

**PERBASASI BASEBALL SPORTS BRANCH DEVELOPMENT MANAGEMENT
(ALL INDONESIAN SOFTBALL BASEBALL UNION) PROVINCIAL
MANAGEMENT OF DKI JAKARTA**

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Abstract

The aim of this research is to find out (1) The organizational structure of the Perbasasi (All-Indonesian Baseball Softball Association) in the Perbasasi Management of DKI Jakarta Province. (2) What is the system for nurturing and developing young and senior athletes in the sport of Baseball in Perbasasi Pengprov DKI Jakarta. (3) What is the selection and coaching system for PON baseball athletes in Perbasasi Pengprov DKI Jakarta. (4) How are the coaches handling the DKI Jakarta Province Baseball Sport Branch for XX PAPUA PON 2022. (5) What are the facilities and infrastructure for the Baseball sport branch in the DKI Jakarta Provincial Pengbasasi. (6) What are the sources and management of funding in the DKI Jakarta Pengprov Perbasasi.

The research method used is descriptive qualitative. Data collection techniques use 3 methods, namely (1) Observation (2) Interview (3) Documentation. Data source obtained from DKI Jakarta Perbasasi administrators, Head coach of the DKI Jakarta PON Baseball team and DKI Jakarta PON Baseball athletes. Technical Data Analysis uses Triangulation.

Conclusions that the research illustrates. (1) Scope of Organization Perbasasi DKI Jakarta is a legal organization based on the laws of AD ART and the legality of SK which is still active, officially a member of KONI DKI Jakarta. (2) Early Childhood Nursery and Development is running well, with the collaboration of DKI Jakarta provincial administrators with associations in collaborating on early age nursery and coaching, by holding many tournament events and evenly providing guidance to early age athletes. (3) The DKI Jakarta PON Baseball athlete selection system is running well, the official team is serious in carrying out the selection, really paying attention to the aspects that are applied, through a 6 month journey the official team really carried out the selection carefully of 68 athletes to a quota of 20 athletes. (4) The range of coaches is very experienced, especially the head coach of the DKI Jakarta PON Baseball team. Gilberto Risanto Sajogo has had career experience as part of the official Indonesian National Baseball Team at the Asian Games and Sea Games as well as being an assistant coach from 2011 until he became head coach at PON Papua yesterday. and brought back the gold medal achievement. (5) Facilities and infrastructure to support the team undergoing a training program are very adequate, with the achievement sports category, baseball is fully supported by KONI DKI Jakarta in terms of equipment. With the large number of balls, legal bats, pitching machines,

standard fields, this is a plus point for the DKI Jakarta baseball team in undergoing a training program. (6) Funding at Perbasasi DKI Jakarta, Perbasasi is a priority sports organization category at KONI DKI Jakarta, with a number of achievements in national events and many DKI Jakarta players being part of the Indonesian national baseball team making baseball a priority at KONI DKI Jakarta. All forms of funds received through good accountability reporting are carried out by the management to KONI DKI Jakarta.

Keywords: *Baseball Training Management, DKI Jakarta PON Baseball Team, DKI Jakarta Perbasasi Provincial Management.*

INTRODUCTION

In carrying out daily activities and activities, people need exercise to maintain their body's health and survive. The physical aspect of sport can always attract people to carry out sporting activities, however the spiritual aspect will also be involved in a movement because these two aspects cannot be eliminated from each other (Bangun, 2016). The existence of sport in society can also provide meaning to human life and can be used as a medium for education. Sports activities themselves cannot be separated from the organization of movements carried out so that the sport can run in harmony and achieve the desired goals. The movement organization can be in the form of rules or movement techniques. The sports organization itself does not stop there, an association of the same sports activities will produce a sports organization that can organize, organize or develop a sports activity so that it can be more useful for people's lives (Suherman & Sulistyono, 2002). Sports activities develop in various forms in the way they are implemented, organized and have different goals. In this regard, there are several sports areas, namely, professional sports, recreational sports, health sports, educational sports and competitive sports.

Through competitive sports there will always be competition between clubs that excel in certain sports and are respected by clubs that excel in certain sports and are respected by other clubs. Achievement in competitive sports can increase the dignity of a nation. For developing countries, competitive sports are useful for population preparedness, national unity and reducing national conflict. Competitive sports activities emphasize achieving the highest achievements in a sport. In the main principles of the Basic Development Strategy policy, organizational work includes: increasing the ability to grow organizations for sports branches that are not yet popular, developing organizational management tasks, promoting early childhood development, through formal and non-formal sports clubs in the community. In line with this opinion, it can be expressed as follows: Sports organizations in society can support the progress of sports. A well-managed sports organization, in accordance with the characteristics of the organization, can advance sports achievements. Formal sports clubs will better support the progress of sports. Referring to these three assumptions, problems arise regarding the organizational development strategy of baseball clubs. Organizational development cannot be separated from its development strategy. Strategy is a type of planning that carefully formulates the organization's objectives in providing services to the community and provides direction and basis for the organization's efforts.

