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Evaluation of Shooting Sports Achievement Development Program at PB PERBAKIN

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Abstract The purpose of research is evaluation of the implementation of the national sports achievement development program for shooting sports in PB PERBAKIN using the CIPP evaluation model (Contexts, Input, Process, Product). The sampling technique was purposive sampling, so the sample in this study is 39 people. Collecting data using observation, interviews, questionnaires, and documentation. The data analysis technique used in this research is quantitative and qualitative descriptive analysis. The results showed that the overall results of the evaluation of the coaching program for improving national sports achievement in the airsoft sport in PB. PERBAKIN has been running well with a score of 67,92. In terms of context, it has gone well with a nilai of 69,40. In terms of input it has been going well with a value of 70,21. In terms of the process has been going well with a value of 67,35. In terms of the product, in general, the achievements achieved are quite good, but the achievement is not maximized so that a score of 56,75 is obtained even though it is not in line with expectations but in this evaluation there are good things, namely the support and enthusiasm of parents for athletes is very good.

Keywords: program evaluation; achievement; shooting; CIPP

INTRODUCTION

Sport is a physical activity in the form of a game that contains a struggle against natural elements, other people or yourself according to UNESCO (Setiyawan, 2019). Sport is a planned physical activity for various purposes, including health, fitness, recreation, education and achievement. Achievement sports are athletes' achievements in achieving achievements which are considered as a measure of the success of a training process carried out, either by individuals or groups of people or organizations. Sports achievement is something that is visible and measurable, meaning that sports coaching is carried out with a scientific approach starting from talent scouting to the coaching process. The achievement of peak performance in sports can only be achieved through a systematic, planned, regular and continuous coaching process. The national sports coaching pyramid system in question includes massing, seeding, and achievement development to achieve peak performance (Directorate General of Sports and the Ministry of National Education, 2004).

Efforts to improve sports achievement, it is necessary to continue

to carry out coaching of sportsmen as early as possible through talent search and monitoring, breeding, education and training of sports achievements based on science and technology more effectively and improving the quality of sports organizations both at the central and regional levels. sports associations, develop national and regional sports development centers and organize competitions in stages and in a sustainable manner. (Law No. 3 of 2005, 2005).

Success in the concept of coaching talented athletes to produce outstanding athletes, is very dependent on its application to the training system. Therefore, in order to guarantee the implementation of the training process to achieve the desired results (achievement athletes) it is necessary to have a place that can support and run the system. In line with the spirit (Law number 3 of 2005) Article 29 (1) of professional sports coaching and development is carried out and directed at the creation of sports achievements, employment opportunities, and increased income. (2) The guidance and development of professional sports is carried out by the parent organization of sports and/or professional sports organizations. As we

can see together, the development of achievement sports in Indonesia is currently being carried out by the main sports branches such as shooting sports. Shooting is a sport that can shape a person's personality because through shooting a person is trained and required to be able to concentrate highly, be able to control themselves and dare to make decisions quickly and accurately.

Shooting is a competitive sport that involves testing proficiency (accuracy and speed) using various types of weapons such as firearms and air rifles. Shooting sports are categorized based on the type of firearm, target and the distance at which the target is shot so that shooting sports are categorized into 3 (three) namely Target Shooting, Hunting and Reaction Shooting. Literally, the word shoot means two things: first, to release a bullet from a gun and second, to show, to point something at something. From the two words, three important things will emerge from the first shooting concept, namely, the material, namely the tool of shooting. Second, namely humans who are the subject of the use of the tool and the third is the target as the object's activity from shooting through a rifle or pistol (M. Syarief Arief et al, 1997).

The implementation of the development of shooting sports achievements is currently carried out by PB PERBAKIN (Commander of the Indonesian Shooting Association, where PB PERBAKIN has the aim of fostering awareness and discipline in the shooting sport hobby to achieve achievements by participating in preserving nature, and PERBAKIN has the main task of fostering and coordinating all shooting sports activities to produce achievements at the national, regional and international levels. In the process of achieving maximum achievement in shooting sports, PB PERBAKIN, which is the parent of shooting sports, is responsible for advancing shooting sports in Indonesia whose management is structured from the central level to the top. PB PERBAKIN which oversees PERBAKIN provincial administrators throughout Indonesia.

