

Identification Factors Affected Sport Organization's Transparency in Central Java Province

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Abstract. The accumulation of sporting scandals in recent years has had such a negative impact on the credibility of sport and its organizations due to a lack of openness, according to the Global Corruption Report, which was presented in Berlin, Germany in 2004. Only 37% of Central Java's sports groups have high levels of transparency, according to the findings of prior research, according to the transparency of sports organizations in Central Java. To improve this, it is necessary to know what factors have the most influence on the transparency of sports organizations. This research is a quantitative descriptive study conducted to provide a more detailed description of the factors that most influence transparency in the company using the survey method. The population in this study were all sports organizations in Java with total sampling that involved sports organizations in 35 regencies/cities throughout Central Java. The survey conducted will use an instrument consisting of independent variables, namely the position of the organization, the level of organizational prosperity, the number of members, external pressures, and organizational management commitment, each with five questions, then added with five questions from the dependent variable, namely organizational transparency. in the form of a checklist using a 4-point Likert scale. The results of the study will be tested using multiple linear regression analysis on SPSS 21. After processing, this study succeeded in obtaining 2450 data from 27 Sports Organizations throughout Central Java and it can be seen that organization well-being, number of members, and internal commitment has significant influence.

Keywords: Sports management, sport governance, sport organization, transparency, Central Java

1 Introduction

According to Michener, the number of scandals in sports has risen to a point where it is affecting the organizations' and sports' reputations. According to authorities in the sphere of good governance and corruption, this frequently happens as a result of a lack of transparency [1]. The public's confidence in sports, which are viewed as contributing to beneficial social and cultural values in society, may then be threatened by this. These challenges emerge and are connected to the management of sports organizations, including frameworks for dealing with policy concerns and a sports organization's performance orientation. [2] [3] [4]. Not only offers direction for the Sports Organization, but also contributes to a rise in public confidence in the organization [5].

It should be understood that in organizational governance, transparency and openness are important parts that cannot be separated [6] because they are part of the concept of an organizational governance system that has been widely adopted in organizational systems in various countries in the world, including Indonesia [7]. It is also concerned that openness can advance the ideals of good governance, support organizational legitimacy, increase efficiency within organizations, and help avoid corruption [8] [9] [10] [11]. On the other hand, transparency is also seen as a basic human right [12].

The importance of transparency in the governance system of Sports Organizations cannot be underestimated. The demand for increased transparency is always pursued in relation to the media, global political campaigns, and corporate organizations [13] because effective management may ensure that the sports organization achieves its long-term objectives and can thus continue to function in the long run [14]. Lack of a solid governance system, in particular one to manage and monitor sports organizations, can lead to sponsors losing interest in working with them, a decline in membership and participation, as well as intervention from outside authorities [15].

According to the declaration, sports organizations' poor governance practices could have a significant detrimental effect on society. It is crucial that sports organizations administer sports in a responsible and transparent manner because of the load that sports organizations place on society [16] [17]. The results of prior research, particularly in Central Java, indicate that there is a lack of transparency in sports groups. Evidence that just 37% of sports groups in Central Java have strong transparency quality supports this even further [18]. Knowing what influences sports organizations' transparency the most is obviously crucial to make.

1.1 Objectives

The study's goal was to identify the characteristics that have the biggest effects on organizational transparency in sports so that researchers could advise Central Javan sports organizations on how to improve organizational management openness.

2 Literature review

Grouping people, resources, tasks, duties, and authorities into an organization that can move as a unit to accomplish predefined goals is the act of organizing. Putting people and basic resources in a pattern that allows them to carry out tasks to achieve predefined goals is what it means to organize. While Jones in [13] gives a description of an organization as a tool people use to coordinate their activities to achieve what they desire or value, specifically to accomplish their aim. Additionally, according to Atmosudiro in [12], an organization is the framework of the labor division and the working relationship between a group of position holders who collaborate in a specific manner to jointly accomplish a specific goal. Several of the perspectives expressed above lead to the conclusion that the organization serves as a tool or container for managers to do tasks in an effort to accomplish objective.

Organization is a tool for achieving goals based on predetermined plans, and it must contain a number of components. According to [11], the organizational components are as follows:

- 1) human, which refers to the reality that human beings interact and that both leaders and followers are made up of human beings;
- 2) to domicile is to have a domicile;
- 3) objectives, indicating that there are objectives to be attained;
- 4) work, which denotes the division of labor and the existence of work to be done;
- 5) structure, which denotes that people interact with one another and cooperate;
- 6) Technology, which includes technical components;
- 7) environment (environment external social system), which refers to a system of social cooperation as an example of an environment that impacts others.

