

Development Of Quota Determination Model On KONI As A Basis For Forming A Contingent Team

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Abstract. The purpose of this research is to develop a model for determining the quota of athletes at KONI as the basis for forming a contingent that will take part in a multi-event championship. In some cases, there are sports that have minimal achievements but the sports management proposes a lot of quotas. On the other hand, there are sports that have a track record of achievement and good athlete development, but the quota of athletes who are dispatched to multi-events is minimal. This study uses a development research type approach with a case study at KONI Pasuruan Regency in participating in the East Java Provincial Sports Week 2022. This is the basis for the preparation of this research, so that KONI and its equivalent can have instructions in determining the quota of athletes who are contingents so that they are right on target. This is the basis for the preparation of this research, so that KONI and its equivalent can have instructions in determining the quota of athletes who are contingents so that they are right on target.

Keywords: Athlete, Koni, Contingen, Multievent.

1 Introduction

Selecting athletes is not easy. Moreover, athletes who will take part in multi-event championships such as the Provincial Sports Week (PORPROV) and the National Sports Week (PON). The main management of sports organizations always hopes to include as many athletes as possible so that they can become athletes who are fostered by the regional KONI through the Training Center. Meanwhile, the regional Indonesian National Sports Committee (KONI) must have a basis when they want to include athletes in the training concentration program. Determination of the recommended number of athletes to enter the training center program, of course, must be "qualified athletes". In the process of characterizing athletes, in some journals, they are known as "trained", "highly trained", and "well-trained" athletes. [1]. At first glance the assessment is done subjectively, but it turns out that it is determined through an integrated approach to the training load that has been carried out, training history, general fitness level, individual physical abilities and performance, the contribution between exercise and genetics related to physical performance, and individual commitment to training [1]. However, it should

be noted that the recruitment process means that when it comes to acquiring resources, the athletes participating in this selection are necessary for the maintenance of the program to win, so those who enter the training camp are a vital resource[2].

In the case study faced by KONI Pasuruan Regency, there were 300 athletes who were proposed to be athletes at the training center. However, the available quota is only 200 athletes. This has become a separate polemic for KONI. So that a strict selection is needed in order to enter the training concentration program which incidentally has several rights and obligations of its own. For example, athletes get monthly money, training facilities and equipment. On the other hand, athletes are also required to practice every day in order to achieve the targets set by the coach. In accordance with Law No. 3 of 2005 concerning the National Sports System, it has been regulated regarding sports personnel complete with obligations that must be carried out and awards obtained as well as other provisions[3]. Selection of athlete quota determination to join the contingent team, those who have potential in the championship, will then be fostered in stages and continuously in accordance with certain sports [3][4].

After following an intensive and long training program, ahead of the championship there was a selection to determine the contingent quota. This is of course more specific and narrows in the filter of athletes who will take part in multi-event championships. Not a few various commotions occurred when determining the quota of athletes to take part in the championship even though there was already a Technical Handbook (THB). The function of THB is as a guide or complete information regarding the multi-event championships to be followed, including regulating athlete quotas or detailed participant requirements [5][6].

In the selection process, athletes are not immediately considered as a contingent team representing the parent organization, unless based on their highest achievement in a sport it can be taken into account [7][8][2]. In this case, experience and flying hours are taken into account, a study also said that, 45 out of 91 studies, the most common way to define a “quality-athlete” was by examining their experience, including competitive experience [9]. Athletes who have previously been involved in the highest achievement development program or championships such as international or national levels are considered to have the highest potential in their sport, however, athletes at the regional level still have the opportunity to compete[9][2].

Furthermore, regarding competitiveness, it also considers the individual abilities of these athletes with the achievements of athletes in other regional sports organizations[10]. A study says that sport comes with a domain in it which consists of various types of decisions such as strategy, tactics and action options that must be chosen [11][12]. Including strategies and tactics in considering an athlete will compete or not based on his ability and competition or the percentage of victory in the number of matches that will be followed. Of course, one of the factors that can be used as a consideration is the quality of the physical abilities of these athletes. In the context of classification and efforts to categorize athletes as “trained”, “highly trained”, and “well trained” athletes, of course, physical abilities are important to know. Regular physical ability checks seem to need to be carried out routinely as a form of pre-participation support to show the athletes' physical abilities. Even in some sports, athlete selection is carried out strictly, namely athletes are required to have a history of physical and psychological test results, training, nutritional status and fitness status as well as complete with previous comprehensive injury status[4][13].

Injury history is an important part that should be considered because after all health is very important for athletes. Fitness at the time of testing or selection is also very important, for example, a current Olympic medal winner has returned from injury, at the time of classification will still be considered a world class athlete based on training volume and previous performance results. However, their performance capabilities when classified may not reflect this. On the other hand, for a regional or national athlete with fit fitness and able to outperform an international athlete, in this qualification, will be classified as “highly trained”. So this complexity is very specific to each individual situation [1]

The availability of funding to meet the selection budget to the achievement coaching program is certainly very necessary. Duties and responsibilities regarding this funding are held entirely by the policy of the government or the institution or parent of the sports organization. Starting from arranging programs and funding for the development and administration of coaching, officials, competitions and training centers even to the cost plan that athletes must prepare (if any) from before, during and after participating in coaching and competitions[14][15][4]. Funding budgets are prepared for selected athletes, so athletes have a full understanding of the anticipated costs that must be prepared by them personally[14][4][7].

