



Management of Student Sport Education and Training Center (PPLOP) of Para-Athletics in Central Java

Anggara Shela Perdana* ; Agus Kristiyanto; Muchsin Doewes

Faculty of Sport Science, Universitas Sebelas Maret, Indonesia
Email: anggara.shela811@gmail.com

<http://dx.doi.org/10.18415/ijmmu.v5i4.451>

Abstract

This research aims to: 1) determine the recruitment management of human resources in the PPLOP of Para-athletics in Central Java; 2) identify the facilities and infrastructures management in PPLOP of Para-athletics in Central Java; 3) find out the financial management of PPLOP of Para-athletics in Central Java, and 4) figure out the training management of PPLOP of Para-athletics in Central Java. This research was conducted at the Student Sport Education and Training Center (PPLOP) of Para-athletics in Central Java. This research applies qualitative descriptive method. The unit of analysis is the Student Sport Education and Training Center (BPLOP). The data retrieval techniques include documentary study, in-depth interview, and observation. The data sources in this research are the administrators, trainers, and athletes of PPLOP of Para-athletics in Central Java. Results of the study show that: the implementation of the Student Sports Education and Training Center (PPLOP) of Para-athletics in Central Java is good. In PPLOP, disabled athletes already have a good organizational working structure. However, in terms of the implementation of the recruitment of athletes, the PPLOP of Para-athletics in Central Java is still lacking so that it needs a lot of evaluation and improvement. This can be seen from the small number of participants registering in this year; 6 people registered and 4 people attended the selection process and none met the expected criteria. This is due to the lack of socialization from the PPLOP manager, in this case the Dinas Pemuda Olahraga dan Pariwisata Jawa Tengah (Central Java Youth Sports and Tourism Service) to schools in the Central Java Regency/ City, and the distant location of the regency/ city, causing prospective participants to face difficulties in registering or obtaining appropriate information. Furthermore, children with special needs or disabilities are minority students. The facilities and infrastructure required for the event are considered adequate, fulfilling the needs of student athletes. This is due to the good planning process from the parties related to the procurement of facilities and infrastructures. However, some of the essentials are fail to be fulfilled by the organizer because the procurement of facilities and infrastructures is adjusted to the budget limit of the BPLOP sourced from the Central Java Province APBD (Regional Government Expenditure). The implementation of financial management has run well. The good management in fulfilling the implementation of BPLOP of Para-athletics in Central Java has proven this. Fund and financial reporting are provided by looking at the current needs. Even though some shortcomings in needs are obvious, the organizer can manage them. The implementation of the training in PPLOP of para-athletics in Central Java has run as expected. Exercise planning in the training programs has been made and coordinated well, with the collaboration between organizer and trainers in accordance with the needs of athletes.

Keywords: PPLOP Management Implementation; HR Recruitment; Facilities and Infrastructure; Finance; Training

Introduction

Sports is a manifestation of efforts to improve the quality of human aiming at building character and personality, discipline, and high sportsmanship, as well as an increase in achievement which can arouse the sense of national pride.

As we are aware of, sports has a variety of names or types, all of which have different objectives and functions, namely Educational Sports, Recreational Sports, Health Sports, Disability Sports, Healing Sports, and Achievement Sports.

The process of fostering and developing sports achievements certainly requires athletes having high potential. In order to search out potential athletes, it is necessary to foster and develop the achievements in the productive age, namely the school age. For this reason, the government always strives to carry out continuous development by considering several vital sectors.

The National Sports Development Center functions to find potential sports seeds and to monitor their talent by coordinating all kinds of sports activities in Indonesia, to ensure that the activities are well scheduled. The institute also evaluates sports activities at junior high school, high school, public university, etc., as well as assists the procurement of sports facilities and infrastructure consisting of: early age sports division, school sports division, student sports division, club sports division, disability sports division, sports division, traditional sports and sports pioneering division, talent integration division, and special sports program division.

With these orders, the government sets up a model of coaching among students, which is called Student Training and Education, in several provinces in Indonesia with students as target objects, which are called the Student Sports Education and Training Center (PPLOP).

