

The Psychological Management of Football Training for Early Childhood in Hasanuddin Football School Makassar

¹Saharullah²Achmad Hakim³Muhammadong⁴Nur Abidah
Idrus

¹Universitas Negeri Makassar
ullah-fik@yahoo.com

²Universitas Negeri Makassar

³Universitas Negeri Makassar

⁴Universitas Negeri Makassar

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ABSTRACT

The study aims to : (1) describe the planning management of Hasanuddin Football School, Makassar, based on the determination of target, program plan, budgeting, and the event. (2) describe the organizational management of Hasanuddin Football School, Makassar, based on the managerial structure, organization target, the actuating of event, and the event reporting. (3) describe actuating management of Hasanuddin Football School, Makassar, in terms of actuating model, ability, and attitude. (4) describe the supervision / evaluation management of Hasanuddin Football School, Makassar, in terms of supervision, assessment, and reporting.

It is a survey study that analyzed data descriptively with a quantitative approach. The samples included the committee, trainers, and athletes of Hasanuddin Football School, Makassar, with a total number of 30. Data were collected through the following procedure: the validity and reliability of the questionnaire were tested by two experts. Then, they were descriptively analyzed using SPSS 20 to describe the findings and compared with the assessment classification table. The findings show that: (1) the planning management of Hasanuddin Football School, Makassar, in terms of the determination of target, program plan, budgeting, and event was in a good category is accepted, (2) the organization management of Hasanuddin Football School, Makassar based on the position structure, organization target, the actuating of event, and the event reporting was in a good category is accepted, (3) actuating management of Hasanuddin Football School, Makassar in terms of actuating model, ability, and attitude was in a good category was rejected. (4) the supervision / evaluation management of Hasanuddin Football School, Makassar, in terms of supervision, assessment, and report, was in a good category is accepted

Keywords: Management, Developments, sport, school, football

INTRODUCTION

In Indonesian law number 3 of 2005, about the national sports system, chapter 1 paragraph 1 explained that Sports are all aspects related to sports that require regulation, education, learning, coaching, development, and supervision.

Law of the Republic of Indonesia, Number 3 of 2005 concerning the National Sports System (UU-SKN), article 1 paragraph 1, explains that "Sports are all aspects related to sports that require regulation, education, learning, coaching, development, and supervision". Based on the statement regarding the National Sports System in article 1, it is important to design how to develop and advance national sports, both amateur and professional sports, for early childhood. Therefore, football management must get attention, especially at the Hasanudin Makassar football school. Good management should help the organization to run well. Management is very important because it determines the quality of the goals and how to achieve them.

Management not only identifies, analyzes and combines the talents of people and utilizes these resources effectively. According to (Brantas, 2009), management consists of 6M, namely (1) man, human labor, both executive and operative workers, (2) money, the money needed to achieve the target goals, (3) methods, ways used to achieve goals, (4) materials, objects used to achieve goals, (5) machines, tools needed/used to achieve goals, (6) markets, medium to sell outputs and services.

Sport cannot be built instantly but requires a commitment to developing it systematically. Sports achievement is visible and measurable, which means that the coaching is carried out scientifically from talent scouting. Coaching athletes aim to achieve regional, national and international achievement levels. It should be conducted by the supreme sports organization at both the regional and national levels. Coaching is also carried out

continuously by empowering sports associations, developing national and regional sports development centers, and organizing competitions in stages (Law No. 3 of 2005).

Besides facing the problems above, the Hasanuddin Makassar football school also deals with the condition that there are more enthusiasts or students enrolling in the school, but the number of available coaches is not adequate. In this case, a coach must handle 50 students causing coaches to be overwhelmed and difficult to concentrate on their duties. As a consequence, they could not show optimal performance in front of the students. Besides that, the existing fields cannot accommodate all students causing the training to be ineffective and inefficient.

