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Analyzing the Involvement of Human Resource and People in Sport in Medan City, North Sumatera Province

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ABSTRACT: This study aimed to see the extent of involvement of human resources (HR) and people in sport in Medan city. This study was conducted in 10 of 21 subdistricts in Medan city. The methods used in this study were qualitative and quantitative. The sampling technique conducted was multistage random sampling. Besides, the research instruments used were questionnaires and interviews. The results showed the index of Human Resources (HR) involvement in sport at a low norm of 0.0017. For the index of people involvement in sport in the low category with a value of 0.245. From the results of the discussion, this study showed that the index of the people doing sport in Medan city was in the low category.

KEYWORDS: Human Resource; Sport

I. INTRODUCTION

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Based on the Article 67, Paragraph (2) of Law No. 3 of 2005 concerning the National Sports System, the central government and regional government guarantee the availability of sports infrastructure in accordance with the standards and needs of the central government and regional government. This law is emphasized by the Presidential Regulation No. 12 of 2014 concerning Procedures for Determination of Sports Infrastructure. Both of these policies require the central government and regional government to be fully responsible for the planning, procurement of maintenance utilization and supervision of sports facilities and infrastructure. Along with the Article 67, Paragraph (20) of Law No. 3 of 2005 and Presidential Regulation No. 12 of 2014, Law No. 25 of 2000 has 4 government programs implemented in supporting national sports development including 1) Sports Policy and Harmony Development Program, 2) Sports Correctional and Physical Fitness Program, 3) Talent Scouting and Sport Breeding Program, and Sports Performance Improvement Program (Global Sport; May 2016). Equitable sports development must be systematic and integrated for all of Indonesian society, especially in Medan city. Medan city people are reluctant to do sport. One of the causes found by researchers was inadequate infrastructure as well as the chaos of urban planning which was not supported by regional government policy. Researcher's observation showed that in Medan, only 30% of sports infrastructure are owned and 70% are not owned. This is strengthened by the large number of children, adolescents and adults who use public facilities such as sidewalks, highways and office yards for sports. According to the authors, it resulted in limited human resources (HR) to do sport even as an athlete.

From the problems mentioned above, it will surely give excellent contribution for the development of science and technology. Now we have lived in the era of technology so that the existence of these problems certainly provides opportunities for the nation's children to innovate to overcome these problems. The contribution of research conducted towards technology is that it can provide opportunities for sport people to create technology-based applications that can help people to do sports. The application used can certainly adopt as what is applied in the grab and gojek. If people actively do sports, human resources in Medan city will go on getting improvement because doing sports actively will always make body always fresh and fit to do every activity. Thus, with excessive workloads, it was hoped people in Medan will continue to be able to provide ideas in the form of innovations that can develop Medan city in the future, especially in facing an advanced technology era in society.

A series of regular movements were also planned to improve the quality of life and the survival which was carried out daily or programmed was in the form of sports for humans. If it is seen deeper, it refers to the constructive

nature of sport, as a human foundation physically and spiritually as an increase in the quality of a healthy life as well as survival. Nurkadri (2013); Foss & Keteyian (1998: 281) explained that Intermittent of energy source is aerobics, because its endurance capacity can delay the appearance of fatigue. Where the anaerobic function can be used as side energy for fuel as an appropriate energy replacement process. According to Hardiyono, Nurkadri, Pratama, & Laksana (2019) ; Jamalong, (2014), sport is an integral part of national development, fostering and focused sports development to increase physical, mental and spiritual fitness and form a disciplined and sportive Indonesian in order to get achievement. Furthermore, sport is one of activities carried out by humans, so their motivation to do it also varies. Some had purposes in the field of health, achievement or just spent spare time (recreation) (Nurkadri, 2014). Furthermore Nurkadri (2014: 82) stated that an athlete who has a high activity needed sufficient nutrition so that the reserve of energy sources in the body remained consistent to carry out daily activities or take a part in training or competition.

Thus, sport in this case is achievement which is the highest accomplishment in the end. However, sport is also a medium to improve physical, mental and spiritual fitness and form disciplined and sporting personalities as an increase in life in sustaining life.

From an early age, healthy lifestyle is also very important to apply in the society. So sport is a necessity for today's society as a defense of healthy lifestyle in order to maintain fitness. Some policies from the government provide opportunities for people to promote sports and make people do sports. In the case of this policy, it is not enough, people's awareness is the most important thing in doing sports to maintain the quality of healthy life and healthy lifestyle in order to sustain life, especially for the next generation.

