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EVALUATION OF THE ACHIEVEMENT DEVELOPMENT PROGRAM OF THE DKI JAKARTA PROVINCE SOFTBALL SPORTS

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Abstract. This research aims to obtain facts, data, and information about the results of the evaluation of the achievement coaching program for the women's softball sports of DKI Jakarta Province. This study used evaluative methods with the CIPP model. Data collection techniques use questionnaires, documentation, observations, and interviews. The subjects of this study are The Core Board, Coach, and Athlete. The results revealed that the context component of the Pengprov Perbasasi DKI Jakarta already has a long-term, medium, and short-term plan. However, the DKI Jakarta Provincial Women's Softball Team was only able to achieve the goal of the achievement coaching program at the 2018 Softball National Tournament. The input components, facilities, equipment, and equipment provided are enough to meet the needs of the DKI Jakarta Provincial Women's Softball Team. However, the need for supplements and vitamins for new athletes ahead of the implementation of PON. In the process component, the coaching staff implements a walking selection system and promotes and degrades athletes based on batting average data, left on base, running base in, accumulation of errors, & success in sacrifice. The training process was carried out face-to-face and virtually during the Covid-19 pandemic. In the product component, the results obtained by the DKI Jakarta Provincial Women's Softball Team during the period 2018 to 2022 were finalists in the 2018 Softball National Tournament. However, in the 2019 PON Qualification and PON XX Papua in 2021, the DKI Jakarta Provincial Women's Softball Team was only able to rank fifth.

Keywords: Evaluation; Achievement Development Program; Softball



INTRODUCTION

A scientific approach should be applied to all categories of sports, one of which is *softball*. Coaches must apply sports science to make effective decisions so as to solve existing problems (Martindale & Nash, 2013). The scientific approach is also an important part of the *softball* sport of DKI Jakarta Province in the implementation of the Achievement Development Program. Related to this, all staff coaches of *the softball* sports of DKI Jakarta Province both sons and daughters have actually applied a scientific approach in the implementation of the Achievement Development Program. However, in March 2020 the *Covid-19 pandemic* first entered Indonesia which made all normal face-to-face training programs must be transferred to virtual exercises through various applications. Of course, *the Covid-19 pandemic* had a great impact on the implementation of the softball Achievement Development Program. Cessation of normal face-to-face exercise due to *covid-19* leads to a noticeable decrease in maximum oxygen consumption ($VO_2 \max$), loss of strength, and muscle mass (Paoli & Musumeci, 2020). The *Covid-19*

pandemic not only changed the athlete's lifestyle, but also made the training process change. Since the *Covid-19 pandemic*, it requires the coaching staff to re-customize the training program with the conditions and situations of remote training virtually.

In addition, *pandemic covid-19* also has a great negative impact on the psychological of most people (Cheval et al., 2021; Li, Wang, Xue, Zhao, & Zhu, 2020). The negative psychological impact during the *Covid-19 pandemic* has also reduced the motivation of athletes to do their usual exercises normally (Ammar et al., 2020; Tison Geoffrey H, 2020; Woods et al., 2020). There is *covid-19 pandemic* and training diverted to virtual also affect the motivation of athletes when training. Changes in athlete motivation in training as one of the most significant effects due to *the Covid-19 pandemic* (Tingaz, 2021). Considering aspects of motivation in parallel with physiological variables is one of the great challenges for athletes to carry out an exercise program at home (Russell & Rossignol, 2000). Therefore, self-motivation significantly affects athletes' commitment to keeping training during

the *Covid-19 pandemic* (Leyton-Román, de la Vega, & Jiménez-Castuera, 2021).

The results of PON XX Papua in 2021 reflect that the target of PERBASASI DKI Jakarta Province to win two gold medals was not achieved. Because PERBASASI DKI Jakarta Province only received one gold medal in the baseball and one silver medal in the men's *softball*. Meanwhile, the women's *softball* did not get a medal and only ranked fifth. Meanwhile, some factors that cause men's and women's softballs to not get gold medals such as preparation that is not optimal due to *the Covid-19 pandemic*, forcing athletes to undergo training independently. In addition, the lack of official matches on both regional and national scales caused the flying hours of male and female *softball* athletes to be reduced and not maximal. This is certainly a bad achievement for the PERBASASI DKI Jakarta Province. Because in PON XIX West Java PERBASASI DKI Jakarta Province was able to get two gold medals in baseball and *women's softball*. The failure to obtain a medal in PON XX Papua in 2021 was a severe blow to the women's *softball* who from the beginning targeted the gold medal.

