

**MANAGEMENT OF NATIONAL PARALYMPIC COMMITTEE (NPC) ARCHERY
ACHIEVEMENT DEVELOPMENT IN INDONESIA TOWARDS PARALYMPIC
TOKYO 2020**

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Article History,

Received: February 2021

Approved: February 2021

Published : February 2021

Abstract

This study aims to determine the management of Archery sports achievement coaching National Paralympic Committee (NPC). The form of this research is descriptive qualitative research. Data collection techniques in this study were direct observation, interviews and document analysis. Sources of data in this study are Indonesian NPC administrators, coaches and athletes in the Indonesian NPC sports. The results of management research on the management of achievement in the Indonesian NPC (National Paralympic Committee) archery sport towards the 2020 Paralympic are as follows: 1) Recruitment of administrators is carried out in the traditional way, namely by selecting people who are concerned about Indonesian NPCs, coach recruitment has not used selection, but By prioritizing coaches who have previously been outstanding athletes and have experienced training, athlete recruitment is carried out through selection from Indonesian NPCs, 2) Implementation of training to prepare for the 2020 Paralympic is carried out by providing training programs according to general preparation, special preparation and pre-match, as well as paying attention to conditions physical, technical and mental athletes, but a planned training program can be developed according to the circumstances of each athlete. 3) Facilities in the form of supporting tools for archery training are provided in stages from the Ministry of Youth and Sports through submitting proposals, while the infrastructure is the field, 4) Funding is purely from the Ministry of Youth and Sports and there are no sponsors, but so far the accommodation for coaches and athletes can be categorized as sufficient.

Keywords : sports management; archery achievement

INTRODUCTION

The participation of athletes with disabilities in international sporting events such as ASEAN Paragames, the Asian Para Games and the Paralympic Games has provided evidence that sports achievements for athletes with disabilities are starting to develop and advance in Indonesia. With the development of sports achievements for athletes with disabilities, an organization is needed to cover everything for the needs and support the achievements of athletes with disabilities.

Thus the Indonesian National Paralympic Committee (NPC) is the only parent organization of the sport of pestasi for athletes with disabilities in Indonesia. Within the Indonesian NPC, there are many sports that are fostered and competed in international sports. The achievements of each sport fostered by the Indonesian NPC are different because it depends on the number of events competed in one sport, and one of them is archery. In the sport of archery, there are many numbers that are contested, and their progress is considered to be good in providing achievements for Indonesia in the international arena.

Coaching within the Indonesian NPC is based on the level of disabilities, the willingness and ability of athletes in each sport they pursue to achieve high achievements. Sports coaching for people with special needs (diffable) has also been held in each region. Through training at the regional level among people with disabilities is a strategy to improve and maintain the sports achievements that Indonesia has achieved. So far, people with disabilities are considered as people who need help from others and seem to be a bother for people. But with the increasing achievement of Indonesian diffable people in the international arena, it is hoped that it will give a spark of enthusiasm and eventually become a magnetic field for other diffable people to make achievements in the field of sports. Socialization and building awareness of people with disabilities to make achievements in sports is not easy. The problems in fostering sports, the achievements of Indonesian NPCs are of course very many and varied. In connection with the international sporting party Paralympic Games which will be held in Tokyo, NPC Indonesia, especially archery, should carry out a program of maximum achievement development in order to get results that make the Indonesian nation proud.

Some of the problems are the low level of need for people with disabilities for the development of achievement sports so that participation in supporting and participating in achievement sports coaching programs is not optimal. Among the general public, there is still an impression that the coaching of achievement sports is the responsibility of DISPORA, KONI and NPC only. Even though the success of this coaching requires the support of all parties, be it the disabled community, the general public, the private sector, DINSOS and various other agencies.