One of the efforts of PB. PERBAKIN in order to support the achievement of shooting sports, namely by increasing the frequency of matches. PB. PERBAKIN is moved to maintain the tradition of organizing championships in view of PB. PERBAKIN wants to take an active role in coaching athletes directly and is

motivated to increase the frequency of events to provide opportunities for athletes to compete and excel as well as in implementing coaching programs to improve sports performance by involving athletes in various international championships such as the ISSF World Cup organized by various countries as well as multi-event championships such as sea games, Asian games and Olympics. The following is a table of medals for shooting sports at the annual multi-event championships from 2017-2019.

Judging from the explanation of the achievement data of shooting athletes, PB PERBAKIN has a coaching program that has a target to be achieved whether it is a short, medium or long term program and through clear measurements it will be able to be evaluated gradually and continuously all related programs with the development of shooting sports. In conducting the evaluation, there will be many parties who greatly influence the evaluation, including sports coaches (coaches, sports organization parent management), athletes, and the community. Goals must also be set on the basis of the coach's evaluation of the needs of the athlete or team (Harsono, 2015).

Thus, it can be concluded that the purpose of evaluating the development program for improving national sports achievement in the shooting sport at PB PERBAKIN is as a reference material for organizers and related agencies in an effort to empower the implementation of improving national sports achievements. This shooting sport is expected to provide a proud achievement and can become one of the leading branches in the future. In fact, in the span of 1 year, shooting achievements have shown encouraging results for Indonesia. Meanwhile, the facilities and infrastructure used are of international standard. From these problems attract researchers to conduct a study through scientific studies. How is the coaching system implemented by PB PERBAKIN in the National Sports Achievement Improvement Development Program for the Shooting Sports Branch.

METHOD

Research design

The research method and design used in this research are descriptive qualitative and quantitative methods. Descriptive research method is designed to collect information about current real conditions, the purpose of descriptive research is to make a systematic, factual

and accurate description of the facts and characteristics of a particular population or area. In this study, the evaluation used is the CIPP model because the CIPP model is a comprehensive evaluation model that includes Context (context), Input (input), Process (process) and Product (product). The method section contains an explanation of the type of research/ research design. This section describes the number of subjects and the characteristics of the subjects accompanied by demographic data (Williams, 2007). In quantitative research, if the research uses certain measuring instruments, it is necessary to convey the name of the measuring instrument, the number of items, the reliability coefficient, and the data analysis method used. In qualitative research, the qualitative perspective used is explained, to the data collection and analysis methods (Willing, 2008).

Population and Sample

In this study, the population was all PB PERBAKIN management, coaches, and athletes under the guidance of PB PERBAKIN. The sampling technique used was purposive sampling so that in this study the sample was all 39 people of PB PERBAKIN management,

coaches, and athletes under the guidance of PB PERBAKIN.

Research instrument

The research instrument used in this study was the researcher himself or called the human instrument. While the tools used include observation and documentation guidelines, interviews, and questionnaires.

RESULTS AND DISCUSSION

Research result

The data regarding the research results will be discussed in detail according to the conditions in PB. PERBAKIN and the systematics of the evaluation model used. In this case, what the researcher will do is explain the data from the quantitative and qualitative analysis of all aspects used in the research and all the factors that support it to produce the actual research data. The data sources for this research are presented in the following table.

Table 1.
 Sources of Research Data on the Development of National Sports Achievement Improvement Program for Shooting Sports in PB. PERBAKIN

No	Indicator e	Component Evaluation	Data Source		
			Coach	Management	Athlete
<i>Context</i>					
1	Background of the coaching program	a. Management structure	√	√	
		b. Short, medium and long term coaching program	√	√	

