaluation at the Anemon dive club.

Coaching

Guidance is an educational effort both formal and non-formal which is carried out consciously, planned, directed, regularly and responsibly in order to introduce, grow, assist and develop a balanced, intact and aligned personality basis of knowledge and skills according to talent, tendencies and desires and abilities as provisions for further on their own initiative, adding, enhancing and developing themselves,

others and their environment towards achieving optimal dignity, quality and human capabilities and an independent person (Siti Nisrima, Muhammad Yunus, 2016).

Sports coaching is a pattern as "the main guideline and is the basis for the preparation of Indonesian sports development programs that take place in an integrated and sustainable manner" (Melfa Br Nababan, Rahma Dewi, 2018).

Achievement coaching is an action that is carried out efficiently, effectively and sustainably to achieve better results, namely athletes' achievements at the national and international levels (Muslima & Himam, 2016) Sports coaching, apart from being largely determined by the professionalism of human resources, is also determined by the support of facilities, policies, funds and operationalization of sports coaching management in a professional manner (Rumini & Rani, 2016)

Anemone Dive Club

According to Husni, diving is a healthy sport because almost all muscles of the body move and develop by coordinating the strength of each diver (Widiastuti, 2017). Diving is a sport that

involves all muscles in all parts of the body (Febrianta, 2016).

Starting from his passion for water sports, Mrs. Prihartini and her colleagues were involved in an interesting discussion about diving in 2014. Then they immediately formed the Anemon Dive Club to provide the best and structured water sports program for all ages.

The Anemone Dive Club aims to play an important role in the development of aquatic sports. Having been formed by Mrs. Prihatrini and colleagues with professionalism and discipline. Anemon Dive Club is committed to providing the best quality program service, for members and the community. Then with the availability of facilities and certified and experienced national instructors, the Anemon Dive Club strives as a diving club to be the best in Lampung, Lampung Province and National.

Evaluation Model

Nowadays the theory that we know about many evaluation models is used to evaluate a program. Some of the program evaluation models were developed by experts, Kaufman and Thomas in Arikunto and Cepi: (Azmi, 2016).

Goal Oriented Evaluation This model is the model that appeared at the earliest. The object of observation in this model is the goal of the program that has been set long before the program starts. Evaluation is carried out continuously, continuously, checking to what extent these objectives have been carried out in the program implementation process. This model was developed by Tyler (Fikri, 2016).

Formative Sumative Evaluation Model The object of evaluation in this model is the behavior of students, including learning outcomes (cognitive), traits, attitudes, interests, talents, and also aspects of the student's personality. The instrument used in general is a written test (paper and pencil test) in the form of an objective test, which tends to be standardized. This model uses a norm referenced assessment approach.

Goal Free Evaluation Model, this evaluation model was developed by Michael Scriven, in carrying out program evaluations the evaluator does not need to pay attention to the program objectives. What needs to be considered in the program is how the program works, by identifying the performances that occur, both positive things (namely

things that are expected) and negative things (which are actually not expected).

Countenance Evaluation Model, This model was developed by Stake. According to the additional reviews given by Fernandes in Arikunto and Cepi, the Stake model emphasizes the implementation of two main things, namely (1) description and (2) judgment; and distinguishing the existence of three stages in program evaluation, namely (1) antecedents / context, (2) transactions (process), (3) output (output-outcomes). (Azmi, 2016)

CSE-UCLA consists of two abbreviations, namely CSE and UCLA. CSE stands for Center for the Study of Evaluation, while UCLA stands for University of California in Los Angeles. The characteristic of the CSE-UCLA model is that there are five stages in the evaluation, namely planning, development, implementation, results, and impact (Azmi, 2016).

The Discrepancy Model, a model developed by Malcolm Probus, is a model that emphasizes the view of gaps in program implementation. The program evaluation conducted by the evaluator measures the size of the gaps in each component. (Azmi, 2016).

CIPP Model, the evaluation model is categorized according to the object and purpose of its 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, this model stands for the initial letters of four words, namely: Context evaluation; Input evaluation (evaluation of input; Process evaluation); Product evaluation (evaluation of results) (Reftari, Suryana, & Setiawan, 2018).

METHOD

The research method used in this study uses two approaches, namely a qualitative approach and a quantitative approach. As it is known, qualitative research is a scientific activity to collect data systematically, sort it according to certain categories, describe and interpret data obtained from interviews or ordinary conversations, observation and documentation (Manab, 2015). Quantitative research deals with statistical measures whose data is in the form of numbers, emphasizing the breadth of the study area rather than its depth (Manab, 2015).

