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Karate Sport Management in Jombang District

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ABSTRACT

Karate in Jombang has decreased achievements and results that are not good enough in the 2021 and 2023 porprov events seen from the medal acquisition data. From these problems, the author conducted research on the management function of karate sports in Jombang Regency. This research uses a qualitative descriptive method. Data collection in this study by means of interviews, questionnaires and documentation. Data analysis is done by reducing data, presenting data and drawing conclusions. The results of research on karate sports management in Jombang in 2023 are: 1) Karate sports planning is in the good category, 2) Organizing karate sports is in the good category, 3) The implementation of karate sports is in the moderate category, 4) Controlling karate sports is in the moderate category. The suggestion of this research is to suggest to the INKAI Jombang management in managing karate sports in order to improve the quality and continue to strive to maintain the quality of an already good organization by applying aspects of management science so that it can achieve INKAI Jombang's mission of making karate a superior sport in Jombang.

Keywords : Management; Karate; Jombang.

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INTRODUCTION

Sport is a human culture, meaning that there cannot be called sports activities if there is no human factor that plays a physical / personal role in carrying out the sports activity, Santosa Griwijoyo and Dikdik Zafar (2013: 36). According to Santosa Griwijoyo and Dikdik Zafar (2013: 37) the word "sport" implies the existence of something related to processing events, namely processing the body or processing the body. According to Santosa Griwijoyo and Dikdik Zafar (2013:37), the definition or limitation of sport itself is still not firm, as a result there are various limitations, definitions or descriptions of what "sport" is, because there is no official institution recognized as an authority such as WHO which is recognized as having the authority to make limitations, definitions or descriptions of what "sport" is.

The definition of sports found in the community is so diverse, according to experts Santosa Griwijoyo and Dikdik Zafar (2013: 37) say that sport is a series of regular and planned physical movements that people do consciously to improve their functional abilities. Then as mandated in the Law of the Republic of Indonesia Number 11 of 2022 concerning Sports that, "Sports are all activities that involve mind, body, and soul in an integrated and systematic manner to encourage, foster, and develop physical, spiritual, social, and cultural potential" Sports Law (2022). Basically, sports only require humans as objects and a series of organized movements to be called sports.

In Indonesia itself, karate is believed to be one of Indonesia's favorite sports which has been accepted by the international community and through such rapid development that it has become a modern sport, Johansyah Lubis and Hendro Wardoyo (2016: 1). Karate as a martial arts sport is the same as other sports which are formed from several patterns of motion or certain basic techniques, according to Handoko (2021) in karate martial arts there are two main basic movement patterns, namely attack and defense. Karate is a sport that was born and grew within the Asian community which has four aspects according to Johansyah Lubis and Hendro Wardoyo (2016: 21). namely: mental spiritual aspects, cultural arts aspects, martial arts aspects and sports aspects that were once used for self-preservation in war. In today's development according to Johansyah Lubis and Hendro Wardoyo (2016: 4) karate is starting to be recognized by the wider world and competed in various regional and international multi-events so that all countries that develop karate need to call coaches and utilize sports science and technology as support.

A sport in order to be effective and efficient needs management to manage it, according to Lismadiana (2017: 9) in all fields requires good management for effectiveness and efficiency. Harsuki (2012: 2) states that sports management is basically a combination of management science with sports science so that someone who has graduated from a high school of administrative science or from a business management science institution does not automatically master or be able to apply sports management. Lismadiana (2017: 8) states that someone who wants to implement good sports management must master both fields of science, namely management and sports. In a management, of course, there is a scope in it, including goals and functions, according to Lismadiana (2017: 9) Goals and objectives in management are created and ideas for implementation are developed with a plan and cooperative action, while according to Krotee and Bucher (2007: 6) the fundamental purpose of management is to continue what has

proven successful rather than eliminating the old and trying new and untried paths. The function of According to Acimovic, et al (2013: 251) managers are part of the personnel structure that carries out certain activities, namely management functions.