The placement of PPLOP centers spreading throughout the archipelago is certainly an integral part of the regional development process in accordance with the priority sports which are packaged in stages and are sustainable.

One area that has PPLOP achievement is Central Java Province. Many sports reach satisfying achievements, one of which is a sport that has recently been included in PPLOP Central Java, namely para-athletics that was officially included in PPLOP Central Java on 1 January 2015. Although it is still new, in the championships followed from 2015 until present (2018), para-athletics contributes many achievements in every event. The achievements are 4 gold medals and 2 silver medals in PEPARPENAS 2015; 3 gold medals in KEJURNAS NPC 2016; 3 gold medals and 1 bronze medal in PEPARPENAS 2016; 1 gold medal, 1 silver medal, and 1 bronze medal in KEJURNAS 2017; 11 gold medals and 2 bronze medals in PEPARPENAS 2017; 1 gold medal and 2 bronze medals in ASEAN PARAGAMES 2017; and 2 gold medals and 1 bronze medal in Asian Youth Paragames Dubai 2017. The attainments disclose that even though PPLOP in Central Java has not been recently established, athletes with disabilities have shown satisfying achievements to the international stage. With the support of adequate facilities and infrastructure and the fulfillment of the needs of athletes, the achievements will certainly be achieved well. With the success of athletic sport for the disabled, it is possible that there are certain management factors that cause PPLOP in Central Java to contribute well since its establishment. However, in accordance with the purpose of organizing PPLOP, namely to produce outstanding student athletes at national and international levels, not all athletes have achieved this goal because only 3 from 7

athletes have achieved success in national and international competitions. Therefore, it is necessary to observe PPLOP athletics with disabilities in Central Java.

Methodology

This study belongs to a qualitative study and descriptive research. This research analyze the problems in the management of the Student Sport Education and Training Center (PPLOP) of Para-athletics in Central Java. This research does not present a statement of numbers.

This study was conducted in the Student Sport Education and Training Center (PPLOP) of Para-athletics in Central Java. Samples were taken using purposive sampling technique. The sources of data include the management, coaches, disabled-athletes in Central Java. The data collection techniques comprise document analysis, content analysis, in-depth interview, and observation. Data reduction was carried out to focus and simplify the data. Descriptive and narrative data were presented and conclusion was drawn. Validity of the data was examined with four criteria: credibility, transferability, dependability, and confirmability. Data were analyzed qualitatively. Data analysis takes account of several stages: 1) data collection; 2) data presentation; 3) data reduction; 4) drawing conclusion/ verification.

Results

Based on all of research steps and data collection from variety sources, the researcher finds some data, which support in revealing important results in this research. These data aim to answer the problem statements or to give valuable information for those who need them. The research findings are as the followings.

Management of Human Resources Recruitment

PPLOP has an important position in the framework of overall achievement development. Organizational process of achievement coaching in PPLOP is related to formal education in schools with sports achievements. Apart from that, PPLOP is a program from the Ministry of Youth and Sports, in which the implementation requires coordination with various relevant parties who have special competence and authority on the subject of the program. Coordination within the PPLOP organization is fundamental as an order to get optimum support from various related parties as the user of high-achieving athletes.

Becoming a significant problem in the organizational structure

The depiction of the implementation of the staged process carried out in the recruitment of athletes in PPLOP exhibits that the process of the stages carried out has not gone well. This is proven by the lack of a good promotion, as seen from the number of registering participants who were only six athletes and attending participants who were only four athletes, and none of them met the expected criteria. This is likely due to the lack of socialization from the PPLOP organizer, in this case is the Central Java Sports and Tourism Youth Office to schools in all regencies/cities in Central Java so that it is difficult for prospective participants to both register and obtain appropriate information. Moreover, students with special needs or diffables are minority students. This is because the provincial DISPORAPAR or provincial Youth and Sports Agency for Para-Athetics assigns directly the similar agencies in the regencies/ cities to accommodate registration, while the regency/ city offices do not socialize to the public well.