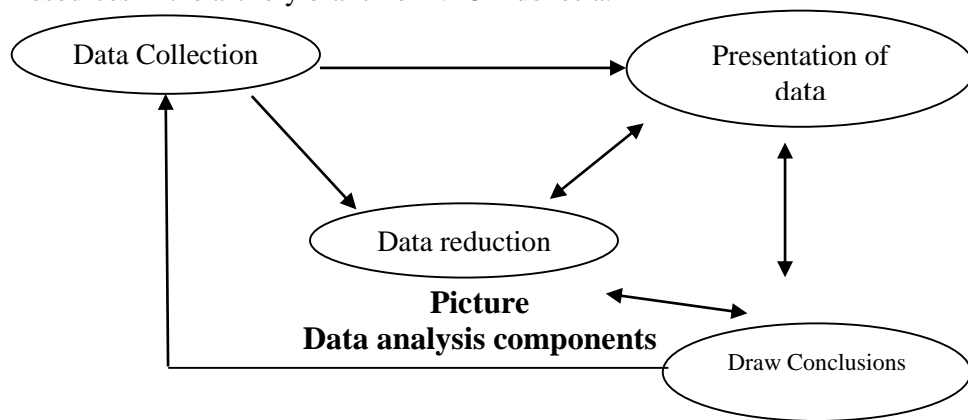
The main factor for achieving maximum sports achievement is an increase in the quality of training and coaching. This increase in sports training and coaching can be achieved by applying various disciplines of science and technology. Efforts to improve sports performance must be carried out through training carried out with a scientific approach to the related sciences. With the support of these various disciplines, good training theories can be developed, so that sports performance can increase.

Good management and training programs are inseparable elements in the development of sports achievement. These elements are related to one another. Management in essence is how a leader is able to make optimal use of his / her resources, so that he can achieve his organizational goals. An institution will be effective if its management uses proper and correct principles so that various activities within the institution can achieve the planned goals.

To find out the preparation and strategies for how Indonesian NPC management in the archery sport can contribute to sustainable achievements for the Indonesian nation at the Paralympic international event, it is necessary to conduct research by exploring the main elements of management in the archery sport. Information gathering is focused on management in the archery sport, the recruitment system, infrastructure, funding management and implementation of training at the Indonesian National Paralympic Committee (NPC), especially the defense sport in the 2020 Paralympics in Tokyo, Japan.

METHODS

This research was conducted at the National Paralympic Committee (NPC) for the Archery Sports Branch. The research was carried out at the NPC Archery Branch in the middle of January 2021. NPC Indonesia or pusaat is located in the city of Surakarta. The sampling technique is the stage of collecting data from the field, then selecting data collection techniques related to and related to the research that has been done. The sampling technique in this study used purposive sampling, which is to determine sampling by determining specific characteristics in accordance with the research objectives. In this case, the researcher chooses informants who are considered to know and can be trusted to be data sources who have truth and in-depth knowledge. However, the selected informants can develop according to the needs and stability of researchers in obtaining data. Purposive sampling technique is also used on the basis of this technique is considered capable of capturing the depth of data in the face of multiple realities and is not intended to make generalizations but for the depth of research in a particular context. Therefore, the determinants of the sample in this study were people who were directly or indirectly involved in the management of human resources in the archery branch of NPC Indonesia.



The data collection techniques used by researchers were as follows :

1) Direct Observation

Observation is systematic observation and recording of the symptoms that appear on the object of research. Observations and records are made of objects at the scene or the event is taking place, so this observation is called direct observation. The thing that is observed is the management process of archery sports coaching at Indonesian NPC.

2) Interview

Interviews were conducted face-to-face between respondents and one or more interviewers. Apart from being in a face-to-face manner, interviews can be conducted via telephone and video calls. The interview has several advantages over sending a questionnaire. Interviews usually have a higher response rate than questionnaires. The response rate of a well-designed and executed interview survey can be as high as 80 to 85%. This is due to considerations of politeness so that respondents tend to be reluctant to ignore interviews that have come and stand at their doorsteps.

