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Strategic Management Organization in Central Java: Analysis of Members Organizations KONI Central Java Province

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Abstract— The purpose of this study is 1) How to analyze the management of sports organizations in Central Java. 2) What are the expectations of the condition of sports organizations in Central Java 3) How is the implementation of management of sports organizations in Central Java 4) how is the difference between the expectations and implementation of organizational management in Central Java. This type of research is qualitative research. While the research design used is Sequential Exploratory Design. Sequential Exploratory Design is a research design in which qualitative data collection and data analysis is carried out as a preliminary implementation, then data collection and data analysis are carried out quantitatively. The results of the study 1) the level of expectations of the condition of sports organizations in Central Java is very high. 2. The level of implementation of organizational management in the category of less. 3. Significant differences were found between expectations and implementation of sports organization conditions in Central Java with a significance value of $0.00 < 0.05$. The conclusion of this study is that it needs to improve the condition of sports organizations in Central Java by improving the quality of personnel, organizational management, facilities and equipment of organizations, procedures and the environment. It was found that a very high level of expectation of the ideal organization conditions, found that the implementation of organizational management was lacking and found the quality of sports organizations in Central Java in the less category.

Keywords: *Management, sports, organization*

I. INTRODUCTION

Central Java is a province with the third largest population in Indonesia. According to data from the central statistics bureau, the population of Central Java is 34,490,835. Such a large population is a potential in developing achievement sports coaching. This potential, if well developed, will be able to drive sports

organizations which can ultimately improve sports coaching and can improve achievement.

Central Java Province consists of 29 regencies and 6 cities with various sports potentials. The various kinds of potential are related to local natural conditions. Community culture also influences the development of sports in the area.

UU number 3 of 2015 concerning the National Sports System in article 21 paragraph 1 states: The Government and regional governments are required to conduct sports development and guidance in accordance with their authority and responsibilities. (UU No. 3 of 2005). Article 21 becomes the basis for the implementation of sports development in Central Java. The intended responsibility is the equal distribution of tasks between the provincial government and the municipal district government.

Central Java Province in the state administration system is classified as a provincial or regional government. Furthermore, UU No. 3/2005 also mentions the duties and responsibilities of the government and regional governments. The regional government has the task of implementing policies and coordinating the coaching and development of sports, as well as implementing the standardization of the sports sector in the regions. [1]

The Central Java provincial government implements sports policies, planning, coordination, guidance, development, application of standardization, resource raising and supervision. In implementing sports policy, the government is assisted by the community to establish a sports branch at the provincial level. Furthermore, the sports branch at the provincial level formed the Indonesian National Sports Committee abbreviated as KONI. The Indonesian National Sports Committee (KONI) in Central Java has members from the KONI elements of the city districts in Central Java. Other

members of the KONI province are the provincial board of sports.

Coaching and sports development can be done well if the sports coach also develops his organization. A good sports organization will make it easier to do sports coaching. A good organization will also help in developing sports achievements.

Sports organization is a group of people who collaborate by forming an organization to organize sports in accordance with the provisions. While the sports branch is an organization that fosters, develops and coordinates one branch / type of sport or a combination of sports organizations of one type of sport that is a member of the provincial board of the sport concerned.

Sports organizations have the following characteristics: 1) There are provisions and regulations that must be obeyed together. 2) A position that gives us rights and power and accountability. 3) Required to perform several duties and / or work obligations. 4) There is a relationship and cooperation with others

The organization will be good if: 1) It has strong leadership 2) It has competent human resources in their field 3) Proper and adequate organizational structure, processes and resources 4) There is satisfaction from internal and external parties 5) It is an organization that has the ability to continue adapt to the changing times.

While the International Journal of Sport Management and Marketing argues "Organizations that adjust to non-traditional and rational management models will win the competition between them. Finally, several aspects of innovation technology play a key role in the success of the group, and will become a new force.