The selection of athletes is carried out using a transparent method, starting from determining the quota of athletes who depart in accordance with the THB, a history of achievement or experience or training hours that have been carried out previously, the distribution of the strength or competitiveness of the athlete, the latest physical and psychological conditions carried out in the selection process, previous injury history to the availability of funding budget for the selection process to achievement coaching, also no less important is the absence of dualism in the management of the relevant parent organization[16]. The process of recruiting athletes is carried out by human resources who have top-level management abilities in recruiting, also understand the world of sports and related sports well [2][16].

Therefore, the researcher wants to know and explore the model for determining the athlete's quota as the basis for forming a contingent team that represents the parent of the sports organization. This study aims to make the best formulation so that the regional KONI, the Youth and Sports Office, the main management of regional sports organizations, coaches and athletes have a basis in determining the quota of athletes to become a contingent that can compete in multi-event championships so that they can be optimal in making a good name.

Method

The flow of the implementation of this research uses the ADDIE development model, namely: analysis, design, development, implementation, and evaluation. The implementation flow is as shown in the following figure:

Analysis

The analysis was carried out by means of a literature study and observations of related institutions, including: regional KONI administrators, staff from the Youth and Sports Office (DISPORA), representatives of the main management of sports organizations and sports coaches. The purpose of carrying out the analysis is to determine the need for determining athlete quotas. At this stage, what will be discussed is the need and type of theoretical approach

with guidance from the following three questions, (1) whether the quota determination model that will be developed is able to overcome the problem of the number of applicants?; (2) does the model for determining the number of athlete quotas to be developed have the support of facilities to be implemented?; (3) can the regional KONI be able to implement this?

Design

This stage will verify the results in accordance with the desired goals and determine the method or strategy to be applied, by making a conceptual protocol for determining the athlete quota model which will be developed in the next stage. At this stage, a conceptually clear design will appear so that in determining the quota of athletes for multi-events, the regional KONI will get recommendations to determine the athlete's quota wisely.

Development

Realization of the design that has been made in the previous stage. In addition, at this stage an instrument will be prepared in determining the athlete's quota, by starting to prepare and collecting all information that can be used to support the method of determining the athlete's quota, starting from verifying the athlete's championship, collecting the technical handbook (THB), conducting physical tests, conducting injury screening and sports injury history.

Implementation

The realization of the design will be implemented at this stage. In addition, the research protocol uses a research and development design. The selection of the research design was based on the research objective to obtain a model for determining the athlete quota. Analysis of the data used will be adjusted to the type of data obtained. Observations to stakeholders were carried out through interviews with several questions that included the basis for determining athlete quotas. There were 4 elements invited to the group discussion, namely the regional KONI management, DISPORA, representatives of the main management of sports organizations and sports coaches totaling 20 people.

Evaluation

Evaluation is carried out on the entire process of implementing product development as the use of the feedback obtained. These results will be used as the basis for product revisions that will be used as the final product developed. Revisions will be made to make the results of the development more operational to make it easier for potential users in the future.

Results

The results of this study, researchers found the development of a model for determining the quota of athletes at KONI which can be used as the basis for forming a contingent that will take part in a multi-event championship.

1. Analysis

The first analysis stage is to conduct an analysis by conducting interviews and observations with stakeholders and collecting data from the regional KONI. The results obtained are that every sports manager and coach has hope, if possible the number of athletes who can enter the achievement coaching program is large to then take part in the coaching and become the contingent team of the Provincial Sports Week (PORPROV). However, this hope cannot be realized because there are several things that limit it, one of which is the limited budget provided by the regional KONI. So that the number of athletes who can be dispatched to become a contingent team should be qualified athletes who were selected through the "selection" process or the process of determining the athlete quota.

2. Design

At this stage, the objective of the decision-making process is to determine the ideal number of athlete quotas. The main goal is to develop a model for determining the quota of athletes at KONI as the basis for forming a contingent that will take part in regional, national and international multievent championships, because of course not all athletes can be dispatched to become a KONI contingent team. In connection with several things, one of the main things is the budget provided by the regional KONI government to meet the needs of the athlete development program and the competition/race to be followed.