FINDINGS AND DISCUSSION

The Indonesian NPC (National Paralympic Committee) is the only sports forum for Indonesians with disabilities that has the authority to coordinate and foster any and all sports activities of achievement for persons with disabilities in Indonesia and in the international arena. This organization is based on Pancasila and the 1945 Constitution of the Republic of Indonesia and all its amendments. The basis or national legal umbrella of the Indonesian NPC is Law of the Republic of Indonesia No.8 of 2016 concerning Persons with Disabilities and in Law number 3 of 2005 article 30 paragraph (1) concerning the National Sports System it is explained that the

coaching and development of sports for people with disabilities are carried out. and geared towards improving health, self-confidence and sporting achievement.

NPC Indonesia is a member of the ASEAN Para Sport Federation (APSF) for the Southeast Asia level, the Asian Paralympic Council (APC) at the Asian level, and the International Paralympic Committee (IPC) for the international level. NPC Indonesia is a continuation of the change from YPOC to BPOC and BPOC to become Indonesian NPC. In carrying out its mission as an independent disability sports forum, this organization maintains cooperative relationships with various national and international sports institutions. For the history of the establishment of the National Paralympic Committee (NPC), as from the results of an interview with Mr. Aziz as the Indonesian NPC Manager, are as follows :

"Prof. Dr. Soeharso ordered Pak Pairan Manurung to form a sport (YPOC) in 1962, athletes came from civilians and soldiers who were victims of war, concentration at Prof. RC. Dr. Soeharso was then given tools with feet, hands, etc. with the aim of being able to move / exercise not towards achievement, then formed the PORPENCA event (sports week for people with disabilities), social and defense budgets, then in 1996 YPOC was replaced by BPOC (the Sports Planning Agency). Disability) to be recognized by the Central KONI for funding through amendments / UUD, then based on the decision of the International Paralympic Committee (IPC) on 18 November 2005 which obliged its members to use the word "Paralympic" for activities related to sports for persons with disabilities, finally BPOC became the National Paralympic Committee of Indonesia (NPC Indonesia)". (A1)

NPC Indonesia is the sole Parent of the Indonesian Disability Sports Organization and has its head office at Jl. Ir. Sutami No. 86 Jurug Surakarta 57125. Disability is any person who experiences a physical and / or intellectual condition that is not or is unable to function in accordance with the disability classification. The vision of the Indonesian NPC is to realize equality and balance in the development of disability sports in Indonesia. It has a mission, among others, to regulate and provide guidance in the implementation of disability sports training, seek and regulate financing for disability sports activities, regulate disability sports activities at regional, national and international levels, improve achievement, welfare and education of athletes with disabilities.

Indonesia's National Paralympic Committee (NPC) has an important position in the framework of fostering the overall sports achievements of people with disabilities. Coordination within the Indonesian NPC organization is very much needed to get optimal support from various related parties as users of athletes with high achievement. Based on the results of an interview with Mr. Aziz as the Indonesian NPC Management regarding the organizational structure, it is as follows : "There is an organizational structure, from the head to other fields such as sports and all elements of disabilities throughout Indonesia that have NPCs. The general chairman, the Secretary General must have a disability, and have been in the NPC for a long time".(A1)

According to field observations, the Indonesian NPC organization already has an organizational structure that is well documented and has a basic AD / ART so that its management can run smoothly as planned. The elected chairman of the Indonesian NPC must be persons with disabilities. In addition to the chairman and secretary general, the organizational structure within the Indonesian NPC must be persons with disabilities, it is also directly elected by the elected leader. The organizational structure for the development of archery sports achievements at Indonesian NPCs is in accordance with the existing Decree from the Ministry of Youth and Sports, consisting of a manager, head coach, coach coordinator and assistant coach. All coaches are selected based on the consideration of former athletes as well as people who already have experience in the field.