Next Mathew 2018: "Research findings show that all three forms of support from government (organizational, systemic, and political) have contributed to our understanding of sports governance, but are more empirical and theoretically driven." Journal of sport management: 32 (3)

Whereas Svenson concludes: "that the strengths and challenges of organizations today are getting heavier, so it needs to be strengthened from the foundation of the organization to the structure and governance of the organization as a whole [2]. Government funding support for the location of the organization and organizational revenue that can strengthen the existence of the organization. Journal of Sport Management: 33 (1)

II. MATERIALS AND METHODS

The approach used in research is a qualitative research approach. A qualitative approach is used because the measurement of the quality of sports organizations is a social phenomenon that is so unique that it is difficult to standardize based on certain measurements. When standardized it will be able to eliminate the real meaning. This study aims to assess the level of organizational conditions of KONI members in

Central Java province. Strauss says that qualitative research can be used to examine organizations, groups and individuals. Qualitative research can be done either by a research team, several people, or just one person. In this study, the target of the study were KONI members in Central Java Province which consisted of Provincial Board of Sports and KONI Regencies / cities in Central Java [3].

The research design used in this study is Sequential Exploratory Design. Sequential Exploratory Design is a design in which qualitative data collection and analysis is used as a prefix, then data collection and data analysis is carried out with quantitative analysis. Strauss says that qualitative and quantitative research can be combined. However, research usually emphasizes one of two methods, aside from being stable, and also because of the nature of the problem under study. This study uses a qualitative research prefix, then to strengthen the results of the study carried out quantitative analysis.

III. RESULTS AND DISCUSSIONS

From the data collected which is then analyzed in two ways, namely qualitative analysis with Fishbone Analysis and the Five Whys analysis technique the results are obtained about the condition of sports organizations in Central Java as below:

A. Qualitative Analysis Results

• Results of Analysis using Fishbone Analysis

The results of the analysis using Fishbone Analysis with the problem of the condition of sports organizations in Central Java, the results found six root causes that are the cause are 1). Quality of personnel 2) Management 3). Facilities 4). Equipment 5). Procedure and 6). Organizational environment. To give a clearer picture as shown below:

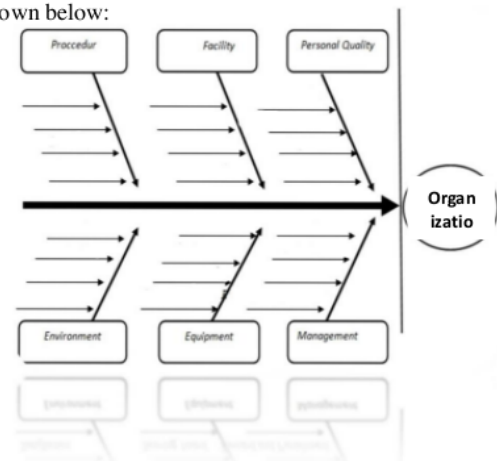


Fig. 1

- Analysis using the Five Why's analysis

Furthermore, the analysis results with the Fishbone analysis above are followed by a further analysis in the form of a five-whys analysis. The aim is to analyze the root of the problem into a more operational sub-root of the problem. The results of the analysis using the Five Whys analysis technique are shown in the figure below