The method used in this study is an evaluative method using the CIPP design (Context, Input, Process, Product). CIPP is an evaluation model that evaluates a program based on each of its components, namely context, input, process, and results (Subar Junanto, 2018).

This model was chosen because it is comprehensive, because the object of evaluation is not only the final result but involves the context, input and process. The research design used is also based on the key component of the CIPP Stufflebeam

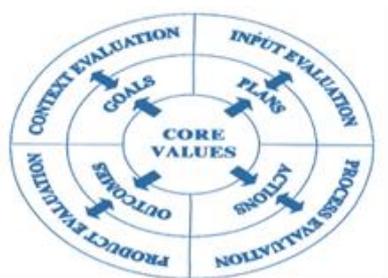


Figure 1 Key Components of the CIPP Evaluation Model

Source: (Sumenate, 2016)

CIPP Model (Context, Input, Process, Product). The CIPP model (Context, Input, Process, Product) is the work of a team of researchers, who are members of a committee organization, Phi Delta Kappa USA, which was chaired by Daniel Stuffle-Beam. CIPP in the explanation of Context, Input,

Process, Product is an abbreviation of the initial letter of four words, namely:

1) Context Evaluation

Context evaluation to serve planning decision, this evaluation context helps planning decisions, determining needs to be achieved by the program and formulating program objectives. Context evaluation is a needs assessment (Yati & Yaswinda, 2019). Context evaluation helps plan decisions, formulate program objectives and determine or identify needs to be achieved by a program. (Subar Junanto, 2018).

2) Input Evaluation

Input evaluation is intended to help determine the program to make the changes needed. Input evaluation looks for constraints and potential resources available within an institution. (Yati & Yaswinda, 2019) Evaluation of inputs helps to organize decisions in providing information to determine how to use resources to achieve program objectives properly. (Subar Junanto, 2018). The input evaluation component includes: (a) human resources (b) supporting facilities

and equipment, (c) funds / budget, and (d) various procedures and rules needed (Wahyudhiana, 2015).

3) Process Evaluation

Process evaluation is the implementation of the program. Process evaluation can review the organization's plan and previous evaluations to identify important aspects of the organization that must be monitored (Yati & Yaswinda, 2019). Process evaluation includes the collection of research data that has been determined and applied in program implementation practices. (Subar Junanto, 2018).

According to Stufflebeam at al. process evaluation is a routine examination of the implementation of the plan plus the documentation process, including changes in planning as well as major obstacles and / or implementation of wrong procedures (Nasri, 2019).

4) Product Evaluation

Product evaluation is an evaluation that aims to measure, interpret, and assess program achievements. In addition, to assess outcomes or outcomes and relate them objectively to contexts, inputs and processes. The product

component or result is an assessment carried out to measure success in achieving the stated goals (Yati & Yaswinda, 2019). Product evaluation is an assessment carried out to measure success in achieving the goals that have been set (Subar Junanto, 2018).

Then in the CIPP model, the evaluation actors are usually not directly related to the program to be evaluated, but can work with someone who is directly involved in the program. In addition, evaluators must be able to collaborate with people who work as staff in program implementation. This needs to be done so that the evaluator can determine and get all the information and also for the interpretation of the data that will be used for decision making. The CIPP model will be maximally implemented if there is good cooperation between actors and implementers of a program.

So that the ultimate goal of program evaluation is to provide an assessment of the program being carried out and provide recommendations for subsequent

decision makers on the implementation of the program.

The validation of this study is to use triangulation, namely by cross-checking information obtained from several sources and between informant interview data and other informants (Ananda & Rafida, 2017). The data obtained using interviews, observation, documentation, and questionnaires.

In activities such as documentation, observation, and interviews, the more domain is the researcher himself. In this case compiling guidelines in the form of a document inventory list, interview guidelines, observation note sheets, and inventory checklists, the form is a draft containing an outline or guidelines for the data collection process in the field which will be entirely carried out by researchers based on the success criteria of the coaching program. Anemone Dive Club, there is no validation process for these instruments.

Based on the evaluation criteria of the Anemon Dive Club coaching program, then the indicators to be measured can be determined. Then this indicator is translated into question items or instrument statements. To simplify the preparation of the instrument, it is

necessary to use an instrument development matrix or instrument grid.