The athlete recruitment process was not all through the open recruitment held by PPLOP of Central Java. Some of the PPLOP athlete recruitment processes went with the active role of trainers through monitoring in schools in Central Java based on the information from co-trainers. For the Para-Athletics Division, the search for athletes is considered difficult because of the limitations of socialization. In addition, it is due to the factors of disability classification that are sought for the fulfillment of the race numbers. Furthermore, after finding athletes that are in accordance with the expected classification, more approaches are needed in order to convince athletes and parents. Then, during the test, not all tests conducted by PPLOP Central Java administrators were in accordance with the benchmark issued by KEMENPORA (Ministry of Youth and Sports). So, the tests called “the Vo2 max Bleep Test” were replaced with the Balke Test, and tests of jump upright, sit-ups, push-ups, and 30-meter run. According to the organizer, not all tests were carried out in the recruitment of athletes because of the equipment inadequacy. Dealing with the consignment of students registering in the selection, it can be concluded that the regency/ city officials in general have not clearly understood how to find an athlete who can support the sports achievements. Whereas, it is clear that high achievement can only be achieved by athletes who have great talent and obtain good guidance in stages and continuously. Thus, to produce and have the highest potential for sports achievements in the future, it is crucial to seek and find talented athletes.

In the guidebook issued by the Ministry of Youth and Sports through the Deputy for Improvement of Achievement of Sports Science and Technology, it is emphasized that the tiered achievement coaching has implications on the significance of evaluation that must be carried out periodically from the athlete's selection stage to the final stage of the implementation of the training program and the achievements. The purpose of this guidebook is to reduce the diversity and ensure the quality of parameters and instruments used to evaluate athletes.

In carrying out the test, it is necessary to pay attention to the order of measurement. The types of measurements that in practice require athletes to spend a lot of energy should be carried out in the final sequence, such as measuring aerobic capacity, maximum aerobic capacity and physical fitness Guidance for Determining Test Parameters at Student Education and Training Centers and Sportsman School. (Deputy of Achievement Improvement and Sports Science and Technology: 2006). In this case, PPLOP Disabled Athletics in Central Java has not fully referred to the guidebook in implementing the recruitment of student athletes for the determination of test parameters issued by the Deputy of Achievement Improvement and Sports Science and Technology Kemenpora 2006.

PPLOP of Central Java organizer, in this case is the head of office, should re-evaluate the recruitment process that has been carried out, and do the planning and coordination with Kemenpora, in this case is the Deputy of Achievement Improvement and Sports Science and Technology in the process of recruiting future PPLOP athletes, as well as the supervision of the Deputy of Achievement Improvement and Sports Science and Technology during the process of recruiting disabled students in PPLOP Central Java to find athletes who are talented and have the highest potential for sports achievement in the future as expected.

Management of Facilities and Infrastructure

The findings above reveal that the procurement plan has been compiled in the Central Java PPLOP Head Office work program. Determination of goods or facilities that will be purchased is discussed with all PPLOP para-athletics organizers. The goods or facilities include registration/ training equipment, athlete boarding house equipment and facilities, financial staff equipment, administration, sanitation and security of the dormitory environment and others. The utilization of training facilities and infrastructure such as training equipment in PPLOP has been optimal, likewise with the maintenance of

training equipment that is well organized. The recording and reporting already exist in forms of the inventory book of equipment used, list of goods, receipt, and use of goods. The reports are carried out in line with the semester report, once in a semester.

Maintenance and care of sports facilities and infrastructure are good enough. This can be seen from the cleanliness and regularity of the athlete's dormitory. The dormitory building is adequate, but is not spacious enough to accommodate seven athletes, one coach and one assistant coach. This is because the dormitory only has three rooms. Besides, the training equipment is not good enough to support the training process. Other supporting equipment is inadequate, such as the weight training or other equipment to support training, especially the use of training aids. Whereas, the management of infrastructure and facilities in PPLOP must fulfill the criteria as follows:

- a. Infrastructure and facilities used in organizing the Student Sport Education and Training Center (PPLOP) must fulfill the national types, quantities and standards.
- b. Standardization of sports infrastructure and facilities used for the Student Sport Education and Training Center (PPLOP) must be adjusted to national standards.