In connection with the above, the evaluation must be carried out as soon as possible by the *softball* sport of DKI Jakarta Province. This is done, so that the *softball* sport of DKI Jakarta Province can know the shortcomings and get the right recommendation based on the results of the evaluation. In this regard, researchers consider it necessary to carry out evaluation research on the *women's softball* sports of DKI Jakarta Province who did not get a medal in PON XX Papua in 2021. Related to this, later the results of this study can be used as a reference or consideration for the PERBASASI DKI Jakarta Province in creating a comprehensive Achievement Development program to deal with PON XXI Aceh-Sumut 2024/2025.

METHOD

The data approach to this research is qualitative. The study will use the evaluative method described by Fitzpatrick, Sanders, & Worthen (2011) explaining that "*evaluation as the identification, clarification, and application of defensible criteria to determine an evaluation object's value (worth or merit) in relation to those criteria*". It can briefly be explained that an evaluator must be able to identify and clarify the value (feasible or appropriate)

of an evaluated program. This study used *the CIPP* model evaluation design (*Context, Input, Process, & Product*) to report thoroughly on the achievement development program of game sports in DKI Jakarta Province. The subjects of this study are administrators, athletes, and *women's softball* coaches of DKI Jakarta Province. Meanwhile, the technique of collecting data on this study with observations, interviews, and questionnaires.

RESULTS AND DISCUSSIONS

The DKI Jakarta Provincial Women's Softball Team has 25 athletes consisting of three athletes (12%) of early adolescence and 22 athletes (88%) of late adolescence. Meanwhile, the average age of Women's Softball athletes of DKI Jakarta Province as of January 1, 2022 is 18.8 years. The data shows that Jakarta women's softball athletes who participated in the achievement coaching program from 2018 to 2021 are dominated by the final adolescent age with the age of 17 years as many as seven athletes (88%). However, when viewed from the initial aspects of the achievement coaching program in 2018 or three years earlier, the DKI Jakarta Provincial Women's Softball athletes have an average age of 15.8 years and

fall into the category of early adolescence.

Context Component. Basically, PJP softball DKI Jakarta province is carried out in preparation for the National Sports Week (PON). Related to this, the PJP softball of DKI Jakarta Province has a quadrennial time period. In addition to the Long-Term Program, of course, the Pengprov Perbasasi DKI Jakarta also has a Short and Medium Term Program. The Short-Term Program is focused on the National Championship (Kejurnas) as well as the Medium-Term Program devoted to the PON Qualification. The achievement development program implemented by the Pengprov Perbasasi DKI Jakarta certainly has goals or targets that must be achieved. Seeing the results of the medals obtained at PON XIX West Java 2016 which was able to win two gold medals or become the General Champion of the Baseball & Softball Category, the Pengprov Perbasasi DKI Jakarta at least tried to maintain this achievement at PON XX Papua 2021. Therefore, long-term programs become important to run.

Planning in an organization is essential, because in reality planning is one of the important management

functions. Because, the function of organizing, briefing and supervision is actually only carrying out what has been planned in advance. It also indicates that it is important for the organization's leadership to make careful planning so that goals can be achieved. The incident of the DKI Jakarta Provincial Women's Softball Team not getting the ideal time during the preparation of PON XX Papua in 2021 must be of particular concern so that similar things do not happen again. Because, the importance of planning is expressed by Robbin & Coulter (2004) who stated that there are at least four reasons to make planning, namely (1) planning gives direction; (2) reduce the impact of change; (3) minimize waste and double activities; (4) and become the standard used in control. If from the beginning the Pengprov Perbasasi DKI Jakarta has careful planning, then the impact of regional teams conducting training centers in Jakarta will not interfere with the preparation of the DKI Jakarta Provincial Women's Softball Team. Therefore, it is important for the Pengprov Perbasasi DKI Jakarta so that the incident really does not happen again.

Input Component. Pengprov Perbasasi DKI Jakarta maximizes

athletes from DKI Jakarta Province to be targeted by the program. The athletes were selected from *softball* clubs that are still active under the auspices of the Pengprov Perbasasi DKI Jakarta. The clubs that are still active today include Garuda Club, Prambors, Rebels, Rajawali and Officials. A total of 18 athletes (72%) came from Garuda club, four athletes (16%) came from Prambors club, two athletes (8%) came from Rebels club, and one athlete (4%) came from Rajawali club. Garuda Club is the most contributing athletes in the implementation of the DKI Jakarta Provincial *Women's Softball* achievement coaching program. Of course, the number of athletes from one club indicates that the club is still consistently fostering female *softball* athletes in DKI Jakarta Province. Based on Article 27 paragraph 4 of Law Number 3 of 2005 concerning the National Sports System, it is explained that the coaching and development of sports achievements is carried out by deceiving sports clubs and organizing competitions in a tiered and sustainable manner. Based on the observations and observations of researchers, the Pengprov Perbasasi DKI Jakarta during the achievement development program

did not run a tiered and sustainable competition. Only in 2019 there is one competition, the Pangdam Jaya Cup. However, the competition is open to the public meaning that all ages can play.