From the results of observations, the organizational structure for the development of arrow sports achievement at Indonesian NPCs still follows the parent organization. In the sense that it does not have its own management as applied in KONI. However, conditions like this make it easy for managers and trainers in the field to coordinate, supervise, and evaluate programs that have been implemented in order to achieve common goals. From the results of interviews, observations, and document analysis, it shows that the organizational structure of archery achievement guidance at Indonesian NPCs is quite good and meets organizational standards. NPC Indonesia has its own

way and regulations in regulating the organizational structure, this is what differentiates it from other sports organizations. The Indonesian NPC oversees and coordinates all Provincial NPC activities throughout the NKRI Legal Territory. Up to Regency / City level NPC based on what is listed in the AD / ART.

Athlete

At this time the Indonesian National Paralympic Committee (NPC) in the archery sport has 12 athletes to be prepared for international events and to join the Indonesian NPC archery training. Athletes are divided into several classes as follows :

List of athletes in the Indonesian NPC archery sport

NO	ARCHERY CLASS	ATHLETE NAME
1	Men's recurve class	Setiawan
		Dio Prasetyo
2	Women's recurve class	M. Abrow
		Sosok Ninik
		Ijah Khodijah
3	Men's <i>compound</i> class	Sumiarti
		Fitriansyah
		Kent Swagumilang
4	Women's <i>compound</i> class	Muh. Ali
		Tuwariyah
		Irmawati
		Tutik Yumiati

The recruitment of athletes is adjusted to the criteria of the athletes needed. The criteria referred to are those deemed appropriate to the posture for the sport and allow them to be trained, as well as through national championships that give birth to athletes with disabilities who excel. Based on the results of an interview with Mr. Fitriyansyah as an Indonesian NPC archery athlete, they are as follows :

"There is a special process for the recruitment of athletes, namely the score test, according to the diffable classification". (A2)

On another occasion, the recruitment of athletes was explained by Mr. Ken Gumilang as an Indonesian NPC archery athlete as follows :

"Recruitment of athletes is carried out when the championship is included in their current relations in the district". (A3)

Furthermore, the results of the interview with Mr. Aziz as the Indonesian NPC Management regarding athlete recruitment are:

"Actually, those who have regional athletes are taken at the last event and have the best achievements. Furthermore, monitoring during the last event, the best achievement is to add and replace previous athletes by regenerating if there are athletes who are better than before. For the breeding of athletes, in collaboration with the Ministry of Youth and Sports to form KKO and select athletes with the best performance during the National Championship". (A1)

From the interview excerpt, it can be concluded that athlete recruitment refers to national events such as peparneas, peparpenas, peparprov, peparkab / city with the best limits and is seen based on certain criteria that are considered capable of being trained as athletes. Planning for the

recruitment of archery athletes at the Indonesian NPC is carried out objectively according to selections from all regions / provinces. However, the guidelines for the recruitment of athletes for the development of archery sports achievements in this organization have not been standardized, and have not been documented.

Coach

The task of a trainer for athletes with disabilities is quite heavy, apart from having to be patient and understand the athlete's behavior, the coach must also be good at making training programs, where the training program must be in accordance with the conditions of the athletes themselves. Trainer recruitment is carried out to get maximum results and has its own procedures. The recruitment of trainers to this organization is not done openly, because NPC Indonesia has its own way of recruiting trainers. Then it was confirmed by Mr. Aziz's statement as follows :

"The stage is that they have experience in coaching, the stages have followed national and international coaching activities, have certificates, there are special organizations such as Binpres to add and dismiss trainers". (A1)

However, all recruitment processes that have been carried out have been considered with the ultimate goal of obtaining as many and as high achievements as possible. The recruitment process for archery sports achievement coaching coaches is still carried out through the planning stage, up to the recruitment evaluation stage. However, this recruitment process does not yet have documented guidelines. From the results of the interview, it can be concluded that recruiting Indonesian NPC trainers is still done traditionally and does not go through an open or general selection process, but based on special considerations that these people have concern and loyalty to the existence of the Indonesian NPC organization.