According to Manullang (Manullang, 2012), the term of 'management' can be defined in three ways:

1. Management is a process.
2. Management is a group of people managing something.
3. Management is an art and science.

The first definition, management is a process, is different from the *Encyclopedia of The Social Science*, stating that management is a process to achieve a goal.

While (Hasibuan, 2012) stated that an organization is a formal, structured, and coordinated union consisting of people collaborating to achieve a mutual goal. The organization is only a tool or medium. Another statement from Pradjudi Armosudiro in (Hasibuan, 2009) "organization is a structure of job division and collaboration of a group of people to achieve a particular goal."

RESEARCH METHODS

This is a survey study analyzing data descriptively with a quantitative approach by explaining and describing fact and phenomena,(Sugiyono, 2012). (Sugiyono, 2013) defined the quantitative method as a study based on positivist philosophy to study population and sample by collecting data using research instruments and analyzing them quantitatively / statistically to test the hypothesis.

Research design is used as the guidance to carry out the study. Each study needs a particular research design. Based on the variables involved in the study, the research design is explained in the table below.

Table 2.1 Research Design

	Variables (Management X)
X1	Planning
X2	Organization
X3	Actuating
X4	Supervision/Evaluation

Source: (Riyadi, 2012)

The instrument used in this study was a questionnaire. A research instrument is a tool used to collect relevant data on the problems discussed in the study. Therefore, the instrument plays an important role in data collection. Errors in the instrument will result in error data leading to invalid data. The instrument used in this study was a questionnaire with a Likert scale.

The research population was all committees, trainers, and football players of Hassanuddin Football School of Makassar. A sample is a small group that is part of the population observed so that it represents the nature and characteristics of the population, (Sugiyono, 2013). The number of samples in this study was 30.

The methods used to collect data about the planning management, organization management, actuating management, and supervision and evaluation management were observation, documentation, and questionnaire.

RESEARCH FINDINGS

The first stage before testing the hypothesis was to descriptively analyze data from observation and questionnaire. The hypothesis was tested by finding out the average score of a questionnaire related to: Planning management, including the determination of target, program plan, budgeting, and the design of event; schools management consisting of position structure, organization target, the actuating of event, and the event reporting; school management consisting of the ability to carry out the event and the attitude toward it; and evaluation and supervision management consisting of supervision, assessment, and report.

1. Results of Descriptive Analysis

A questionnaire was used to collect data about planning management, organization management, actuating management, and supervision/evaluation management of Hasanuddin Football School of Makassar. The descriptive data after being analyzed are presented in the table below:

Table 4.1. Results of Descriptive Analysis of Data from Questionnaire

Descriptive Analysis	Planning Management	Organization Management	Actuating Management	Supervision/Evaluation Management
Mean	52,67	64,13	51,93	63,17
Median	53,00	63,00	51,00	63,00
Standard Deviation	2,496	7,995	3,129	5,220
Minimum	48	54	47	56
Maximum	62	68	58	79
Range	14	14	11	23
Sum	1580	1780	1558	1895

Table 4.1 shows the results of the analysis of data from a questionnaire of : Planning management, including the determination of target, program plan, budgeting, and the design of event; schools management consisting of position structure, organization target, the actuating of event, and the event reporting; school management consisting of the ability to carry out the event and the attitude toward it; and evaluation and supervision management consisting of supervision, assessment, and report.

- a. Data about planning management, including the determination of target, program plan, budgeting, and the design of event, shows the average score of 52.67 from 30 samples, a median of 53.00, the standard deviation of 2.496 with a range score of 14 (minimum score: 48; maximum score: 62) and sum value of 1,580.
- b. Data about school organization management, including position structure, organization target, the actuating of event, and the event reporting; obtained the average value of 64.13 from 30 samples, the median score of 63.00, a standard deviation of 7.995 with the range of 14.00 (minimum score: 54.00; maximum score: 68.00) and the sum value of 1780.
- c. Data about school management consisting of the ability to carry out the event and the attitude toward it shows the average value of 51.93 from 30 samples, the median score of 63.00, the standard deviation of 3.129 with the range of 11.00 (minimum score: 47.00; maximum score: 58.00) and the sum value of 1558.
- d. Data about evaluation and supervision management consisting of supervision, assessment, and report with assessment classification shows the average value of 63.17 from 30 samples, the median score of 51.00, the standard deviation of 5.220 with the range of 23.00 (minimum score: 56.00; maximum score: 79.00) and the sum value of 1895.