		c. Athlete coaching strategy	√	√	
2	Objectives of the Coaching Program	a. PB's vision and mission. REPAIR	√	√	
		b. Champion goal	√	√	
3	Coaching Program	a. Early childhood development	√	√	
		b. Talent scouting coaching	√	√	
		a. Performance coaching b. Input	√	√	
Input					
1	Coach	a. Short and long term training program	√	√	√
		b. Coach selection	√	√	√
		c. Coach quality	√	√	√
2	Athletes	a. Massive	√	√	√
		b. Recruitment	√	√	√
3	Facilities and Infrastructure	a. Completeness of facilities and infrastructure	√	√	√
		b. Standard of fittings	√	√	
4	Funding	a. Procurement of facilities and infrastructure		√	√
		b. Maintenance of facilities and infrastructure		√	√
		c. Athlete development (recruitment and training camps)	√	√	√
		d. Welfare of coaches, athletes	√	√	√
5	Parental Support	a. Athlete motivation	√	√	√
		b. Supervision of athlete	√	√	√
		Donations		√	√
Process					
1	Implementation of the Exercise Program	a. Short and long term training program	√		√
		b. General preparation	√		√
		c. Special preparation	√		√
		d. Pre competition	√		√
		e. Main competition	√		√
		f. transition			√
2	Implementation of the Coaching Program	a. Implementation of the exercise program	√		√
		b. Implementation of the coaching program	√	√	
3	Monitoring	a. Implementation of monitoring	√	√	√

Product					
1	Achievement	a. Provincial Level		√	
		b. National Level	√		
		c. International Level		√	

Table 2.
Summary of Questionnaire Data Results

Aspect	Management (%)	Coach (%)	Athlete (%)	Total	Average	Category	
Context	Background	76,00	70,63		146,63	73,31	Good
	Program Objectives	66,88	61,46		128,33	64,17	Good
	Coaching Program	75,83	65,63		141,46	70,73	Good
Input	Trainer Qualification	67,50	69,53	86,16	223,19	74,40	Good
	Athlete	81,25	67,19	71,13	219,57	73,19	Good
	Facilities and Infrastructure	66,25	68,75	74,40	209,40	69,80	Good
	Funding	59,69	61,61	73,64	194,93	64,98	Good
Process	Parental Support	69,29	63,13	73,64	206,05	68,68	Good
	Process Implementation of the Development Program	63,75	59,38		123,13	61,57	Good
	Exercise Implementation		62,50	71,56	134,06	67,03	Good
Product	Monitoring and Evaluation	71,25	68,75	71,43	211,43	70,48	Good
	Achievement	56,67	45,83	67,75	170,25	56,75	Enough
Average					67,92		
Standard Deviation					5,275		

Based on the summary of the analysis and the table above, the researcher will explain the meaning of the contents in these tables. In the analysis summary table, all the values contained in the table are the average value of each questionnaire which has been calculated as a whole, both the questionnaires for administrators, coaches and athletes in PB. PERBAKIN.

All the average values are obtained from the raw data of each questionnaire, and the average results of each questionnaire can be included or can support the aspects that want to be revealed. All the questionnaires here, both the questionnaires for administrators, coaches and athletes in PB. PERBAKIN has a component that must support or complement each other to get the actual data. After explaining in its entirety the summary of PB PERBAKIN data analysis. Then the researcher will explain more specifically about the analysis of the data that has been obtained, the explanation below will discuss the evaluation of the coaching program in terms of context, input, process and product as well as every aspect revealed in the research on achievement coaching programs in PB. PERBAKIN.

Table 3.

Summary of results Data context

Context	Management (%)	Coach (%)	Athlete (%)	Total	Average	Category
Background	76,00	70,63		146,63	73,31	Good
Program Objectives	66,88	61,46		128,33	64,17	Good
Coaching Program	75,83	65,63		141,46	70,73	Good
Rata - Rata					69,40	

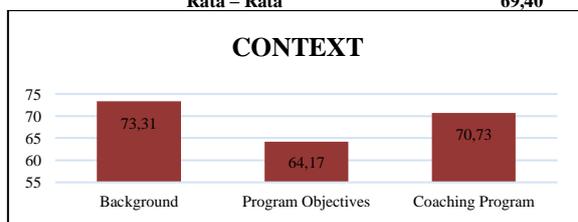


Figure 1. Histogram of Context Evaluation Results

Based on the results of the evaluation of the contexts above, a score of 69.40 was obtained, namely in the good category. This shows that program evaluation (contexs) in PB. PERBAKIN has been running according to expectations, but there is still a need for consolidation between the PB. PERBAKIN management and the PB. PERBAKIN administrators and trainers.