RESULTS AND DISCUSSIONS

In general, the results of this study

1) Context: The level of suitability of the Anemon Dive Club program, to the vision, mission, objectives of strategic plans in coaching and developing sports, namely aquatic sports, 2) Input: Implementation of operational performance of coaches, as well as facilities and infrastructure, 3) Process: Implementation of coaching programs and the effectiveness of program implementation, 4) Product: achievements.

1) Data results on the Anemone Dive Club Management Context variable

Based on the data obtained by the researcher in terms of background context variables, objectives and data strategies, the overall result of the context in the management is 82.85%, then the coach is 84.62% and athletes are 84%. A very well defined level of attainment. This is evidenced by the choice of answers to the questionnaire for each given question.

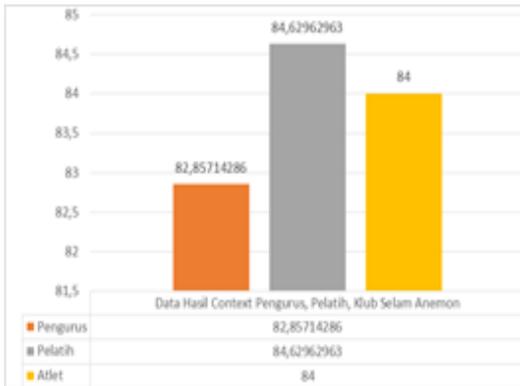


Image 2. Context Variable Diagram of Anemone Dive Club administrators, coaches and athletes

2) Input Evaluation Results

Based on the data obtained by the researcher in terms of input variables, namely organization, coaching and training programs, athletes, trainers, financing infrastructure and parental support, the overall data on the results of input to the management are 81.9%, then the coach is 85%, athletes 81.8% and 80% parents. A very well defined level of attainment. This is evidenced by the choice of answers to the questionnaire for each given question

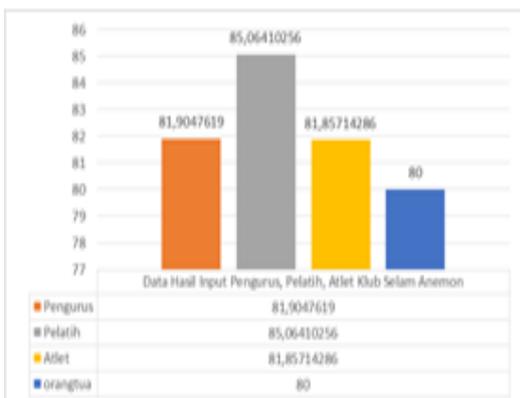


Figure 3. Input Variable Diagram of Anemone Dive Club Administrators, Coaches, Athletes and Parents

3) Process Evaluation

Based on the data obtained by the researcher in terms of the background process variables, objectives, and data strategies, the overall result of the process on the management is 65%, then coaches are 86.19%, athletes are 77.5%, and parents are 82.6%. A very well defined level of attainment. This is evidenced by the choice of answers to the questionnaire for each given question

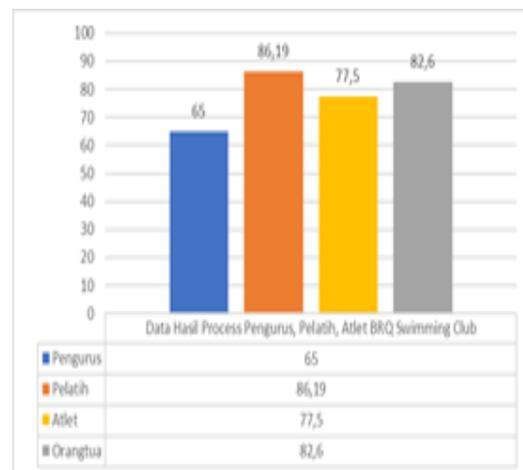


Figure 4. Diagram of the process variables of the Anemone Dive Club Administrators, Coaches, Athletes and Parents

4) Product Evaluation

The purpose of product evaluation is to measure and assist further decisions, what has been achieved and what has been done after the program runs. Feedback on performance is critical, both throughout the program cycle and in conclusion product evaluations should

often be extended to assess long-term effects.