2. Result of Hypothesis Test

After carrying out descriptive analysis to get the media, median, standard deviation, range, minimum, maximum, and sum scores of data from the questionnaire, we tested the hypothesis and compared the findings with the theoretical reviews from experts.

- a. Test of the first hypothesis about the planning management of Hasanuddin Football School of Makassar in terms of the determination of target, program plan, budgeting, and the design of the event in the good category.

The first hypothesis was tested to get the description of the planning management of Hasanuddin Football School of Makassar in terms of the determination of target, program plan, budgeting, and the design of event by comparing the average score of data from the questionnaire (70.22). The data are presented in the following table:

Table 4.2. Description of Average Score of data from a questionnaire about planning management of Hasanuddin Football School of Makassar in terms of the determination of target, program plan, budgeting, and the design of event based on the research classification table

Average Scores (%)	Respondents' Criteria	Data from the questionnaire about the planning management of Hasanuddin Football School of Makassar	
		Respondent Criteria	Average Score (%)
0-20	Very low	-	-
21-40	Low	-	-
41-60	Medium	-	-
61-80	Good	Good	70.22
81-100	Very Good	-	-

The average score of data obtained from the questionnaire about the planning management of Hasanuddin Football School of Makassar in terms of the determination of target, program plan, budgeting, and the design of the event was 70.22 (categorized in the interval 61%-80%: Good) meaning that this aspect was good. Thus, the first hypothesis: the terms of the determination of target, program plan, budgeting, and the design of the event were good, is accepted.

b. The second hypothesis, organization management of Hasanuddin Football School, Makassar based on the position structure, organization target, the actuating of event, and the event reporting was in the good category

The second hypothesis was tested to see the category of data from the questionnaire about organization management of Hasanuddin Football School, Makassar based on the position structure, organization target, the actuating of event, and the event reporting. The percentage was 79.11 and classified Good based on table below.

Table 4.3. comparison of scores of data from a questionnaire about organization management of Hasanuddin Football School, Makassar based on the position structure, organization target, the actuating of event, and the event reporting.

Average Scores (%)	Respondent Criteria	Data from questionnaire of organization management of Hasanuddin Football School, Makassar	
		Respondent Criteria	Average Score (%)
0-20	Very low	-	-
21-40	Low	-	-
41-60	Medium	-	-
61-80	Good	Good	79.11
81-100	Very Good	-	-

Based on the table, the average score of organization management of Hasanuddin Football School, Makassar in terms of position structure, organization target, the actuating of event, and the event reporting was 79.11, which was in the interval of 61%-80%, categorized as good.

Thus, the organization management of Hasanuddin Football School, Makassar in terms of position structure, organization target, the actuating of event, and the event reporting, was in a good category. Thus, the second hypothesis stating that the description of organization management of Hasanuddin Football School, Makassar in terms of position structure, organization target, the actuating of event, and the event reporting is in the good category is accepted.

c. The test of the third hypothesis stating that school management consisting of the ability to carry out the event and the attitude toward it is in the good category

The third hypothesis was tested to know the category of data obtained from the questionnaire about school management consisting of the ability to carry out the event and the attitude toward it. We found the average score of 49.46%, and it was in the medium category.