Table 4.

Summary of the results of the Input Data

Aspect	Management (%)	Coach (%)	Athlete (%)	Total	Average	Category
Coach Qualification	67,50	69,53	86,16	223,19	74,40	Good
Athlete	81,25	67,19	71,13	219,57	73,19	Good
Facilities and infrastructure	66,25	68,75	74,40	209,40	69,80	Good
Funding			73,64	194,94	64,98	Good
Parental Support			73,64	206,05	68,68	Good
Rata-Rata					70,21	

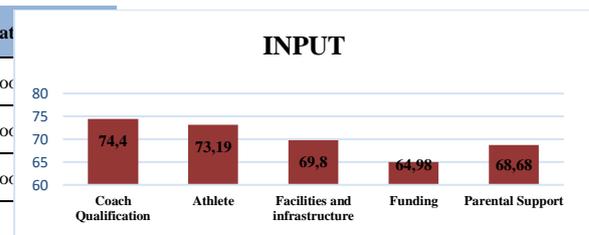


Figure 2. Histogram of Input Evaluation Results

Based on the results of the input evaluation, it can be concluded that it is running well and as expected. Input from

coaches and athletes is good, as evidenced by the values obtained from 74.4 and 73.19, input obtained from parental support facilities and infrastructure also has a good response, namely 69.8 and 68.68 scores, while input from funding has the lowest value is 64.98 but still in the good category. So the input evaluation carried out in PB. PERBAKIN is considered good with an average achievement of 70.21.

Table 5.
 Summary of Data Process results

Aspect	Management (%)	Coach (%)	Athlete (%)	Total	Average
implementation of the coaching program	63,75	59,38		129,13	64,56
Exercise implementation		62,50	71,56	134,06	67,03
monitoring and evaluation	71,25	68,75	71,43	211,43	70,48
Rata-Rata					67,35

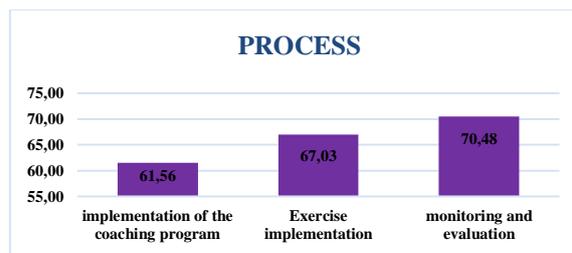


Figure 3. Histogram of Process Evaluation Results

Based on the results of the input evaluation, it can be concluded that it is running well and as expected. The input from the program implementation and training implementation was good, as evidenced by the obtained scores of 64.56 and 67.03, while the monitoring and evaluation process had a value of 70.48 categorized as good. So the

evaluation process carried out in PB. PERBAKIN is considered good with an average achievement of 67.35.

Table 6.
 Summary of Data Product results

Aspect	Management (%)	Coach (%)	Athlete (%)	Total	Average	Category
Performance	56,67	45,83	67,75	170,25	56,75	Enough
Average					56,75	



Figure 4. Histogram of Product Evaluation Results

Based on the product evaluation results, the results obtained are not as expected, this can be seen with the value obtained reaching 56.75 This shows that there is still a lack of products produced with the wishes of the organization which is the result of product evaluation, it can be said that the coaching program carried out by PB. PERBAKIN is still not good for achievement at the international level, this is due to the lack of flying hours for athletes to take part in single event championships held by ISSF in various countries so that athletes still lack experience and are not mentally strong when meeting athletes from other countries whose coaching system is in

accordance with the needs and can support the achievements of the athletes. While the benchmark for the success of the coaching program carried out by PB. PERBAKIN is an achievement in multi-events known as the Sea Games, Asian Games and Olympic Games.

Discussion of Research Results

1. Context Evaluation

In product evaluation in the development program for improving national sports achievement in the shooting sport in PB. PERBAKIN, there are important points in the formation of a coaching program. The first point in the coaching program is the background, the background of a program is part of the focus on one goal to be achieved in implementing the coaching program. Without a clear background it is impossible for a coaching program to be created. The second point in product evaluation in this coaching program is the purpose of the coaching program itself. These goals are written in a vision and mission of the organization, what goals are to be achieved and how the steps will be taken in outline in achieving the goals that have been set by the organization which in this case is PB. PERBAKIN.