- a. There are many athletes who enter Lampung public schools through the achievement path. In addition to being able to do diving activities, anemone diving club athletes must also prioritize education, one of which is to enter the country's flagship schools that are available
- b. There are athletes fostered by the Anemon Dive Club who were fostered from an early age and have now become a progressive class who have won several events such as Kadek, winner of 2 in Finswimming 50 m and 50 m at the Porkot Open championship in 2016.
- c. As in explanation number 2, the same as above an athlete named Sayu has also managed to win several events such as Finswimming 50 m, 3rd place in the 2014 Regional Championship

CONCLUSION

Based on the overall conclusion above regarding the evaluation of the Anemone Dive Club coaching program, it can be concluded with each concept of the CIPP method criteria.

The evaluation obtained from the conclusions of the CIPP method is as follows:

Context variable:

1. There is a vision and mission that has been structured and planned systematically. Seen from the point of view of the coaching actors starting from the General Chairperson, vice chairman, secretary, treasurer, head of technical coaching, marketing administration, coaches and athletes regarding the vision and mission need to be improved again.
2. There is a goal the Anemone Dive Club has set towards coaching aquatic sports. Where in this case to foster and create seeds for diving athletes to excel at the national and international levels.
3. There is a strategic plan that has been made in detail that has gone well. However, in its application there are deficiencies such as arranging activities in training at a certain level that have an impact on the role of the club.

The results of the context variable overall evaluation of the Anemone Dive Club coaching program an average percentage of 84.2% with the criteria Very Good with details of the Anemon Dive Club management getting a

percentage of 82.85% (Very Good), 84.6% Coach athletes 84% (Very Good)

Input variables:

1. Organizational Performance

In the organizational performance of the Anemon Dive Club, it is structured and planned like the one in the association structure. But in implementation there are still shortcomings. As there are two jobs at once in an association where everyone should have one job as their responsibility. Because with the arrangement in the association everyone can be responsible for their part of work.

2. Training coaching program

The training coaching program within the Anemone Dive Club is in place and running as usual. By creating an exercise program and setting a training schedule. In this case it is necessary to arrange arrangements as for common needs, so that athletes can follow the programs of the coach at his current level.

3. Characteristics of athletes

The characteristics of athletes are the roles of administrators, coaches and parents to organize and direct athletes.

Because the role of athletes in the Anemon Dive Club is an early age athlete. Where the athlete still wants his world to play. Therefore, parents who bring their children to participate in training in order to regulate the role of children to compete and understand what to do in training activities.

4. Recruitment of coaches

The recruitment of a coach is an important role in the Club, because the current coach is knowledgeable about science and technology in diving. Moreover, the trainer in the future must also have a coaching certificate which can strengthen the trainer's role in training diving.

5. Infrastructure

Infrastructure is a need that must be met. So far, the facilities and infrastructure in the Anemon Dive Club have been carried out and are running well. Just as an athlete must have the necessary facilities in his training, then the administrator presents a good and appropriate swimming pool. Therefore, both of them are very important in diving training needs.

6. Source of funds

The source of funds is an indispensable role in the operation of payments and payroll. In this case the source of funds in the Anemon Dive Club comes from the athlete's monthly fee only. But in the current journey, the management is trying to develop funding sources from sponsors, event activities and donors. Because with this component, funding and payroll can be even better in the future.

The results of the overall input variable evaluation of the Anemone Dive Club coaching program obtained a percentage of 83.5%, the criteria are Very Good with details of the Anemon Dive Club management getting 81.9% (Very Good), coaches 85% (Very Good), athletes 81.85% (Good Once), and parents 80 (Good).

Process variables:

1. Open training system to increase more disciplined training to increase athletes' motivation to train
2. The implementation of the training program is appropriate based on the training program prepared by the trainer.
3. Use of the walking method properly so that athletes do not feel bored in practicing both dry land and

swimming pools. The role of giving methods has been carried out well based on the evaluation of administrators and trainers.

4. The supervision of the training program is not appropriate due to the absence of a monitoring team for the implementation of the training program.
5. The welfare of athletes and coaches is good enough.
6. Coordination and communication between administrators and coaches and athletes is going well. The management also coordinates POSSI Lampung.

The results of the evaluation of the Anemone Diving Club coaching program have an average percentage of 82.98%, with good criteria, with details of Management 65% (good), Trainers 86% (Very Good), Athletes 77.5% (good), Parents 82.67% (Good Once).

Product variables:

1. The success of the coaching program can be proven by the many achievements that have been achieved by the Anemon Dive Club in winning diving events both from the regional and provincial levels, although at the national level it has not yet been implemented and the

existence of athletes fostered by the Anemon Slam Club who have been fostered from an early age and now have being a progressive class has won several events.

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