Organizational development strategies need to be formulated so that the relevant organization can achieve a high level of effectiveness in achieving its goals. An organizational development strategy is also needed so that the activities carried out by the organization do not deviate from the norms of the organization or society. The more effective the activities carried out by an organization, the better the

organizational management that will be created so that an organization will continue to develop dynamically following developments in society.

It is hoped that its organization and development can support the development of the quantity and quality of development of sports achievements in question. Organizational development cannot be separated from its development strategy. Strategy is a type of planning that carefully formulates the organization's goals in providing services to the community and provides direction and basis for the organization's efforts. Organizational development strategies need to be formulated by each organization, so that there are changes within the organization to achieve its effectiveness, the emphasis may be on one part or all parts within the organization itself. To be able to develop a baseball club organization in Indonesia, the organization must develop and plan a strategy to achieve a more effective organization. In preparing and planning this strategy, strategic information is needed from each sports organization being coached.

Strategy information is useful for knowing the location of problems, weaknesses, the organization's position in the environment and the organization's ability to respond to the environment in order to be able to plan strategies better. With the current condition of the Baseball Sports Organization, it can be seen that Baseball has not been able to attract the public's attention, as evidenced by the lack of public participation in the sport of Baseball, both directly and indirectly. Baseball sports organizations need to plan and implement new innovations in order to encourage public interest in actively participating in the sport of baseball, both directly and indirectly. Sports achievements are achieved through various efforts in all aspects. Sports achievements require a long period of time in the post-pattern. The long-term achievement stage is divided into production, multilateral, specification and high performance stages. Aspects that influence sports performance are internal and external. All aspects need to be managed well so that all stages can be carried out well and in accordance with the objectives. Performance sports management is also called performance sports management.

Management is a process of managing and utilizing the resources of an organization through the cooperation of members to achieve organizational goals effectively and efficiently (Candra Wijaya & Rifa'i, 2016). Management plays an important role in achieving athlete achievements. According to (Bakhtiar, 2015) states that management is a process consisting of the functions of planning, organizing, leading and controlling the activities of human resources and other resources to achieve predetermined goals efficiently. Performance development management in a sports organization plays a very important role in achieving achievement (Syahroni et al., 2020). Management of various elements that support the creation of a successful sporting event is something that must be considered, this is because these various elements are dependent on one another (Pranata et al., 2023).

According to sports experts, sports management in Indonesia can basically be divided into two large groups, namely non-governmental (private) sports management and government sports management. Government sports management is a management activity that is currently carried out by the Indonesian Ministry of Youth and Sports office with all its staff both at the center and in the regions. Meanwhile, private sports management is management carried out by non-governmental institutions such as KONI with all its members, namely the parent sports organization as well as sports clubs or associations that are members of the sports parent organization.

Management is an inseparable part of the activities of an organization, a Pengprov (Provincial Administrator). Management is meant here as a way to carry out a work program so that it is in accordance with the goals that have been planned and wanted to be achieved previously. The baseball softball sport organization itself is called Perbasasi (All Indonesia Baseball Softball Association) under the auspices of the PB (General Management) whose secretariat office is located in Central Jakarta, DKI Jakarta Province. The sport of baseball itself is a developing sport in Indonesia, because not every province, district or city in Indonesia has the sport of baseball. You can count the number of provinces that have the sport of baseball, such as DKI Jakarta, West Java, Central Java, East Java, Banten, Bali, North Sumatra, East Kalimantan, West Kalimantan, Southeast Sulawesi and Papua. According to (Seymour & Mills, 1960)(Lengkana & Nugraha, 2019) Baseball and softball are team sports that are growing and popular in the countries of the Americas, Asia Pacific and Oceania, Indonesia being one of them. Baseball is a sport played by two teams. The pitcher (pitcher) from the throwing team tries to throw a ball called a baseball, while the player (batter) from the hitting team tries to hit the ball using a bat (bat) (Kabuki, 2018).

The sport of baseball in DKI Jakarta Province itself is a reflection of the sport of baseball in Indonesia, because the various aspects of development in it make the sport of baseball in DKI Jakarta one of the most successful and advanced sports, unlike other provinces. There are many baseball clubs in DKI Jakarta, such as Garuda Baseball, Jakarta Cheetahs Baseball, Rusa Hitam, Barrac tournaments such as the KU 12, KU 15, KU 18, KU 20 Garuda Cup Baseball national baseball championships and several other events are held every year, with this opportunity to hone athletes' skills.