Implementation of exercises

In the implementation of training, the coach is the highest leader in the Indonesian National Paralympic Committee (NPC) for archery. Its role is very important in carrying out any training program. In the archery sport, the Indonesian NPC has one coach coordinator who coordinates two other trainers. The trainer in providing the training program always coordinates and communicates with the assistant coach.

The training program is a training aid in a sport for a specific time and purpose and as a measuring tool for sports training activities in order to achieve the expected goals. For athletes with disabilities, the training program provided by the coach in the implementation of the training process is good, such as the training program for normal athletes, namely in the form of physical, mental, psychological and tactical exercises. The training program is also good and tiered according to the condition of the athlete. Based on the results of an interview with Mr Sapri as the Indonesian NPC archery coach as follows :

"TC concentration in Solo, starting in October 2020, archery training at Indonesian NPCs is carried out every morning training (08.00-11.00 hours) and afternoon training (14.30-16.30 hours). In addition, there are physical exercises, namely the gym, swimming training and shooting quality techniques. Evaluation of the training program is carried out with guidance to prepare for a weekly score check". (A4)

For athletes with disabilities, the training program is carried out routinely like normal athletes and even joining normal athletes in general. When before a match or competition the coach still gives the same time, but there is an additional program and training portion so that athletes will be ready for a 2020 paralympic match or event in Tokyo. Further interview with Mr Sapri, namely :

"Maximize preparation for athletes to practice every day, participate in international and national championships and special preparation for qualifications". (A4)

As the results of the interview with Mr. Aziz as the administrator of the Indonesian NPC are :

"TC concentration in Prof. RC. Dr. Soeharso Solo, try in national and international try out ". (A1)

Preparation for Paralympic 2020 in Tokyo

In preparation for the 2020 Paralympics, the Indonesian NPC archery branch has compiled a training period which consists of 3 stages, namely (1) General Preparation Stage (TPU), (2) Special Preparation Stage (TPK) (3) Pre-match Stage. Based on the results of interviews with coaches and administrators as well as observations in the field, it is stated that the training process adapts to the needs of the athletes. However, always pay attention to physical development, mental development, and techniques so that there is always an evaluation after training. Time is taken to find out the progress of athletes' achievements at the end of each week. In the implementation of training to prepare for Paralympic 2020 in Tokyo, an optimal training program has been carried out so that the targets will be achieved properly and produce maximum achievements. Based on the results of an interview with Mr. Tri Sugeng as the Indonesian NPC archery national training trainer as follows :

"Simple exercises at home are considered insufficient because athletes have to really hold a bow. Archery is an instinctual sport. So, it is very important to do exercises with arrows on a regular basis. I am grateful that the National Training Program is able to run again, because there is a health protocol that has been put forward by the government to be able to exercise again, if it is too long not to practice, of course all bodies will become stiff. There is a danger that the athlete's muscles will shrink back because of rarely exercising ". (A5)

According to the results of field observations, the training program prepared by the coach has been recorded and is always carried out by evaluating and reporting on the progress of athletes' achievements to the Indonesian NPC regularly every week, as well as reports or results of regular training evaluations to the Ministry of Youth and Sports through. The training program consists of detailed training periods, up to physical, technical and mental training programs.

Infrastructure

The term sports facility is a translation of "facilities". That is something that can be used and utilized in the implementation of sports activities, while infrastructure means anything which supports the implementation of a process (effort or development). To achieve maximum performance, one of the supporting factors is the supporting facilities and infrastructure. The availability of facilities and infrastructure is not sufficient, but what are the conditions and completeness of the suggestions and infrastructure that affect the training process. Based on the results of the interview with Mr Sapri as the trainer as follows :

"The infrastructure is complete, supported by the Ministry of Youth and Sports, has been prepared completely and well and the training atmosphere is comfortable and focused". (A4)

Furthermore, the results of the interview with Mr. Ken Gumilang as an archery athlete are :