Improving the quality of healthy people and maintaining good fitness based on this sustainable program is a form of sports development. According to Misener, L & Mason, D. S (2009); Diamond, (2007); Gierist (2004); Putnam, (2000), the perspective of development community discussed an agenda which was based on the premise of social justice, and the right of people to participate in society. It opposed the community development agenda which had emerged for many associations as a way to help people adjust to broader economic and political forces rather than caring for the needs and desires of the community. Thus, the issue of broad community participation, capacity building, social integration, and social capital was central. The SDI is an indicator of sports coaching. Thus, as an effective success measurement for sports development, it was seen from the four dimensions existing in SDI.

It referred to activities in different sports, according to ability and the interests of the people in sports. The link in this activity also meant to be involved emotionally, mental and physically, when mobilizing all abilities in achieving goals and responsibilities in sports. This study was an initial examination of multidimensional capacity in the context of a community sports organization. Thus, this study can be found in the broader capacity literature nonprofits. It was downloaded by University of South Carolina on 09/16/16, Volume 23, Article Number 4 Organizational Capacity 479 had argued for the use of holistic, capacity-based studies as an effective means for organizational analysis (Hou et al., 2003).

Thus, the purpose of participation in this case was that group of people who understood the sports problems in the environment today, tried to find solutions to these problems by reviewing and making decisions so that the sustainable community sports activities could be created. Furthermore, sports participation was the direct participation of one or more people consciously as a contribution based on sincerity in involving in the development program including planning, implementation, monitoring, and evaluation. Totality and entirety is a necessity for the involvement of individual or group, because there are so many elements influencing the sport. Therefore, it is really needed direct involvement and participation of individual and group.

Gaventa and Valderma cited in Fathurrahman (2013) stated people's participation in giving suggestions to determine decisions and policy, is one of the keys to success in influencing people's sports. People's sports are strongly influenced by people's participation in sports. However, it is not enough. There are still some other factors. One of them is human resource. A good society is one of movers in sport activities as people's sport control holders. Therefore human resource depends on the workforce. The decision-making process in sports abilities, knowledge, and involvement are very basic. Sports people such as coaches, instructors, athletes, and scholars are very important in the availability of human resources.

Danim (2003) revealed that the expected quality of human resource was having physical health quality, knowledge and skills quality, and spiritual quality. In line with Danim, Hasibuan cited by Subekti (2012) revealed that good human resource, namely individual who had strong physical ability and intelligence, heredity and good environment were also very influential. While individual achievement motivation in sports was very supportive to achieve the ultimate goal. Therefore, human resource was the main element of every sports activity. Subekti cited from Sumarsono, stated that a hard work done on a sports activity reflected the quality of human resource that always produced positive things in sustainable sports activities.

Then Misener, K., & Doherty, A. (2009); Hall et al. (2003) argued that human resource was a major dimension in the capacity of nonprofit organizations, and various dimensions of interaction affecting to achieve the goals. This was stipulated in the European Council approving the Sport for All Charter in 1999 which contained a number of rules for implementing people's sports including all people having the same rights. Sport was encouraged as an important factor in human development, such as a socio-cultural development aspect, local governments must participate and encourage cooperation, and the methods used must protect athletic sports.

Medan is the capital of North Sumatra Province as the center of governance in North Sumatra. Medan can be stated having complete sports infrastructure. However, the lack of sports activities also had an impact on the loss of potential athletes as national athletes, where in the 80s and 90s there were many national athletes from North Sumatra. This raised questions about the quality and participation of human resource in sports in North Sumatra, especially in Medan.

II. **METHODOLOGY**

1 This study was conducted in 21 subdistricts in Medan city from January to May 2019. It used a multistage random sampling method. The number of respondents is based on the age classification of 200 respondents. It used primary and secondary data. The primary data was obtained directly from respondents using a related questionnaire about participation of people and human resource. Meanwhile the secondary data was obtained from description of Medan city.

The method used in this study was survey method with questions and written statements in the form of questionnaires that were distributed to respondents to answer. The data were analyzed by using the SDI formula. Furthermore, the value of participation was obtained, then the value adjustment was based on the existing participation category.

The disclosure of human resource in sport was conducted through interview to obtain data. Then the data analysis of human resource in sport was obtained from the index. The actual value was obtained from the number of human resource in sports aged over 8 years. The maximum value of SDM which had been determined at the SDI was 2.08 and the minimum value was 0.00. Then the analysis results of the human resource index value was adjusted to the existing SDI norms to determine the level of human resource in sports in Medan.