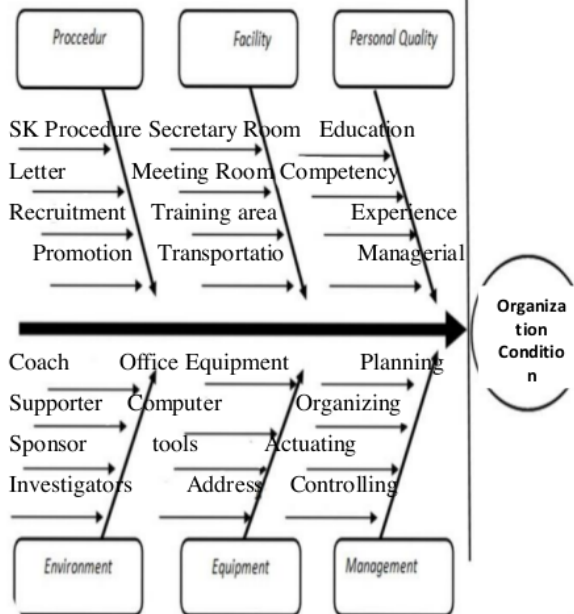


Fig. 2

B. Results of Quantitative Analysis

Furthermore, the results of the analysis with Fishbone analysis and Five Whys analysis continued with quantitative analysis. Quantitative analysis is done by analyzing the results of questionnaires that have been distributed to the management of sports organizations in Central Java

- Management's expectations of the Conditions of Sports Organizations in Central Java

The expectation of sports organization management on the quality of personnel consisting of educational qualifications, management competencies, management experience and managerial skills is 86% of the ideal number. Furthermore, the management's expectation of management consisting of the need for organizational planning, organizing, actuating and controlling is 94%. The management hopes for the completeness of sports facilities such as the secretariat room, meeting rooms, training ground and transportation facilities for organizational opportunities. Overall management expectations of organizational management of 90% of the ideal number. Management expectations of equipment owned by the organization such as office

equipment for computer equipment, the existence of permanent communication tools and a clear address of the secretariat. Overall expectations of match participants for the match were 94%. The organization's management hopes for the implementation of procedures consisting of procedures for making decisions, procedures for making correspondence procedures for member recruitment and promotion and degradation procedures for athletes and coaches. Overall expectations on the procedures for carrying out organizational activities by 90%. The expectations of the organization's management of the organizational environment of the sport consisting of organizational coach factors, supporter factors, organizational sponsors and organizational sympathizers. Furthermore, overall management expectations of the organizational environment of 90%.

- Implementation of Sports Organization

Implementation of the organization of sports organizations to the quality of personnel consisting of educational qualifications, management competencies, management experience and managerial skills is 54% of the ideal number.

Furthermore, the implementation of the organization's implementation of management consisting of the need for organizational planning, organizing, actuating and controlling by 69%.

Implementation of the organization's implementation of the completeness of sports facilities such as secretariat rooms, meeting rooms, training grounds and transportation facilities for organizational needs. Overall management expectations of organizational management by 60% of the ideal number.

Implementation of equipment owned by the organization such as office equipment for computer equipment, the existence of permanent communication equipment and a clear address of the secretariat. Overall expectations of match participants for the match were 62%.

Implementation of procedures consisting of procedures for making decisions, procedures for making correspondence procedures for recruiting members and procedures for promotion and degradation of athletes and coaches. Overall expectations on the procedures for implementing organizational activities by 48%

Implementation of a sports organization environment consisting of organizational builder factors, supporter factors, organizational sponsors and organizational sympathizers. Furthermore, overall management expectations of the organizational environment of 61%.

- Analysis of Difference Tests

The test results of the difference between expectations and implementation of boxing competition quality can be seen from the Wilcoxon test results with the help of the SPSS 21 program.

The expectation of the management of the sports organization for the personnel who are administrators according to them is that the person who has an educational qualification of 84.7 has 93.5 competence, has experience as the management of a sports organization of 80.4 has a managerial ability of 95.8 overall of 86% .

	Z	Asymp. Sig. (2-tailed)
Quality Personnel (Implementation) - Quality Personnel (Expectation)	-7,368 ^b	,000
Management (Implementation) - Management (Expectation)	-8,124 ^b	,000
Facility (Implementation) - Facility (Expectation)	-7,136 ^b	,000
Equipment (Implementation) - Equipment (Expectation)	-7,153 ^b	,000
Proccedure (Implementation) - Proccedure (Expectation)	-7,132 ^b	,000
Environment (Implementation) - Environment (Expectation)	-7,710 ^b	,000

Explanation:

- a. Wilcoxon Signed Ranks Test
- b. Based on positive ranks.