In a parent sports organization to achieve the desired goals, managers need to carry out management functions, Lismadiana (2017: 10) states that managers carry out activities, namely management functions to achieve the desired goals. According to Sentot Imam (2008: 7-8) there are four management functions consisting of planning, organizing, actuating, and controlling. Terry in Lismadiana (2017: 39) states that planning is the preparation of a pattern of integrated and predetermined future activities, organizing according to Lismadiana (2017: 28) means uniting basic resources in an orderly manner and arranging people in such a way as to achieve predetermined goals, implementation (actuating) according to Lismadiana (2017: 13) is the overall effort, ways, techniques, and methods to encourage members of the organization to be willing and sincere and as well as possible for the achievement of organizational goals that are effective, efficient and economical. Controlling according to Lismadiana (2017: 13) is a process of activities to ensure that activities that occur are in accordance with what was planned.

Based on the observations of researchers, karate sports in Jombang have decreased achievements and results that are not good enough in the 2021 and 2023 porprov events seen from the medal acquisition data as follows:

Table 1.1 Porprov achievements of INKAI Jombang athletes

NO	INITIALS OF PORPROV PARTICIPANTS	MEDAL WINNERS
1.	ES	Perak
2.	JC	Perunggu
3.	ZN	-
4.	AR	-
5.	IB	-
6.	BM	-

From the data above, it is necessary to research how karate sports management in Jombang is carried out, therefore researchers are interested in discussing how karate sports management is viewed from the management process.

METHOD

The type of research used in this study is a qualitative descriptive method. According to Moleong (2016: 6) states that qualitative research is research that intends to understand phenomena about what is experienced by research subjects, for example behavior, perceptions, motivations, actions, etc., holistically, and by means of descriptions in the form of words and language, in a special natural context and by utilizing various natural methods. Based on the type of research that has been disclosed and from the understanding according to experts about qualitative descriptive methods, researchers will describe research on karate sports management in Jombang in 2023 in accordance with the facts found during the research using data derived from interviews, field notes, sound recordings, personal documents, and other official documents.

The targets in this study are the parties concerned with the management of karate sports coaching in Purbalingga including the chairman or management of INKAI Jombang as an

organization that fosters karate in the area, then the next target is the coach and athletes as field implementers in the coaching program that has been made by INKAI area as a source of factual data in this study. The instruments used in this study are: observation guideline sheet, interview guideline sheet, and documentation regarding karate sports coaching management in Jombang Regency. With the tools used in carrying out interviews and observations using tools in the form of interview guidelines and recording aids. According to Sugiyono (2013), data analysis in qualitative research is carried out during data collection, and after completion of data collection within a certain period. If the interviewee's answer after being analyzed feels unsatisfactory, the researcher will continue the question again, until a certain stage, the data is considered credible. Data analysis in this study uses Data Reduction (data reduction), Data display (data presentation), and Conclusion Drawing or Verification (conclusion).

RESULTS

The results of the study will discuss the results of interviews with related parties, namely the INKAI Jombang Management, Coaches, Athletes and data findings obtained from the results of initial observations in the field and other documentation related to the research, the next data obtained from the results of further observation related to how the management of Karate sports in Jombang Regency in 2022 based on four management functions, namely planning, organizing, implementing and controlling, which are secretariats in Jombang Regency, at the Indonesian National Sports Committee (KONI) Jombang Regency using observation, interview and documentation techniques. On interviews were conducted on three subjects, namely the Chairperson, Coach and Athlete. The results of this study will be explained in the form of descriptions so that readers can clearly see the results of the data obtained.

Planning

¹Based on the results of research on karate sports management in Jombang Regency in 2023 has implemented planning in managing karate sports, INKAI Jombang as a forum for existing karate every year makes a work program which is then submitted to the KONI region as a supervisor and as a determinant of whether or not the program has been made, planning in the work program made includes the karate activity agenda in the next year. Not only annual planning INKAI Jombang also does planning in building this sports organization with clear goals, which includes short-term planning consisting of: 1) Making work programs, 2) Appointment of coaches, 3) Recruitment of athletes, 4) Preparation of cooperation with outside parties (sponsorship). And long-term planning which consists of: 1) forming an organizational structure, 2) Arranging a system in coaching, 3) Arranging training programs, 4) Arranging training schedules and sparring tests, 5) making and participating in local championships or matches.