III. **RESULT AND DISCUSSION**

Description of Medan City

5 Medan City is a municipality located in North Sumatra Province with an area of 265.1 km² (10,240 sq mi) consisting of 21 subdistricts. The population is 2,212,053 people consisting of 1,049,457 men and 1,071,596 women (<https://tumoutounews.com/2018/12/05/j-NUMBER-penduduk-sumatera-utara-tahun-2018/>)

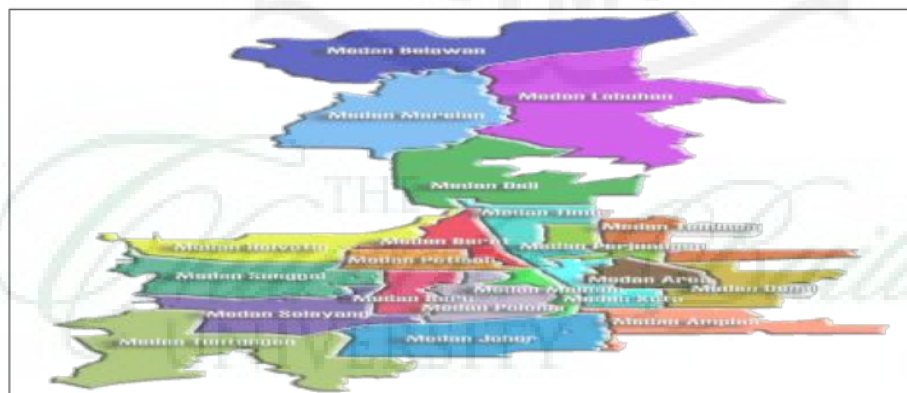


Figure 1. Medan City Map

Sport Participation

Based on the analysis of findings on participation index results conducted in 21 subdistricts which was a sample in this study, it can be concluded that the value of the sports participation index in Medan is:

Table 1. Index Value of Participation in Medan City

Subdistrict	Participation
1. Medan Amplas	0,25
2. Medan Area	0,24
3. Medan Barat	0,47
4. Medan Baru	0,48
5. Medan Belawan	0,50
6. Medan Deli	0,55
7. Medan Denai	0,38
8. Medan Helvetia	0,47
9. Medan Johor	0,48
10. Medan Kota	0,50
11. Medan Labuhan	0,55
12. Medan Maimun	0,38
13. Medan Marelan	0,25
14. Medan Perjuangan	0,24
15. Medan Petisah	0,47
16. Medan polonia	0,48
17. Medan Sunggal	0,50
18. Medan Selayang	0,55
19. Medan Tembung	0,38
20. Medan Tuntungan	0,44
21. Medan Timur	0,35
Index of Participation in Medan City	0,42

On the table 1, the index value of participation in Medan showed that the average value of people in Medan when participating in sports is 0.42.



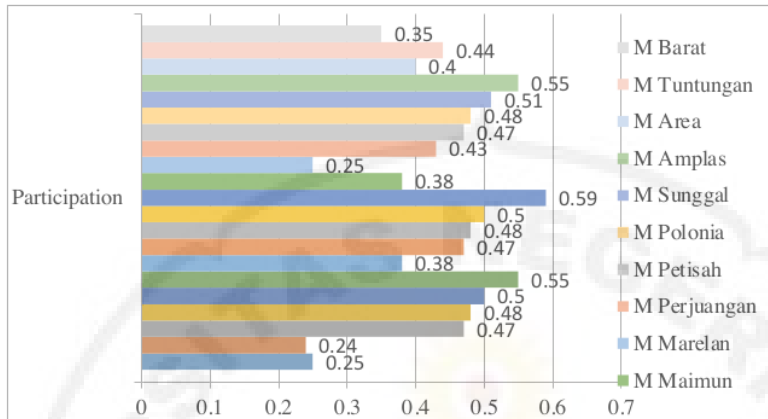


Figure 2. Index Value Graphic of Participation in Medan City

On the figure 2, it showed that the lowest level of people participation in Medan city was Medan Perjuangan subdistrict. It is 0.24%. The highest value of people's participation in Medan city is Medan Labuhan subdistrict. It is 0.59%.

Table 2. Index Value of Human Resource in Medan City

Subdistrict	Index Value of Human Resource
1. Medan Amplas	0,002
2. Medan Area	0,002
3. Medan Barat	0,002
4. Medan Baru	0,002
5. Medan Belawan	0,002
6. Medan Deni	0,002
7. Medan Denai	0,002
8. Medan Helvetia	0,002
9. Medan Johor	0,002
10. Medan Kota	0,002
11. Medan Labuhan	0,002
12. Medan Maimun	0,002
13. Medan Marelان	0,002
14. Medan Perjuangan	0,002
15. Medan Petisah	0,002
16. Medan Polonia	0,002
17. Medan Sunggal	0,002
18. Medan Selayang	0,002
19. Medan Tembung	0,002
20. Medan Tuntungan	0,002
21. Medan Timur	0,002

Index Value of Participation in Medan	0,42
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On the table 2, the index value of human resource in Medan city showed that the average human resource of people in Medan city is 0.42 of 21 subdistricts in Medan city.