Table 4.4. the average score of data from the questionnaire about school management consisted of the ability to carry out the event and the attitude toward it

Average Scores (%)	Respondent Criteria	Data from the questionnaire of organization management of Hasanuddin Football School, Makassar	
		Respondent Criteria	Average Score (%)
0-20	Very low	-	-
21-40	Low	-	-
41-60	Medium	Medium	49.46
61-80	Good	-	-
81-100	Very Good	-	-

The average score of data from the questionnaire on school management consisting of the ability to carry out the event and the attitude toward it was 49.46%. Based on the classification table, it was in the interval 41-60% which was categorized as medium. Thus, the third hypothesis stating that school management consisting of the ability to carry out the event and the attitude toward it is good was rejected.

d. The test of the fourth hypothesis about the evaluation and supervision management consisting of supervision, assessment, and report is in the good category

The fourth hypothesis was tested to know the category of data from the questionnaire about evaluation and supervision management consisting of supervision, assessment, and report with assessment classification. The average score was 66.49% categorized as good.

Table 4.5. the average score of data from the questionnaire about evaluation and supervision management consists of supervision, assessment, and report with assessment classification.

Average Scores (%)	Respondent Criteria	Data from the questionnaire of evaluation and supervision of Hasanuddin Football School, Makassar	
		Respondent Criteria	Average Score (%)
0-20	Very low	-	-
21-40	Low	-	-
41-60	Medium	-	-
61-80	Good	Good	66.49
81-100	Very Good	-	-

Data from the questionnaire about evaluation and supervision management consisting of supervision, assessment, and the report had an average score of 66.49% classified in the interval 61%-80% which was categorized as good. Thus, hypothesis four stating that the evaluation and supervision management consisting of supervision, assessment, and reporting was good is accepted.

DISCUSSION

a. The first hypothesis, about the planning management of Hasanuddin Football School of Makassar in terms of the determination of target, program plan, budgeting, and the design of the event was in a good category.

According to (Siswanto, 2006), planning is an action to bridge between real conditions and aspirations. The statement indicates that planning should be conducted first before carrying out other activities. Therefore, a plan should be goal oriented.

(Nurasjati, 2013) argued that to obtain better achievement, Indonesia should implement good management in all aspects of the sport. Therefore, we should improve our ability to make plans and strategies, leadership skills, engagement, and consistent and firm financial management.

Based on the findings, the planning management of Hasanuddin Football School of Makassar in terms of the determination of target, program plan, budgeting, and the design of the event was good. It is supported by how the school selects and arranges the managerial parties and trainers.

It indicates that Hasanuddin football school successfully selected the right human resources and arranged the managerial team. Secondly, the human resources there work professionally which can based why the hypothesis stating that the planning management of Hasanuddin Football School of Makassar in terms of the determination of target, program plan, budgeting, and the design of event was good is accepted.

b. The second hypothesis about organization management of Hasanuddin Football School, Makassar based on the position structure, organization target, the actuating of event, and the event reporting, is in the good category

(Sutikno, 2004) stated that the process of an organization refers to the steps that should be followed to form an organization, including:

1. Formulating guidance. It is the main basis for forming an organization. In this case, the field, the scope of the targets, and the requirement, as well as the time period for achieving the goals, must be clearly and completely planned.
2. Determining the main task. Main tasks refer to targets that should be achieved by the organization. Besides listing the program in detail, important and less important programs should be identified.
3. Grouping programs based on their functions. Correlated programs should be elaborated.
4. Depertemenisation. It is to convert functions into an organizational unit based on the organization's principles.
5. Delegating authority. In an organization, someone should complete their task and act based on their position.

poorly arranged Organization structure, not optimally implemented Articles of Association and Bylaws, and low quality of human resources can contribute to the quality of Hasanuddin football school, Makassar. Trainers working there were well licensed.

- a. The Head Coach : Drs. H. Bahar Muharram (B AFC)
- b. The Coach for 6-9 y.o : Maulid Ibrahim, S.pd, M.Pd (C AFC)
- c. The Coach for 10-13 y.o : Zain Batolah (B National)
- d. The Coach for 14-17 y.o : Jufri Samad (D National)
- e. The Coach for U18+ y.o : Amirullah (D National)

The condition might theoretically be based on why organization management of Hasanuddin Football School, Makassar based on the position structure, organization target, the actuating of event, and the event reporting is in a good category.

c. The third hypothesis, school management consisting of the ability to carry out the event and the attitude toward it is in the medium category

(Hasibuan, 2012) in (Zulham et al., 2016) stated that actuating management is a very important function in management. Good planning will not guarantee the success of an event when it is not actuated well, causing the program to fail to reach the target.