Furthermore, the management's expectation on the need for planning is 92.8%, organizing is 89.8%, actuating is 95.0 controlling, 86%. Overall, the management hopes that the management will be 90%. Sports Organization Organizers have expectations of sports facilities that are expected to be owned by the organization are 88.6% secretariat room 90.1 meeting room Training ground 92, 8 and 88.9% transportation. The equipment expected to be owned by the organization is as follows: office equipment at 95.0%. Computer equipment of 90.1% permanent communication devices 89.1% clear addresses 95.0 overall the participants' expectations of competition were 92%.

The expectations of the organization's management towards the implementation of the procedure are as follows: the procedure for making decision letters is 89.2%. Procedures for making outgoing mail at 87.7% Recruitment procedures at 91.6% and athlete promotion and degradation procedures at 90.4% Overall the root cause of the procedure at 88.0%. The expectations of the organization's management of the sporting organization environment are: Guidance Factor is 87.1% Supporter factor is 82.2%. Sponsors at 86.2 and sympathizers at 85.9% Overall expectations of 82%.



Fig. 3

Implementation of the condition of the sports organization to personnel amounted to 64.7%, has a competence of 73.5% has experience as a manager of a sports organization of 60.4% and has a managerial ability of 47.1 overall at 62.0%.

Implementation of the management of the need for planning by 72.8%, organizing by 69.8 actuating by 75.0% and controlling by 75.3%. Overall it has a 73.3% rate. Sports facilities in its implementation owned by the organization are the 68.9 secretariat rooms. Meeting rooms 70.1% Training place 68.8% and transportation equipment 56.6%. Overall, 65.9% of the equipment expected to be owned by the organization are as follows: office equipment, 72.8% Computer equipment, 70.1 permanent communication equipment, 68.9 clear addresses, 58.3, overall expectations of game participants for the match are: by 68.5%. Implementation of organizational management of the implementation of the procedure as follows: procedure for making decision letters by 62.5% Procedure for making outgoing letters by 47.2 Recruitment procedures by 48.9 and athlete promotion and degradation procedures by 53.2 Overall the root cause of the procedure by 52 9%. The expectations of the management of the organization on the environment of the sports organization are: Guiding factor is 67.7% Supporting factor is 64.4 The sponsor factor is 67.4 and the sympathizer factor is 66.8 Overall it gives hope of 53.1.

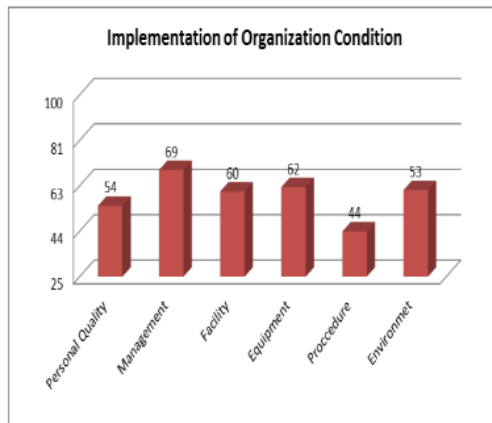


Fig. 4 Wilcoxon Test Results Difference between Expectations and Implementation of Boxing competition quality

IV. CONCLUSIONS

The condition of sports organizations in Central Java can be analyzed using Fisbone Analysis and 5 Whys analysis techniques so that six root causes are found namely Personal quality, Management, Facility, Equipment, Procedure and environment. Management's expectations of the condition of sports organizations in Central Java are very high. Implementation of the condition of sports organizations in Central Java in the medium category. The current condition of sports organizations in Central Java is in the poor category.

The Indonesian National Sports Committee to increase supervision for the members in the organization. The Management of Sports Organization in Central Java to complete the organization's needs. Society can participate in planning, implementing and supervising sports organization.

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