The DKI Jakarta PON Baseball team since the last 5x PON has remained the strongest team, in 2004 at PON Palembang, South Sumatra, then 2008 PON Samarinda, then 2012 PON Pekanbaru, Riau, then 2016 PON Bandung, West Java and finally 2020 PON Papua was successful defending the championship title 5 times in a row with gold medals, and the success of the DKI Jakarta PON Baseball team yesterday made me interested in carrying out research at the DKI Jakarta Provincial Pengprov for the Baseball Sport Branch, wanting to know about the coaching elements from the bottom up to the selection process, and up to the formation DKI Jakarta PON Baseball team and know the management and other supporting elements up to the gold medal achievement at XX PAPUA PON 2021.

METHODS

The research method used in this research is a qualitative descriptive method. As stated by (Maksum, 2012) "Qualitative is research that requires describing and solving a final phenomenon with the researcher as the main instrument." Data collection techniques are carried out by collection, observation, interviews and documentation. This type of descriptive qualitative approach is very good for studying and analyzing the management of baseball development at Perbasasi (Indonesian Baseball Softball Association) DKI Jakarta Provincial Management as described above. The data source in the researcher is the subject from which the data can be obtained. If researchers use questionnaires or interviews in collecting data, the data source is called the respondent, namely the person who responds or answers the researcher's questions, both written and verbal questions.

According to (Suharsimi, 2006) "The data source in this research uses documentation, so documents or notes are the data source, while the contents of the notes are research subjects or research variables. To make it easier to identify them into 3, namely: person, place and paper." Person is a data source who can provide data in the form of verbal answers through interviews or written answers through questionnaires. Place is a data source that provides displays in the form of still and moving conditions. Paper is a data source that presents signs in the form of letters, numbers, images and other symbols. The data sources in this research were obtained from various sources such as the DKI Jakarta Provincial Perbasasi Management, the 2021 PON Baseball Team Coach, the 2021 DKI Jakarta PON athletes and training activities as well as additional documents regarding the DKI Jakarta Provincial Perbasasi Management organization. The sampling technique used is purposive sampling. According to (Suharsimi, 2006) "Purposive sampling is sampling sources, data with certain considerations. The analysis technique used is the Interactive Analysis model. In this model there are three components consisting of data reduction, data presentation, and drawing conclusions on the interaction of the three analysis components systematically.

FINDINGS AND DISCUSSION

This research was carried out in DKI Jakarta Province (Rawamangun Baseball Field, East Jakarta and Senayan Baseball Field, South Jakarta). Perbasasi (All Indonesia Baseball Softball Association) DKI Jakarta Province is a sports organization which oversees the sports of baseball and softball in DKI Jakarta Province. Perbasasi is not a Government Body, but stands alone and is the only Parent Baseball and Softball Sports Organization in Indonesia which is recognized by the Central KONI, KOI, KONI Da and the Government. Perbasasi is the only Parent Baseball and Softball Sports Organization in Indonesia which has the authority to coordinate and develop all Baseball and Softball sports activities in Indonesia. Perbasasi DKI Jakarta Province has the status of a member of KONI DKI Jakarta Province where there is legality and a legal basis which states that the Perbasasi DKI Jakarta Province

Organization is a legitimate organization, there is a SK (Decree Letter), SK (Management Structure), AD (Articles of Association) and ART (Bylaws) as proof that the DKI Jakarta Province Perbasasi organization is an official organization (Official Member of KONI DKI Jakarta Province).

During the nursery and coaching period, a child psychology approach is used to develop their character. The training program in the club not only increases physical endurance, but also brings about changes in children's behavior when in their social environment. Nursery and development of early childhood athletes is one of the long-term programs of Perbasasi DKI Jakarta Province, in this case it was conveyed by the general chairman of Perbasasi DKI Jakarta, Mr. Hari Wibowo in his speech during the Perbasasi DKI Jakarta Provincial Conference and the Inauguration of Perbasasi DKI Jakarta Province administrators for the 2022 period. -2026. This nursery and coaching is the management's main effort and strategy in regenerating as many athletes as possible to educate, develop and train them to become professional athletes with achievements both nationally and internationally. There are three values emphasized, including integrity, respect and excellence in the game. These three values are instilled through the baseball techniques that are trained. Children are directed to be oriented towards the process of achieving results with the best effort rather than the end result.

