

Gold of North Sumatera Program Coach Performance

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Abstract—This study aims to find scientifically accurate answers about whether or not the relationship between knowledge, personality and motivation exists trainer performance gold of north sumatera program both directly and indirectly. The research method is a survey method, with a correlational design approach through path analysis techniques which uses a structural equation that is the quality of the influence between exogenous and endogenous variables, with a sample of 40 trainers, in this study no sampling technique was used because the sample studied was the whole of the existing population or called the census. The study was conducted for 4 weeks. The study used a survey method, with a correlational design approach through path analysis techniques (Path Analysis). The results of the study conclude that: the coach's performance in the best achievement is carried out through the process of sports coaching, the trainer must have good skills, personality, motivation, welfare, and background, so as to bring out the best weight and value and create programs quality training in gold of north sumatera program.

Keywords—Gold of north sumatera program coach performance

I. INTRODUCTION

Sports is a systematic process in the form of all activities or businesses that can encourage developing, and fostering the physical and spiritual potentials of a person as an individual or community member in the form of games, matches, and peak achievements in the formation of human beings who have a complete and quality ideology based on the National Foundation or Pancasila. Sports as "spontaneous activity, free and carried out in free time". Suryanto Rukmono, S. Si said that exercise is an activity to train our body so that the body feels healthy and strong, both physically and spiritually.

Besides that, the thinking orientation of developing sports achievements is in order to prepare Indonesian athletes to various multievent international sports, such as: SEA Games, Asian Games, and Olympic Games. The development and / or development approach involves or is aimed at making sports development and development instruments world-class standardized, commensurate with developed countries and / or even better / superior. In creating a good / superior performance, the trainer component plays a very important role in the development of the gold medal (PSE) program, so the trainer must have good skills, personality, motivation, welfare, and background, thus giving rise to weight and value. the best and create quality training programs.

In achieving achievement, it is very necessary knowledge gained through the learning process so as to give rise to an activity program. The activity process can be carried out well through a scientific approach.

In developing the achievement, it requires a coach who can make breakthroughs through innovation and creativity that is packaged with relevant knowledge, so as to create a product that can make guidelines in training or training athletes who excel, for example through the North Sumatra Gold Program (PSE). The gold medal program (PSE) is a program carried out by the government of North Sumatra through the North Sumatra National Sports Committee (KONI). Based on Law No.3 of 2005 concerning the National Sports System, sports include 3 activities, namely sports education, sports achievement and recreational sports.

Table 1. Based on Law No.3 of 2005 concerning the National Sports System

No	CABOR	ATLET	
		PA	PI
1	ANGGAR	-	4
2	ANGKAT BERAT	4	-
	ANGKAT BESI	-	1
3	ATLETIK	4	2
4	BILLIAR	7	1
5	BOLING	2	1
6	GULAT	1	1
7	KARATE	7	6
8	PENCAK SILAT	-	5
9	TARUNG DERAJAT	-	1
10	RENANG	-	1
11	TINJU	2	3
12	TAEKWONDO	2	2
13	WUSHU	-	-
	TAULO	4	2
	SANDA	4	5
14	PETANQUE	2	3
15	DANCE SPORT	-	5
	JUMLAH	39	43
	JUMLAH ATLIT DAN PELATH	82	

Then in the gold medal program (PSE) the number of athletes fostered by the North Sumatra KONI through the regional sports committee is as follows.

Table 3. Gold medal program (PSE) the number of athletes fostered by the North Sumatra KONI

No	CABOR	ATLET	
		PA	PI
1	ANGGAR	-	4
2	ANGKAT BERAT	4	-
	ANGKAT BESI	-	1
3	ATLETIK	4	2
4	BILLIAR	7	1
5	BOLING	2	1
6	GULAT	1	1
7	KARATE	7	6
8	PENCAK SILAT	-	5
9	TARUNG DERAJAT	-	1
10	RENANG	-	1
11	TINJU	2	3
12	TAEKWONDO	2	2
13	WUSHU	-	-
	TAULO	4	2
	SANDA	4	5
14	PETANQUE	2	3
15	DANCE SPORT	-	5
	JUMLAH	39	43
	JUMLAH ATLET	82	

From the above table, the number of trainers handling the North Sumatra Gold Program (PSE) in the recruitment process through: 1. Letter to the Sports branch manager 2. Administration selection namely license, certificate 3. Training knowledge test 4. Achievement ever achieved. Considering the above, the researcher conducts a study or research on "Performance Analysis of Trainers in the North Sumatra Gold Program (PSE)".

II. LITARATURE REVIEW

Performance

Performance is the result of work that has a strong relationship with the organization's strategic objectives, customer satisfaction, and contributes to the economy (Armstrong and Baron 1998: 15).

The performance goal is a form of encouragement that can be done by an organization or company to improve the product or the results to be achieved.

Motivation

Motivation is a personal trait that is directly related to the intensity and habits of the initiative but in the view of the organization motivation is an action or effort in achieving the goals and objectivity of the organization. So the motivation process is associated with dissatisfaction with the needs / objectives and motivation can be transmitted to others to achieve the planned goals.

Whereas according to Luthans (2006) motivation is the process as a first step for someone to take action due to lack physically and psychologically or in other words is an impulse that is shown to meet certain goals.