The third important point in product evaluation in the national sports achievement improvement development program for shooting sports in PB. PERBAKIN is a coaching program in itself. It is also very important to choose the level of the coaching program that will be implemented, so that there is no overlap in determining the focus of coaching, especially in terms of training athletes. And this really helps the coach in making training programs and setting targets.

Looking at the results presented above, evaluate the context in PB. PERBAKIN only got a score of 69.40 which indicated that it was good in the element of context evaluation carried out. In the design of the coaching program made by PB. PERBAKIN has a point that requires the organization to carry out the recruitment of athletes, the selection of coaches that are adjusted to the category, but due to several reasons, the program is not running optimally. Program design is produced through planning and various analyzes of the existing potential, so that the resulting program is good, planned, detailed and clear.

2. Input Evaluation

Input evaluation or input evaluation is the initial ability of a program implementer with the existing conditions in supporting a program implementation. The evaluation of inputs in this study explains various aspects related to the problem of coaches, athletes, funding, facilities and infrastructure, as well as parental support. The results of the analysis and evaluation of the coaching program above explain that the obstacles in the implementation of the coaching program to increase national sports achievement in the shooting sport in PB. PERBAKIN is constrained by funding problems, but the success of a coaching program can be achieved through the relationship of all aspects in a coaching program.

Evaluation of inputs assesses alternative methods, plans, management plans, and budgets for implementation and cost effectiveness or funding for meeting the needs and achieving the planned program goals. In this study, input evaluation is an activity carried out to analyze all resources which in this case are athletes, coaches and also the availability of supporting factors such as funding, as well as infrastructure. According to the results of the study, it can be concluded that the input

evaluation carried out was quite good with the achievement of a score of 70.21.

The input evaluation points in the development program for improving national sports achievement in the shooting sport in PB. PERBAKIN includes, trainer qualifications, mass, athlete recruitment, facilities and infrastructure, funding and support for athletes' parents. The author sees that the qualifications of the existing trainers from the quality are good, the experience as athletes is enough to make them have valuable experience and also the participation of the trainers in the existing trainings is enough to open their horizons in carrying out the training program at PB. PERBAKIN. The lack of input in this program is in terms of mass and recruitment of athletes, as well as funding. The center of all obstacles is funding, it is necessary to have funds available to do bulk in order to recruit potential athletes, not a few funds are needed to make a championship.

In addition to insufficient funding for the implementation of athlete recruitment, the same obstacle also occurs in terms of the availability of facilities and infrastructure to support the athletes' training. A very significant obstacle is in the procurement of

equipment for athletes and ammunition which is still ambiguously supported by Pengprov or by PB. PERBAKIN.

However, in the input evaluation carried out by PB. PERBAKIN there are positive things found by researchers. The support from parents of athletes in participating in the coaching program is enough to help increase the enthusiasm of the athletes in undergoing training, the support from these parents is an additional motivation for athletes in achieving achievements even though the material is not as expected, but a close sense of kinship between the administrators, coaches and staff athletes almost cover the shortfall.

3. Process Evaluation

Process evaluation is an assessment tool in the implementation of a program that is being carried out, whether all elements in the implementation of the program are in accordance with the expected classification. Process evaluation as a tool to implement a decision that has been taken, in this case it will be seen whether or not the implementation of a program has been determined. The evaluation process in this study describes the implementation of the training program, the implementation of the

coaching program and monitoring and evaluation in PB. PERBAKIN. The implementation of the coaching program is one of the processes in achieving the stated program objectives, so that in the evaluation process it can be seen that a program is running well or not. According to Irmansyah. J (2017: 31) says that “process evaluation assesses the implementation of plans to help staff carry out activities and assist a wider group of program performance and interpret results”.

In the evaluation of the process carried out in PB. PERBAKIN researchers see important points in the coaching program implemented. These important points include the implementation of training programs, implementation of coaching and monitoring programs. In the implementation of the training program, the program made by the trainer is quite well structured. A program that is clearly able to improve the athlete's achievement in every competition that is followed. In addition to the training program, the coaching program is also going well.