PPLOP of para-athletics in Central Java will not be able to attain an achievement at the National or International level if the training facilities and infrastructure have not fully supported the practice. Training facilities and infrastructure are very important and helpful in supporting the high-achieving athletes. As stated by Adhyaksa (2004) "it has been realized that the decline in Indonesia's sports achievements was inseparable from aspects such as the low government attention to Indonesian sports, the limited sports facilities and infrastructure, the lack of regular competition, and the lack of respect for outstanding athletes".

Until nowadays, PPLOP of disabled athletes in Central Java only maximizes the existing infrastructure in maintaining the achievement. For this reason, it is necessary to plan and evaluate PPLOP and coordinate with the regional government and the Ministry of Youth and Sports with the aim to complete the infrastructure of PPLOP training in Central Java, to foster high-achieving athletes.

Financial Management

Based on the findings above, the implementation of financial management presents that the Deconcentration and APBD funds have been implemented properly according to the plan. Deconcentration Funds are funds budgeted by the Ministry of Youth and Sports to the Central Java Youth and Sports Service for the implementation of PPLOP in Central Java, which is managed by the Head Office of PPLOP Central Java.

The financial management activities at PPLOP Central Java can be carried out using the existing facilities at PPLOP, by special personnel in the financial sector who handles the receipt and expenditure of money for PPLOP operational needs. Because the PPLOP belongs to the Government, all funds are fully from the central government and the local government. The description of the implementation of financial management above shows that the implementation of all activities and the raising of sources of funds from the central government and regional governments are relatively good. However, given the limited allocation of deconcentration funds and APBD, the organizer only maximizes the funds available for PPLOP of Para-Athletics in Central Java.

E Mulyasa (2005) has stated that the task of financial management can be divided into three phases, namely financial planning; implementation; and evaluation. Financial planning, or called

budgeting, is an activity of coordinating all available resources to achieve the desired goals systematically without causing adverse side effects. The implementation, which involves accounting (budget execution), is an activity based on the plan that has been made and the possibility of adjustment.

In its implementation, the financial management of PPLOP in Central Java is managed by the PPLOP Central Java Office which is responsible to the Ministry of Youth and Sports of the Republic of Indonesia through the Central Java Youth Sports and Tourism Service and the Regional Government.

Financial Management Mechanism of PPLOP of Para-Athletics in Central Java is provided through direct assistance where DISPORAPAR in Central Java directly points to PPLOP Head Office in Central Java, that the management unit must receive assistance to complete the following requirements.

- a. Decree on Establishment of Student Sports Education and Training Centers
- b. Notarial Deed
- c. PPLOP activity development proposal

In PPLOP of disabled athletics in Central Java, the Head of PPLOP Office is the manager who functions as an authorizer and ordinance, but only limited to extracurricular money management. Thus, the Head of the Office carries out the duties, such as in the utilization of funds and the participation of trainers in financial management that have been carried out properly. With the financial management including the planning of the budget financing expenditure, procurement and funding sources, utilization of funds, accountability, and recording on financial data, the financial management of PPLOP in the future can run smoothly, orderly, and regularly, and will be able to achieve the goals of coaching. Financial management is one of the resources that directly supports the achievement of the goal of the PPLOP coaching process and is a potential that determines the implementation of coaching activities in addition to other components.

Funds in the development of PPLOP athletes are inadequate. The effort to overcome the obstacles so far is by synergizing with Provincial Government. Nevertheless, given that so far the attention is still lacking that they are only looking and waiting for the leaders, and therefore, the solution is by sending the athletes to participate in the championships between regions, especially the local championships. By participating in those championships, these athletes shall compete a lot and get better mentally.

Training Management

The implementation of program planning at the PPLOP has not been going well, given that it has not shown the achievement of the goals as expected by Ministry of Youth and Sports. The expected goals include the establishment of PPLOP as an alternative to fostering and the development of potential talented student athletes highly interested in the sports to achieve optimal performance, both as regional athletes representing the region and being one of the national sportsmen to represent the nation in the international sports events (Deputy of Achievement Improvement and Sport Science and Technology: 2006). PPLOP also has the aim of producing outstanding national students in the field of sports and academics.