In the evaluation of input components, the Pengprov Perbasasi DKI Jakarta has not provided maximum facilities in the implementation of achievement development programs. Equipment such as bats that during practice have not reached one bat for one athlete. Equipment such as *bats* and *gloves* are only fully fulfilled before the PON match. This makes players have to adapt again to the newly fulfilled equipment moments before the implementation of PON. Evaluation is also important to do about the training ground, The Jakarta Perbasasi Pengprov in some training sessions does not facilitate a standard training ground. This happened one of them because the *Covid-19 pandemic* from March to July 2020 made the training ground on the GBK *Softball* field closed. In this regard, the Pengprov Perbasasi DKI Jakarta can only facilitate training grounds at the *Baseball*, Rawamangun and *Futsal* fields in the Ciputat area.

After *the Covid-19 pandemic* began to hit and was allowed to retrain

on the GBK *Softball* field, the DKI Jakarta Provincial Women's Softball Team in several sessions also did not get standard training facilities. This is because of the Women's *Softball* Team of West Papua and Papua Provinces who have started training centers on the GBK *Softball* field. The concentration of training from some of these areas makes two *gbk softball* fields that are standard used by these areas, so that the DKI Jakarta Provincial Women's Softball Team can only use small fields that have a non-standard size. Of course, this makes the training of the DKI Jakarta Provincial Women's Softball Team less effective, especially when *fielding* training sessions require a standard field.

Process Components. In the preparation of PON, the coaching staff applies a walking selection that crosses out several stages with various considerations. The recruitment process, which is the first stage, is reduced to 17 athletes, making athletes more committed to training. Then, the determination of the core team of 15 athletes determined one month before the game makes the competition climate in the team maintained. This happens because athletes are required to still give their best during training and trials, in

order to be selected to the first team. In addition to the recruitment of athletes, indicators of promotion and degradation are also an important part of the achievement coaching program. The promotion of athletes is to make the athlete into the first team in *the softball* game. Either enter the *batting order* or *defence formation*. The process of athlete promotion is carried out by looking at the development of athletes during training, both during *batting* and *fielding* exercises. Of course, the coach has certain considerations such as how to hit, the favor of the ball with the *bat* and the quality of the resulting punch. Then, the coach also has some considerations to promote athletes into the guard lineup. One of the considerations used is the ability to throw and catch the ball (*fly ball or ground ball*), the ability to make decisions when the ball is successfully hit, and the ability to master the field of play.

The *Covid-19* pandemic is indeed one of the obstacles for the coaching staff and administrators in the process of implementing the achievement coaching program. Online exercise can indeed be said to be ineffective. However, the demands for athlete performance to remain optimal

must be carried out. Therefore, *online* training must also be carried out. However, during *online* training, the entire coaching staff should continue to monitor so that athletes really train optimally according to the program made. In addition, variations of exercise must also continue to be developed so that athletes are not saturated when training independently. After practicing virtually in a few months, the DKI Jakarta Provincial Women's Softball Team was finally able to return to live training in September 2020. However, face-to-face exercises are done only once a week. Because, at that time there were still many limits of human mobility. In addition, there are several conditions that must be met before doing face-to-face exercises such as having to test antigens and using masks during practice. Initially players and coaches have difficulty when practicing using masks because the breathing process also becomes disrupted. Then, the articulation of the coach when making corrections becomes less clear so that several times the player does not understand what is conveyed by the coach.

Limited and conditional face-to-face exercises are utilized by coaches to practice the basic techniques *of fielding*

and batting. Furthermore, physical exercise is focused virtually in each other's homes. The decision regarding the postponement of PON XX Papua in 2020 to October 2021 made this kind of exercise process last until the end of 2020. Because, the main field of training in GBK, Senayan still cannot be used, so the training is diverted to the *Baseball* field, Rawamangun. Because the field is devoted to the DKI Jakarta Provincial Men's Baseball Team and the DKI Jakarta Provincial Men's *Softball* Team also train at the *Baseball* field, Rawamangun, the DKI Jakarta Provincial Women's Softball Team only gets one time a week to practice. Of course, the existence of limited face-to-face exercises is very useful for the improvement or stabilization of player techniques. Direct practice on the field also makes the practice process as usual, so that players can practice techniques to the maximum without thinking about training equipment or limited places.