Apart from the two things mentioned above, what is no less important is the routine monitoring carried out by PB PERBAKIN

administrators. The monitoring carried out is a form of attention and seriousness from the administrators to athletes and coaches in order to achieve maximum performance. By doing regular monitoring it can increase the motivation of the athletes, they feel recognized as family by PB. PERBAKIN.

Based on the results of the process evaluation data analysis, the implementation of the coaching program has been going well, as can be seen from the overall score of 67.35 which is in the good category. This happened because the attention from the administrators to the athletes was very good, the routine supervision carried out by the administrators gave a little motivation to the athletes to achievers.

4. Product Evaluation

Product evaluation is a tool for assessing a program that describes the level of success of a program that has been prepared. Product evaluation in this study describes the results that have been achieved or achievements that have been achieved by PB. PERBAKIN. Suharsini & Cepi (2009: 47) say that “product evaluation is the final stage of a series of program evaluations. Basically the achievements are the result of the athletes' hard work under the direction

and supervision of quality coaches and support from all parties as well as the results of the preparation of a good coaching program.

The most important point in a program evaluation is the product, the resulting product is a major part of the purpose of the coaching program. And the product of the sports coaching program is the achievements that can be achieved. The product produced by the national sports achievement improvement program for shooting sports in PB. PERBAKIN is quite proud, this means that the coaching program that has been implemented has been running according to its objectives.

On product evaluation in PB. PERBAKIN scored 56.75 or was included in the sufficient category, this happened because even though the achievements of the athletes were quite high, the achievements in single events were still not as expected.

CONCLUSION

Based on the description of the data analysis and evaluation of the overall coaching program in CHAPTER IV, conclusions can be drawn:

1. Evaluation results based on the CIPP model

The shooting coaching program carried out by PB. PERBAKIN has basically been running, but when viewed as a whole through the evaluation of the CIPP model, there are still shortcomings in its implementation and achievement. This needs serious attention if the achievement of the shooting branch in PB. PERBAKIN wants to be consistent and improve. It takes maximum seriousness and focus as well as maximizing all potential in supporting and implementing a coaching program to improve national sports achievements in the shooting sport in PB. PERBAKIN.

2. Context Evaluation

On the evaluation of contexts in the coaching program for improving national sports achievement in the shooting sport in PB. PERBAKIN obtained an average score of 69.40 in the good category, this can be improved as long as the coaching program implemented needs more attention in the early age athlete development sector. So that the regeneration of outstanding athletes can run and be uninterrupted in senior athletes who are still active, so that the existence of achievements achieved by PB. PERBAKIN can be well maintained.

3. Input Evaluation

In the evaluation of the input, an average score of 70.21 was reached, concluding that it had met the standards in the implementation of coaching. The most visible deficiency in the input on improving national sports achievement in the shooting sport in PB. PERBAKIN occurs due to the lack of available funds, especially in terms of procurement of equipment for athletes. There needs to be sponsors or donors who are willing to help in terms of funding for the implementation of the coaching program, especially in the procurement of shooting equipment. Meanwhile, parental support is very helpful in increasing the motivation of the athletes.

4. Process Evaluation

The coaching process carried out by PB. PERBAKIN has been going well. The totality of the trainer in carrying out the exercise needs to be appreciated by all parties. In the process evaluation carried out in PB. PERBAKIN the implementation of the training program and the coaching program went well and in accordance with the program's objectives, the positive response from the administrators, coaches and athletes resulted in a score of 67.35 which means that it received a good assessment.

5. Product Evaluation

The achievements of the PB athletes. PERBAKIN is quite proud, even the athletes have many achievements at the national and international levels. But unfortunately, in the single event international championship held by ISSF, it still hasn't gotten the maximum achievement. Product evaluation assessment in the development program for improving national sports achievement in the shooting sport in PB. PERBAKIN received an unfavorable response to the achievements of athletes in single event championships, thus affecting the resulting score of only 56.75. The positive thing that was obtained was the high achievement by athletes who were able to excel at the international level at the Southeast Asian level, namely the Sea Games.

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