Then, on the figure 3 the index value of human resource in Medan City which showed the highest index value of human resource is Medan Deli subdistrict. It is 0.15%. The lowest index value of human resource is Medan Labuhan subdistrict. It is 0.0013%.

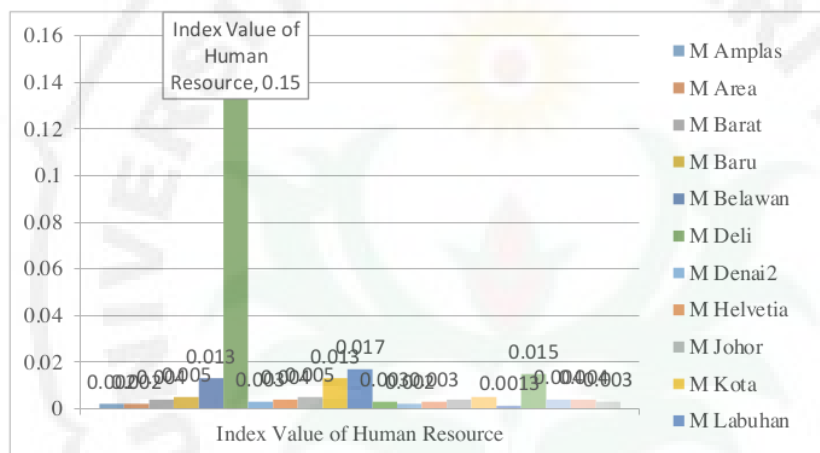


Figure 3. Index Value of Human Resource in Medan

SDI Norms adopted from HDI-International, Maksun (2007) are as follows:

0,800 - 1	= High Category
0,500 - 0,799	= Moderate Category
0 - 0,499	= Low Category

Sports activities are those that involve physical activities affecting on both physical and spiritual aspect of people in doing sports. This activity can be done by individual or a group of people in accordance with the interests and opportunities that are owned by individual. This study showed that people in Medan city in doing sports was still in low category. The level of participation of people in Medan City in doing sports was still low. One of the factors was the sport infrastructure provided by the Local and Provincial Governments that were not maintained, damaged, and even some parts were stolen by people. In addition, the participation of youth organization, sports organization, department of youth and sport, and others to socialize sports. Youth organization and sports organization which were expected to socialize sport in Medan city had not been able to stimulate people in Medan city because youth and adolescents are generally more burdened with work in offices and often stays in cafes.

Human resource was also analyzed in the SDI, especially Medan city, which is the capital of North Sumatra. The level of people in doing sports in Medan was still relatively low. The low human resource was influenced by irregular lifestyle, excessive workload and the number of places to hang out (online games). It was done predominantly by young people, who should still be in high sports activities. In fact, in Medan, people aged 20 years and under spend more time hanging out (online games) and excessive workload. While young people aged 21 and above have excessive workload in the office and often stay in the cafe to chat.

The development of human resource capabilities in sports must be handled by government, youth organization through local policies and regulations to promote sports among young people, adolescents, adults, and the elderly.

Thus, it will motivate and even encourage individual and groups of people to have healthy life. Sports can also improve the regional economy.

People in Medan City were classified as low SDI, indicating that the influence of physical education in school and outside the school on the people in sports. Physical education in schools should grow and develop for people to have healthy lifestyle. When physical education in schools or outside school is implemented according to the rules, then it creates individual or groups of people who want to do and promote sports.

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IV. CONCLUSION

From this study, it can be concluded that the index of people's participation in sports in Medan is 0.42. Viewing from the SDI, the index value of participation is at 0.0-0.499. It means that the level of people's participation in Medan city is still low.

While the result of analysis on the human resource of people in doing sports in Medan city is 0.010. The index value of human resource is in the range of 0.0-0.499. It showed that the quality and quantity of human resource of people in sports is still low.

In this case, the researcher recommended the government as a policy holder and decision maker as well as sports organizations in Medan city to be more serious in providing, caring for and maintaining sports infrastructure in green open spaces or in sports parks for people in Medan City. It aimed to motivate people to enjoy sports by holding more sport events for people. While youth organizations must be more active in promoting sports activities in the surrounding environment where the organization stands. Inviting children, adolescent, adult, and elderly to enjoy sports in Medan city.

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