In the athlete selection stage, the first thing to do is select a head coach, this head coach will lead the training program and take full responsibility in preparation, leading up to and during the match. In selecting a head coach, the management has several criteria in their selection, responsibility, commitment, having extensive knowledge about coaching and career path while being a coach are special considerations for the management in selecting the head coach. After selecting the headcoach for the Pre-PON and PON Baseball teams, the headcoach determines assistant coaches 1,2,3 who will be tasked with accompanying the headcoach in preparing and implementing training programs according to their respective fields. The criteria for determining assistant coaches 1,2,3 are head coaches, namely being able to work together, being able to communicate well, being open and committed while being an assistant coach. After the assistant coach selection process, the head coach discusses with his assistant to determine what criteria must be fulfilled in selecting Pre-PON and PON baseball athletes. In determining the selection criteria, the assistant coach has full opportunity to convey whatever it is to the head coach, so that the head coach can consider and decide from several inputs conveyed by the assistant coach. Before carrying out the athlete selection, the official team coordinates with the management to determine the time and place for the selection, making summons letters to all associations to summon their athletes for the DKI Jakarta Pre-PON and PON team selection agenda. The selection was carried out with a total of 68 athletes called from 17 associations, over approximately 6 months through several stages, to the final quota of 20 athletes (Adjusting the quota from KONI DKI Jakarta).

Head Coach of the DKI Jakarta Pre-PON Baseball Team Gilberto Risanto Sajogo. In the scope of coaching, coach Berto has pursued a career since 2007 Pre-PON Samarinda, East Kalimantan (2nd PON Baseball DKI Jakarta) as an assistant coach and is counted as the youngest coach in a coaching career for baseball. For the training portion in the field, each individual's role is to start a preparatory program before the drill program or technical program in the field is formed. The head coach must know the abilities of each individual trainer, especially in terms of knowledge, application and also how to collaborate, from there starting to sort out the coaches who handle batting, who handles fielding, who handles base running, who handles pitchers, who handles non-technical matters if there are administrative problems with Pengprov, who will directly coordinate if there are administrative matters that must be resolved at KONI DKI Jakarta. The aspects that are the main guide for coaches in selecting athletes are firstly character, there is discipline, there is hard work, cooperation, a strong mentality, strong determination. That's what coach Berto holds because this is a team sport. The second is the skill of how he can fit into one group that is looked at. Application in the field always explains skills, abilities, techniques and so on, but what is always paid attention to is their nature in the field.

Pengprov Facilities and Infrastructure has its own inventory, starting from bats, balls, pitching machines, catcher sets. Gloves are included in personal equipment. For maintenance and storage of tools, there is a warehouse for storing them, then with care, like a ball, if it rains, it is cleaned and other tools can be aired out. For the PON Baseball team regarding the equipment directly from the athletes themselves who are responsible for their care and storage, from this training, how many bats will be used, how many balls will come out when finished, are they still intact or are there any missing, everything will be checked again by the athletes after training . The addition of equipment can increase depending on event by event, the biggest ones are Pre PON and PON, standardization of equipment is mandatory especially for the continuity of training for the DKI Jakarta baseball PON team. Each age group uses a different ball, it is mandatory for the administrator to know this. For KU 15 and under, use a rubber ball for the bat. KU 18 already uses a wooden bat. For KU 15 and under, use an aluminum bat according to USSE criteria. There are also other factors, if KU 15 must be minus 3 U12 minus 5 in weight, for the diameter of the rubber ball and leather the same, the only difference is made of leather and rubber. Only the DKI PON team can use the equipment inventory.

Funding sources ranging from coaching, athlete incentives, the departure of the DKI Jakarta PON baseball team come from KONI DKI Jakarta, there are also several sponsors, but the majority comes from KONI DKI Jakarta. For groups or clubs in DKI Jakarta, the source of funding comes from sponsors, mandatory parental contributions, donors to meet coaching needs, regional, national and international events, to procure equipment and rent fields. For the funding stage so that it can be received by Perbasasi Pemprov DKI Jakarta, that is, every year holding a working meeting, from that working meeting, what kind of work program for one year will be produced, both from each directorate

of softball and baseball. Baseball in 2023 will take part in Pre PON, then from an early age according to the calendar from Central PB there are 3 national championships KU 12, KU 15 and KU 18, so from there it depends on how long it takes to prepare.

CONCLUSION

The results of this research are a benchmark for further improvements in the distribution of coaching and nurturing young athletes. Establishing district and municipal governments is one way to achieve maximum equality, not just distribution through associations. The success or failure of an achievement in coaching the sport of baseball depends on how much the management cares about and how much support it has for the associations or clubs under it.

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