A good level of transparency is one of the requirements for a company to be considered to have good management. The majority of definitions of transparency focus on how much information an organization can reveal about its activities, processes, and performance [17]. As a result, transparency can indicate a variety of things, including the accessibility of data regarding an organization's performance. This enables people and/or organizations outside the organization to keep an eye on the actions and decisions the organization makes. Therefore, transparency can be defined as the accessibility of data about an organization that allows outside parties to monitor the organization's performance [18]. According to earlier study, there are a variety of variables that influence transparency in an organization, including organizational position, amount of organizational prosperity, membership, external pressure, and organizational management commitment.

3 Methods

This research is a quantitative descriptive study conducted to provide a more detailed description of the factors that most influence transparency in sports organizations using a survey method. The research was conducted on sports organizations described in Law No. 3 of 2005 concerning the National Sports System article 1 and article 35 and was carried out in June-July 2019 in 35 regencies/cities throughout Central Java. Sampling will use total sampling involving sports organizations in 35 regencies/cities throughout Central Java. This research data will be tested using multiple linear regression analysis on SPSS 21.

4 Data collection

The survey's used questionnaire has several indicators, including the organization's position, its level of prosperity, the number of members, external pressure, and organizational management commitment, each with five questions, plus an additional five questions pertaining to organizational transparency. A 4-point Likert scale was used in the checklist-style questionnaire.

5 Results and discussion

After data was analyzed, it can be seen that there is no influence of organizational position and organizational management commitment on transparency because the value of Sig. > 0.05.

Table 1. Result of Management Commitment Analysis

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.306	1	21.306	3.473	.074 ^b
	Residual	153.361	25	6.134		
	Total	174.667	26			

a. Dependent Variable: TransparasiOrganisasi

b. Predictors: (Constant), KomitmenManajemen

Table 2. Result of Organization Position Analysis

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	37.073	1	37.073	6.736	.016 ^b
	Residual	137.594	25	5.504		
	Total	174.667	26			

a. Dependent Variable: TransparasiOrganisasi

b. Predictors: (Constant), KedudukanOrganisasi

In the second factor that calculates the effect of the level of organizational prosperity on transparency, it was found that there was a significant effect of up to 59.9%.

Table 3. Result of Organizational Wealthiness Analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.774 ^a	.599	.583	1.67458

a. Predictors: (Constant), TingkatKemakmuranOrganisasi

In the next factor regarding the number of members of the organization, it can also be seen that this factor has a significant influence up to 48.8%.

Table 4. Result of the Number of Organizational Member Analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.698 ^a	.488	.467	1.89205

a. Predictors: (Constant), JumlahAnggotaOrganisasi

In the fourth factor, the external pressure of the organization also shows a significant influence with a percentage of up to 43.6%.

Table 5. Result of External Preasure Analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.660 ^a	.436	.414	1.98485

Based on the results of the analysis of 2450 data from 27 sports organizations throughout Central Java, it can be seen that management commitment and organizational position have no influence on sports organizations. If viewed in depth, management commitment is related to management's internal awareness in carrying out transparency, this could be due to the lack of education and training for organizational members about the financial sector and the importance of transparency in sports organizations [19]. Whereas this education and training will make an organization more competitive, so that its members are able to adapt, compete, innovate, so that they can achieve the desired goals [20]. While the position of the organization is related to the level of the organization and based on several studies, the greater or the higher the level of an organization, the more closed the information shared with the public [21]

6 Conclusion

A conclusion that can be drawn from the data analysis results is that external pressure, the number of organizational members, and the amount of organizational prosperity all have an impact on a sports organization's level of openness. If we look at each percentage produced, it can be seen that the level of organizational prosperity has the greatest influence, which is 59.9%. However, organizational standing and management commitment have no influence on the transparency process in sports organizations. This shows that the high and low of an organization or the size of an organization has no influence on the organization's desire to be transparent, so it can be said that transparency will occur if there is pressure given to the organization, especially when the organization is included in an organization that has a high level of prosperity. This study can help stakeholders and the general public understand that when a sports organization is a part of a prosperous company and there is external demand to be open, the level of transparency for those organizations will rise in Central Java.

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