¹²Based on the results of research that has been carried out, the planning function in karate sports management in Jombang has been carried out well, planning considers all aspects needed to achieve the goals of the vision and mission that have been made, the procurement of district championship events for early, middle and senior age categories is one proof that planning in terms of achievement coaching has been carried out. 5 athletes who qualify for pre-porprov are also evidence of planning in achievement coaching. Based on this, the results of the analysis of the planning function in karate management in Jombang Regency have been running and

¹⁴ implemented properly in accordance with the goals or objectives to be achieved, but have not maximally met the target.

Organizing

¹⁷ Based on the results of the research that has been conducted, it shows that the organizing owned by INKAI management in Jombang Regency is appropriate. This is because INKAI in Jombang Regency has a clear organizational structure so that there is no overlap in a position and good delegation of authority in accordance with their respective structural positions, as well as a clear coordination mechanism and task distribution system. In INKAI, only one person serves concurrently, namely the deputy secretary and deputy treasurer. The recruitment is also fairly good because INKAI administrators, especially in this period, are not only from certain universities but there are 6 karate associations. This further strengthens the coordination between schools throughout Jombang and further strengthens that there is no nepotism and certain privileges to be able to become administrators based on school flow so that the organizing and communication functions between schools in Jombang can be carried out properly, the existence of several INKAI board members who are in the KONI management structure is also a benchmark that organizing is done well not only internally but also externally to other organizations concerned as a tongue connector between the two.

Authority and work responsibilities are carried out in accordance with the positions in the management structure listed, in the daily management there is a chairman, vice chairman I, secretary and treasurer who carry out authorities and responsibilities such as managing the organization, carrying out leadership, taking care of incoming and outgoing letters and calculating incoming and outgoing budget funds to run the organization and activities to be carried out, then there are other fields that have authority and responsibility in their respective fields consisting of chairmen and members where the chairman has the responsibility to control the performance in his field. The delegation of authority is carried out in accordance with the functions of their respective positions, the placement of each member has been planned according to their expertise ¹⁸ so that all work can be completed on time, effectively, efficiently and well done so as to ¹⁹ make it easier for superiors to formulate the right policy from the results of evaluating a job. Based on this, the results of the analysis of the organizing function (Organizing) in karate management in Jombang Regency have been running and implemented properly ²⁰ in accordance with the goals or objectives to be achieved, but there is one duplicate position, namely deputy secretary and deputy treasurer in one name.

Actuating

²² Based on the results of the research on the actuating process (implementation) in karate sports management organized by the INKAI Jombang board in terms of the factors needed for movement or implementation are as follows:

1. Leadership

In terms of management structure, INKAI Jombang has a general chairman and vice chairman I and II as movers who have authority in terms of leadership. The chairman and vice chairman as managers in managing all positions under them, the leadership function is of course applied so that karate sports can develop and run as it should. Related to leadership in the management structure of each field in INKAI also has one person in

charge in their respective fields as a control in implementation, the results of the performance will be submitted to the head of the field which will later be accounted for by the chairman, vice chairman and all INKAI administrators as a reference material in the improvement process if there are obstacles or obstacles in its implementation.

2. Attitude and morale

From the results of interviews conducted, the attitude and morale of each board refers to the morality taught by the sport of karate itself, Karate is so thick and cannot be separated from Islam, the morality that exists in Islam becomes a reference in the implementation process of board members, coaches of each college and karate athletes. The attitude in karate refers to the culture of the archipelago with all forms of good teachings such as gentleness, love, respect, tenacity and hard work.

3. Communication

From the results of the research, communication is carried out regularly in order to keep karate sports running by holding deliberations on all INKAI administrators, INKAI administrators to INKAI club associations. This is done so that the implementation process in karate sports can be carried out properly and without obstacles.