"The equipment is very complete and the conditions are very good, the atmosphere of the training ground is comfortable, you can focus like the field at Prof. Hospital. Dr. Soeharso Solo and the NPC gym tend to be very good because of the quality of the standard equipment. (A3)

From the results of the interview with the trainer, it can be interpreted that the facilities and infrastructure aspects according to him are complete and in accordance with the needs in the training process during training, although there are further targets to be able to add more complete training support equipment. Furthermore, based on the results of interviews from athletes, it is

concluded that the infrastructure provided is very complete and supports the training process as well as according to needs.

Funding

The Indonesian National Paralympic Committee (NPC) is one of those funded by the APBN, namely through the Ministry of Youth and Sports. The funding system in Indonesian NPCs is self-managed in the sense that funds are directly distributed by the Ministry of Youth and Sports, and Indonesian NPCs act as executors of activities. The needs which include training facilities and all forms of purchase are met by the State in the form of goods according to the submission by the Indonesian NPC, then the Indonesian NPC only receives what is given, the honorarium for coaches and athletes as well as athlete accommodation is directly distributed by the Ministry of Youth and Sports to the parties concerned. Based on the results of the interview with Mr Aziz as the committee as follows :

"All funding is full from the Ministry of Youth and Sports, from the NPC only submitting and determining everything from the Ministry of Youth and Sports, for the honorarium of the management and those who determine everything from the Ministry of Youth and Sports and the same as the coach's honor that determines everything from the Ministry of Youth and Sports. Other sources of funds or sponsors do not exist". (A1)

From the overall results of the interview, the management of funding for sports performance coaching at Indonesian NPCs is still self-managed, from the center directly to the sports, one of which is archery and is categorized as sufficient for operational activities and to provide facilities and infrastructure. Funding is deemed sufficient because it meets government standards. NPC Indonesia does not seek sponsors from outside or from other Ministries. The use of funds made is always made a report in writing at each event or at the end of each working year. Financial accountability or funding of the central board is carried out by the general chairman of the Indonesian NPC at the Musornas.

CONCLUSION

Based on the results of predetermined data analysis, it is concluded that the management of archery sports achievement coaching at the Indonesian National Paralympic Committee (NPC) as a sports forum for people with disabilities in Indonesia has the authority to coordinate and foster all sports activities with achievements of persons with disabilities towards the 2020 Paralympic event in Tokyo. well. In particular, the following can be concluded :

- 1) The recruitment system for human resources in fostering archery sports achievements at the Indonesian National Paralympic Committee (NPC) is divided into three, namely (1) recruitment of athletes, (2) recruitment of coaches and (3) recruitment of daily administrators.
- 2) The implementation of training in the development of archery sports achievements at the Indonesian National Paralympic Committee (NPC) through the planning stages through to regular monitoring and evaluation. The periodization of the training program in preparation for the 2020 Paralympic competition in Tokyo is structured in such a way that the top condition of the fostered athletes can be achieved on time that has been determined or planned by the coach. As a result of Covid-19, simple archery athletes at home are considered insufficient because athletes must actually hold a bow. Archery is an instinctual sport. So, it is very important to do exercises with arrows on a regular basis.
- 3) Infrastructure for fostering archery sports achievements at the Indonesian National Paralympic Committee (NPC) through planning to regular monitoring and evaluation of equipment needs and accountability to related parties, it can be concluded that it is sufficient to support the athlete's training activities.
- 4) Funding for fostering archery sports achievements at the Indonesian National Paralympic Committee (NPC) comes from the State Budget through the Ministry of Youth and Sports, as well as from member contributions according to the regulations set out in the

organization. There are no outside sponsors for funding issues yet. Funding for Indonesian NPCs is self-managed in the sense that funds are directly distributed by the Ministry of Youth and Sports, and Indonesian NPCs act as executors of activities, but there are always accountability reports from Indonesian NPC.

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