Product Components.

Achievement indicators are seen from several national and international level championships such as the National Championship (Kejurnas), PON Qualification, PON and Sea Games. Of course, indicators of exercise programs

and achievement results became an important part of this study. Because, the training program provided by the coach to athletes will have an impact on the quality of athletes. If the exercise program given is appropriate and effective, then the athlete also becomes qualified. Related to this, qualified athletes will show maximum performance, so that the achievements achieved both individually and in the team will be maximized. Indicators of achievement results become the most tangible part of the success of the achievement coaching program. Of course, at the highest level, the achievements that must be obtained are to become champions or at least get the top three rankings. The softball sport of DKI Jakarta Province since 2018 runs an achievement coaching program has stagnant achievement results tend to decline. The DKI Jakarta Provincial Women's Softball Team has obtained good results at the beginning of the achievement coaching program. The DKI Jakarta Provincial Women's *Softball* Team managed to become the *finalis* in the 2018 Kejurnas which was defeated by the West Java Provincial Women's *Softball* Team. Of course, the positive results at the 2018 National

Championship brought optimism to the Pengprov Perbasasi DKI Jakarta and the coaching staff in looking at the championships in the next year whose main goal was to win the PON XX gold medal.

But the results obtained are quite the opposite, the DKI Jakarta Provincial Women's Softball Team has decreased achievements. This can be seen from the achievements of the DKI Jakarta Provincial Women's Softball Team in 2019 which only ranked fifth in the PON Qualification. Then, the DKI Jakarta Provincial Women's Softball Team was only able to reach the group stage at the 2020 Gorgeus Cup championship. At its peak, the DKI Jakarta Provincial Women's Softball Team did not get a single medal at PON XX Papua in 2021. This result certainly makes the DKI Jakarta Provincial Women's Softball Team experience a very significant reduction in achievements. Because in the previous three PON events, the DKI Jakarta Provincial Women's Softball Team won the gold medal. However, in PON XX Papua in 2021 did not win a medal at all.

The condition of the *Covid-19* pandemic makes the implementation of exercises ineffective when practicing

virtually or independently in their respective homes. Not all athletes also have a large land or place and adequate equipment to train independently. The coaching staff who cannot correct directly is also one of the obstacles to the training process faced during virtual and independent training. This has an impact on the achievement results of individuals and teams that tend to decline. PB Perbasasi DKI Jakarta's target to win two gold medals was not achieved. Because, in PON XX Papua in 2021 PB PERBASASI DKI Jakarta only received one gold medal and one silver medal. It is undeniable that the pandemic conditions are quite high in Jakarta and strict health protocols make the training center of the DKI Jakarta Provincial Women's Softball Team constrained. This makes the exercise during the concentration that is actually planned for six months only effective for three months. In addition, the lack of *refreshing* due to limited movement of activities makes athletes psychologically also become easily saturated. Because, the routine of athletes who only train on the field and then return again to the inn.

CONCLUSION

Jakarta's Perbasasi Pengprov has long-term, medium and short-term plans.

However, the DKI Jakarta Provincial Women's Softball Team was only able to achieve the goal of the achievement coaching program at the 2018 Softball National Championship. The athletes who entered the DKI Jakarta Provincial Women's Softball Team who participated in the achievement coaching program consisted of several DKI Jakarta Provincial *softball* associations. Meanwhile, the training facilities, equipment, and equipment provided and provided are enough to meet the needs of the DKI Jakarta Provincial Women's Softball Team. However, the need for supplements and vitamins for new athletes is met ahead of the implementation of PON XX Papua in 2021. The DKI Jakarta Provincial Women's Softball Team implemented several athlete recruitment schemes in accordance with the composition of the assigned coaching staff. The coaching staff promotes and degrades athletes based on data on *batting average, left on base, running base in, accumulation of errors, & success in sacrifice*. Hasil obtained by the DKI Jakarta Provincial Women's Softball Team during the period 2018 to 2022 is a finalist in the 2018 *Softball* National Championship. However, in the 2019 PON Qualification

and PON XX Papua in 2021, the DKI Jakarta Provincial Women's Softball Team was only able to rank fifth.

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