Another term related to actuating is the action which includes activities performed by a manager in starting and continuing a program to achieve the goal. Actuating aims to determine and satisfy the need of staff by giving appreciation, leading, developing, and compensating them (Terry dan leslie 2013;44).

In actuating the plan management of an organization, the administrator or top manager should coordinate with the executor of the plan (Swansburg, 1994:44) in (Hasbi, 2013). All components and stakeholders of service should be united in a place to more easily compromise and commit with the service program (Markuis & Huston, 2006:112) in (Hasbi, 2013).

The discussion above indicated that the third hypothesis that school management consisting of the ability to carry out the event and the attitude toward it is in the medium category is accepted.

4. The fourth hypothesis stating that the evaluation and supervision management consisting of supervision, assessment, and report is in the good category

After testing the hypothesis about the evaluation and supervision management consisting of supervision, assessment, and report, we concluded that the component is in a good category. Thus, supervision and evaluation management are important aspects of the organization. It also applies to the Hasanuddin Football School, Makassar, as the supervision and evaluation management can control the performance of organization personnel so that it can always be in line with the organizational goals instead of personal motives. Once a deviation is found, it can be evaluated.

Effective supervision will support the organization to run well, implement a program, make policy, and control the quality. Later, it will improve the effectiveness, efficiency, and productivity of organization. One of the functions of controlling is to assess the correct activities. Torang (2013:176) in (Hasbi, 2013) defined defined *“controlling” as the process of determining what’s being accomplished, evaluating it, and if necessary applying affective measures so that performance takes place according to plans”*.

Supervision can be carried out by: 1) investigating the progress of activities continuously by monitoring them to find out the inhibiting and supporting factors. 2) trying to reduce, avoid, or solve inhibiting factors.

George R. Terry (2013:181) in (Zulham et al., 2016) stated that supervision could function as:

1. A measurement of all activities performed by all organization members, including the top manager.
2. Controller of all events
3. Measurement for semi-autonomous units due to expanded decentralization.

Another important point to note is that objective supervision and evaluation need special skills and performance standards. The committee of Hasanuddin Football school, Makassar, always supervises the trainer's performance on the field. Besides that, evaluation is also usually done through social media groups. Based on this discussion, the evaluation and supervision management consisting of supervision, assessment, and report is in a good category.

CONCLUSIONS AND SUGGESTIONS

1. Conclusions

Based on the data analysis and discussion presented above, we concluded that:

- 1) the planning management of Hasanuddin Football School, Makassar in terms of the based on the determination of target, program plan, details of the budget, and event was in the good category is accepted,
- 2) The organization management of Hasanuddin Football School, Makassar based on the position structure, organization target, the actuating of event, and the event reporting was in the good category is accepted,
- 3) actuating management of Hasanuddin Football School, Makassar in terms of actuating model, ability, and attitude was in the good category was rejected.
- 4) The supervision / evaluation management of Hasanuddin Football School, Makassar, in terms of supervision, assessment, and report, was in a good category is accepted

2. Suggestions

Based on the conclusions above, there are some suggestions as follows:

- a. Each committee of Hasanuddin football school of Makassar should apply planning management, organization management, actuating management, and supervision and evaluation management.
- b. Each committee of Hasanuddin football school of Makassar should widen their skills in planning management, organization management, actuating management, and supervision and evaluation management
- c. Football athletes, including members of the Hasanuddin football school of Makassar, should succeed in the application of Each committee of Hasanuddin football school of Makassar should apply the planning management, organization management, actuating management, and supervision and evaluation management to support the development of the school.

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