This is due to obstacles in the implementation of program planning that did not go as expected. Obstacles so far are the problems regarding the lack of try-outs carried out by PPLOP because of the absence of competition, the limited budget for the try out, and the deficiency of knowledge of the trainer about the preparation of the annual training program.

Whereas, referring to the guidebook issued by the Deputy for the Improvement of Sports Achievement, Science, and Technology of the Ministry of Youth and Sports (2006) the Exercise, Competition, Academic and Welfare are regulated as follows.

- a. Sports competition between PPLOP is carried out periodically
- b. Every sport competition between PPLOP must be followed by all PPLOP from each province
- c. The Regional Government designated as the organizer is responsible for the implementation of the competition between PPLOP by involving the parent organization and the community
- d. The procedure for competition is regulated in the implementation instructions

Accordingly, some programs that have been planned by the trainer cannot be realized. It is not possible to get a benchmark for the success of the exercise when try-outs are rarely carried out. From the psychological point of view, the athlete's mental readiness is also low and the capacity of the opponent is unknown. As a result, the coach cannot make an overview of the strategy of competing when the athlete participates in a competition. Finally, these obstacles all have an impact on the results of athletes' achievements. Only certain sports branches can get high achievements by getting a gold medal in the National Championship, and even then, it is only temporary that it cannot be guaranteed that in the next competition the athlete can maintain the achievement again.

The trial of each sport between PPLOP throughout Indonesia is rarely done, only expecting a program from Kemenpora namely a national championship between PPLOP, which only maximizes the results of the routine exercises that have been carried out. Whereas, the purposes of the try-out are to improve the maturity of the athlete and increase their experience so that these athletes have the improved skills, techniques, tactics, as well as mental condition. Then, the coordination of Kemenpora, in this case is the Deputy for Increasing Achievement and Science, and Technology of Sports with the Ministry of National Education was considered very lacking. Sometimes the match or championship schedule is not in relevance with the PPLOP, such as when a certain program is still in the general preparation, but suddenly a match schedule appears.

Conclusion

1. The implementation of PPLOP HR recruitment in Central Java is already good. In PPLOP, para-athletics already have a good organizational structure, such as organizational management, household statutes, budget, and work plans. All the elements have been carried out properly, have complete management, and can work well together. There has been good cooperation between regional administrators and local governments. However, in terms of implementation, the recruitment of athletes in PPLOP in Central Java is still lacking, so that a lot of evaluation and improvement are needed. This can be seen from the number of participants registering (six people) and coming to the selection process (four people); none of them met the expected criteria. This is due to the lack of socialization from the PPLOP manager or the Central Java Sports and Tourism Office towards the schools in the regencies/ cities in Central Java and the distance of the regency/ city locations so that it is difficult for prospective participants to register and get appropriate information. Moreover, children with special needs or disabilities are minority students.
2. The facilities and infrastructure needed suit the requirements of student athletes. This is because of the good planning process by the parties regarding the procurement of facilities and infrastructure. However, not all of the needs can be fulfilled by the organizer, because the procurement of facilities

and infrastructure is adjusted to the budget of the Central Java BPLOP sourced from the Central Java Province APBD. With existing facilities and infrastructure, the managers, trainers, and athletes are required to continue to maximize and streamline facilities that are in line with the needs of athletes.

3. The implementation of financial management has run well, as seen from the good management in fulfilling the implementation of athletic BPLOP with disabilities in Central Java. Funds and financial reporting by looking at existing needs even though there are still some shortcomings in needs but can be overcome by the organizer.
4. The implementation of the training in PLOP in Central Java has run as expected. The training planning programs have been made and coordinated well by organizer and trainers in accordance with the needs of athletes, although there are some things that are not in relevance with the plan. However, with good supervision and evaluation in each training activity by PLOP managers, the implementation of the training went smoothly and showed the targeted achievement as expected.

Acknowledgement

The researchers would like to express their gratitude to the head of PLOP in Central Java, trainers, administrators, and athletes PLOP for para-athletics in Central Java for the willingness to be involved in this research and the support for the completeness of this study.

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