4. Incentive

In the implementation of an organization, of course, there needs to be an incentive or stimulus so that the organization can run, from the results of the research, incentives can be in the form of money or goods. INKAI administrators are financed by the government to manage karate sports in each period of office with a predetermined nominal. If in its implementation, assistance in the form of money and goods cannot be sufficient, the INKAI management organizes sponsorship with outside parties as an additional injection of funds so that activities can be carried out without any financial constraints. Incentives are also given to outstanding athletes recommended by INKAI because of certain achievements in order to get an award from KONI as a representative of the government in the field of sports.

5. Supervision

From the results of the research that has been conducted, INKAI Jombang conducts supervision referring to any changes that occur at the INKAI provincial and central levels, improvements, rejuvenation, evaluation of new rules and techniques published in the management deliberation and implemented. In athlete development also has supervision in the form of sports science which can help in improving athlete achievement, supervision is carried out by the field of coaching for existing karate schools through joint training with coaches and athletes throughout Jombang.

6. Discipline

In the implementation of management, of course, a disciplined attitude is necessary, from the results of the research conducted, a disciplined attitude is reflected in the teachings that exist in karate itself so that in its implementation the chairman, management, coaches and athletes have the same disciplined attitude in karate teachings. Based on the results of research that has been carried out, the implementation function (actuating) in karate sports management has been carried out well, but in terms of implementation, some goals have not been achieved, in the 2023 pre-porprov qualification title, the achievement target has not been achieved optimally, from observations and interviews

with the main coach of INKAI Jombang, it is constrained by early childhood to adult coaching, where not all colleges apply sports science, even though sports achievements are quite helped by following existing sports science, facilities and infrastructure also hinder the achievement of higher achievements from provincial to national. On the other hand, the procurement of district championship events is well organized and lively. Based on this, the implementation process is only in the sufficient category because some plans cannot be implemented according to predetermined targets.

Controlling

An organization needs a supervisory function as a ²¹test whether the implementation of work is orderly, directed, regular and good as planned. There are indicators in seeing the supervision process, R G Terry in Sukarna (2011: 116) suggests the following supervision process:

1. Determining the standard or basis for control
2. Measuring the performance
3. Comparing performance with the standard and ascertaining the difference, if any
4. Correcting the deviation by means of remedial action

Based on the results of the research that has been done, INKAI Jombang has implemented these four indicators in the supervisory function in karate management, the planning that has been made has gone through the calculation of good and bad standards at the time of implementation so that there is a measure to determine whether the implementation of an activity is good or bad, if the implementation of activities or other matters concerning the organization is not in accordance with the standards, the supervisory function will be carried out by correcting through appropriate action. However, in the process of implementing the planning that has been made by determining the standards that have been set, there are differences in the results of some plans but it goes so well in other plans such as the procurement of the Jombang regent trophy district championship event. Based on this, the control process at INKAI Jombang is in the sufficient category.

DISCUSSION

¹⁶Based on the results of the ¹research, karate sports coaching in Jombang Regency in 2023 has been carried out with management functions which include planning, organizing, implementing and controlling properly but the continuity of the Jombang Karate sports coaching process is strongly influenced by several field factors that hinder the coaching process. This has a very influential relationship with one another. Planning, organizing, implementing and controlling programs that are in accordance with those in it as sports actors are needed for the development and contribution of the sport at least aims to get maximum achievement.

Coaching in sports is divided into three levels, namely early age coaching, youth coaching and achievement group coaching. The number of karate schools that exist makes coaching at each level continuous with one another.

INKAI in Jombang needs to apply management science due to the large number of streams under its auspices in order to advance the sport of karate in terms of achievement and organizational management from upstream to downstream properly.

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CONCLUSION

Based on the results of the research and discussion that has been stated above, researchers can draw conclusions about how the management of Karate sports in Jombang Regency in 2023 based on four management functions, as follows: Planning (Planning) in karate sports management in Purbalingga district is carried out in the Good category; Organizing (Organizing) in karate sports management in Jombang district is carried out in the Good category; Implementation (Actuating) in karate sports management in Jombang district is carried out in the Fair category; Controlling (Controlling) in karate sports management in Jombang district is carried out in the Fair category.

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