3. Development

At this stage, information has been obtained in the form of several things along with the data that can be used as consideration for determining the athlete's quota. Among them are starting to seek information from coaches, sports branch administrators and regional KONI administrators regarding factors including the availability of the budget provided by the regional KONI, the availability of race/match numbers in the Technical Book (THB) which have been analyzed, injury history, dualism in management, the result of the highest achievement before the match, the distribution of the opponent's potential strength and the current physical condition, which determines the number of ideal quotas for a contingent

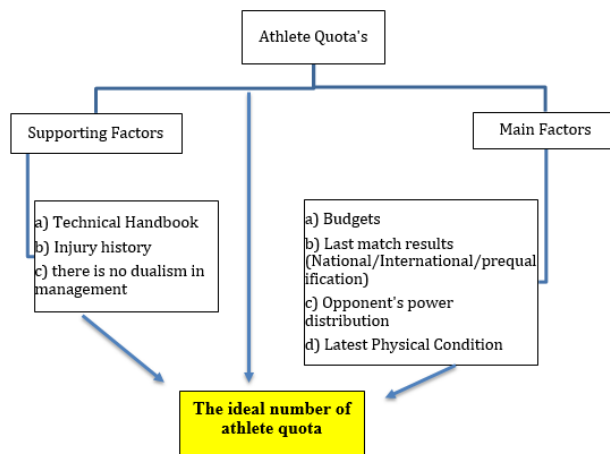
4. Implementation

After in the previous stage collecting information sources regarding the factors for determining the athlete quota at KONI, at this stage the implementation strategy began to be applied, namely researchers began to evaluate the factors previously mentioned. So the researchers found the development of a model for determining the quota of athletes at KONI as the basis for forming a contingent team, there were 2 groups of factors, including the main supporting factors and the main factors. Supporting factors include a technical handbook that has been previously analyzed which is then adjusted to the athletes they have, a history of previous injuries so that in the future it does not hinder the process of practicing and competing and there is no dualism in management that can hinder the athlete's coaching process.

The main factors in the decision-making process to determine the ideal number of athlete quotas are the availability of budget funds from KONI in the regions, the highest achievement results ahead of matches such as regional, national and international championships and pre-qualifications, the distribution of potential strength of opponents who will meet in competitions or matches, current physical condition through physical tests.

5. Evaluation

In this step or phase is to evaluate the athlete quota determination model at KONI which is used as the basis for forming a contingent team. So that the factors include the availability of the budget provided by the regional KONI, the availability of competition/match numbers in the Technical Book (THB) that have been analyzed, injury history, dualism in management, the highest achievement results before the match, the distribution of the opponent's potential strength and current physical condition. .which determines the ideal number of quotas for a contingent can be used as a model for determining athlete quotas.



Pict 1. Supporting factors and main factors determining the ideal number of Athletes quota

Discussion

The results of the analysis involving stakeholders in determining the athlete quota are divided into seven points, which have been divided into two main points, namely supporting factors and main factors. Supporting factors include initial factors in the process of determining the ideal number of athlete quotas, including the availability of race/match numbers in the Technical Handbook (THB) that have been analyzed, history of injuries that can hinder the process of practicing and competing and there is no dualism in management that can hinder the process. athlete coaching. The main factors in the decision-making process to determine the ideal number of athlete quotas are the availability of budget funds from KONI in the regions, the highest achievement results ahead of matches such as regional, national and international

championships as well as pre-qualification, distribution of potential strength of opponents who will meet in competitions or matches, current physical condition through physical tests.

Availability of race/match numbers can be found in the technical handbook (THB). Usually THB is distributed three to two months before the event takes place. This can be a reference number or class to be competed. Sports injuries can happen to anyone. Injuries can be classified as acute injuries and chronic injuries. In terms of incidence, injuries can occur during training or competition. Someone who is injured must immediately go to rehabilitation in order to make the condition better. Athletes who experience sports injuries have a special record for immediate rehabilitation in order to return to optimal performance. In the main organizational structure of sports organizations, there are several sports that are experiencing leadership dualism. This will have a direct impact on the development of the organization to the athlete coaching process. Therefore, the parent branch of sports organizations that are experiencing leadership dualism must resolve the problem internally so that it does not interfere with the development of long-term achievements.

Budget availability is an important factor in determining the quota of athletes to become a contingent. If the five conditions above are met but the availability of the budget is still unclear or lacking, it can have a negative impact on the number of athlete quotas. The athlete's highest achievement can be proven through a certificate addressed to the regional KONI with data verification to the match or competition organizer. For example, athletes who take part in national championships and get gold medals have the potential to become athletes in a branch training center (puslatcab) and go to become a contingent team to strengthen their respective districts or cities. The distribution of the opponent's strength, as in the case of THB in a match or race. The opponent's strength map needs to be understood in order to be able to include the best athletes to get a gold medal. If there is still potential in the same class or number with a much different ability difference, then the coach can look for other strategies so that athletes who are included in the match or competition get medals after the event is over. Physical condition also needs to be known through physical tests to monitor the progress of athletes. In the physical test, each branch of the sport has different characteristics. So that in carrying out physical tests, one sport branch with another also has differences in each test item. For example, martial arts sports such as pencak silat, judo, karate have their own characteristics. This biomotor component approach is the basis for determining the athlete's physical condition test.

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