Coach

The trainer must have a concept and practice theory containing several meanings including: practice, excise, and training. Prcatise is a sporting activity using various equipment in accordance with the objectives and needs of the sports branch. Exercise is the main tool in the daily exercise process to improve the quality of organ functions of the human body so as to facilitate athletes in improving their movements. and implementation practices, methods and rules in accordance with the scientific approach, using a planned and regular education system so that the goals and objectives of the training can be reached on time.

Gold North Sumatra Program

The gold north sumatra program is a flagship program to prepare athletes to face XX PON in Papua in 2020 and PON XXI in North Sumatra in 2024. North Sumatra KONI in 2018 is oriented towards sustainability from the Intensive Development Program (PPI) to the North Sumatra Gold Program (PSE). The North Sumatra Gold Program, which has now begun to be applied on 77 athletes who were medalists at the PON XIX last in West Java, whose athletes came from 13 sports. The main objective of the North Sumatra Gold Program is the strategic program of the North Sumatra KONI in an effort to improve sports achievements which are marked by the success of the XX 2020 PON in Papua.

III. METODOLOGI

Research Purposes

The purpose of this study intends to find scientifically accurate answers about the presence or absence of the relationship between Knowledge (X1), personality (X2) and motivation (X3) to the North Sumatra Gold Program Coach Performance (X4) both directly and indirectly.

Operationally the objective of this research is to find out:

1. Direct Influence of Knowledge (X1) on Trainer Performance (X4) of the North Sumatra Gold Program (PSE).
2. Direct influence of Personality (X2) on the Performance of Trainers (X4) of the North Sumatra Gold Program (PSE).
3. Direct Influence of Motivation (X3) on Trainer Performance (X4) of the North Sumatra Gold Program (PSE)
4. Direct influence of Personality (X1) on Motivation (X3).
5. Direct influence of ability, responsibility (X2) on motivation (X3).

Research Methods

This research method uses a survey method, with a correlational design approach through path analysis techniques (Path Analysis) which uses structural equations namely causality between exogenous and endogenous variables. Path analysis technique is used to test the amount of contribution (contribution) shown by the path coefficients in each path diagram of the causal relationship between variables. Correlation and regression analysis which is the basis of the calculation of the path coefficient.

This study involves 3 exogenous variables that will be studied to influence the endogenous variables. Exogenous variables include commitment (X1), leadership (X2) and commitment (X3), endogenous variables namely coach performance (X4). The linkages between variables in this study in Figure 1 in the constellation are as follows:

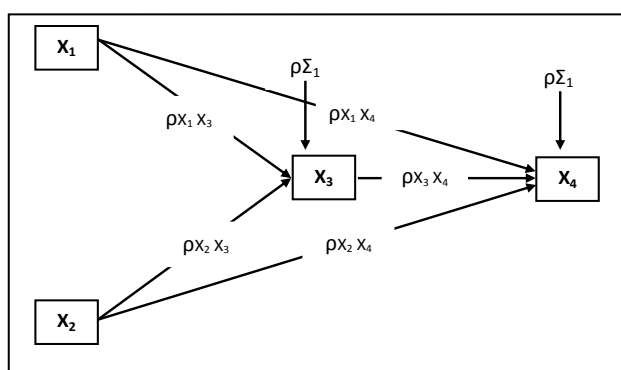


Fig 1. Research Constellation Model

Information:

- $\rho_{X_1 X_4}$ = Intermediate path coefficient X_1 with X_4
- $\rho_{X_2 X_4}$ = Intermediate path coefficient X_2 with X_4
- $\rho_{X_3 X_4}$ = Intermediate path coefficient X_3 with X_4
- $\rho_{X_1 X_3}$ = Intermediate path coefficient X_1 with X_3
- $\rho_{X_2 X_3}$ = Intermediate path coefficient X_2 with X_3
- $\rho_{X_{1,3}} \rho_{X_4}$ = Path coefficient for residuals X_1, X_3 with X_3
- $\rho_{X_{2,3}} \rho_{X_4}$ = Path coefficient for residuals X_2, X_3 with X_4

In this study sampling technique is not used because the sample studied is the whole of the population that is or is called a census. Considering the total population is only 40 people, it is feasible to take the whole to be sampled without having to take a certain number of samples.

IV. RESULT

The results of this study can be concluded that; (1) Directly the commitment influences the performance of the trainer with a percentage contribution of 22.17%, (2) Directly the leadership influences the performance of the trainer with a percentage of contribution of 50.5%, (3) directly motivation influences the performance of the trainer with a percentage contribution of 15.21% , (4) directly the commitment

influences motivation with the percentage contribution of 1.91%, (5) directly the leadership influences motivation with the percentage contribution of 3.72% ,, (6) indirectly commitment to the performance of the coach through motivation with a percentage contribution 11.29%, (7) indirectly the leadership of the trainer's performance through motivation with a percentage contribution of 9.58%.

V. IMPLEMENTASI

The implication of this study, that the influence of leadership has the largest contribution is 50.5%. this shows that to improve the performance of the trainer, the leadership of the dominant stance, in other words that in order to produce good coach performance satisfaction, first the commitment and motivation must be increased. Commitment to coach performance has the next biggest contribution, in other words that this variable also determines the satisfaction of the coach's performance. While achievement motivation occupies the lowest contribution of both variables. It does not mean that motivation has the worst contribution, but the importance of the role of the coach in motivating sportsmen to remain committed to achieving the highest achievement.

Besides that, increasing commitment can be optimal in improving coach performance when motivation is increased first. Likewise, further that to improve the performance of the trainer, the leadership must also be to improve the performance of the coach so that leadership must also be enhanced through motivation.

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