

# Implementation Management Training Volleyball Club of Pertamina Year 2017

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# 7 Implementation Management Training Volleyball Club of Pertamina Year 2017

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**Abstract** - The research aims to determine the implementation of training management Men volleyball club of Pertamina Medan Year 2017. Volleyball club of Pertamina has a minimal sports facilities but has a club achievement and individual achievement and some athletes represent North Sumatra in National Championship. This research method is descriptive qualitative by using interview technique, observation, documentation and triangulation. The research was conducted on 05 May 2017 until 19 June 2017 at Men volleyball club of Pertamina in Medan. Research subjects amounted to 21 people while the informant in the research is 1 person coach, 1 person board and 4 people athletes. The research of this study show: (1) Planning is done more focused on the daily exercise program used to improve technical skills so that athletes who enter the Club of Pertamina done selection but directed to follow the existing training program. (2) organizational system of Men volleyball Club of Pertamina Medan includes the cooperation with other party while organizational structure, fund or budget and working procedure are not owned (3) Movement of Men volleyball club of Pertamina Medan includes a democratic trainer and a nice guy (good coach) while for the last education level is an equivalent high school graduate and is a former (4) supervision Men's Volleyball Club of Pertamina to be evaluated on a summative training program whereas formative evaluation is not done.

**Keywords:** Management, Volleyball, Athletes.

## I. INTRODUCTION

Volleyball games are sports that can be played by children to adults both men and women. Volleyball games in the development of modern times are acceptable and can be enjoyed by the public, this is because volleyball is a pretty interesting game seen from variations in survival and in carrying out variations of attacks that all refer to the level of mastery of techniques in volleyball games. The use of playing volleyball in the formation of individuals in harmony between physical and spiritual development is very large. Volleyball players' achievements will be good if physically and spiritually linked to each other in play movements while the soul / mental is the main driver to move the physical abilities that have been possessed. Volleyball games today are not only recreational sports, they are merely tools to increase physical fitness but have demanded the highest quality of achievement. In the effort of a volleyball player to achieve maximum performance, player preparation is not only emphasized on mastering

techniques and tactics but also perfect physical condition thanks to training, is an important requirement for volleyball players. So that after experiencing a good coaching process, a high-achieving volleyball player will be produced. Volleyball is one part of sports achievement.

Sports achievement is a sport that fosters and develops athletes in a tiered, planned manner and continues through competition to achieve achievement with the support of sports science and technology. To achieve good performance is not only the responsibility of the government, but must also participate from the community. High achievement in a sport, requires prerequisites in the form of characteristics that are in accordance with the demands of the sport in question. Because every branch of sport has a specific nature and therefore also coaching sports is intentional and systematic assistance to meet these demands so that higher achievement can be achieved. One effort that can be done to improve sports performance, especially volleyball is by developing sports associations or sports clubs through training and training centers.

## II. DISCUSSION

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According to Hasibuan (2006: 2) management is the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve a particular goal. [1] 4 Furthermore Haimann in (Manullang, 1988: 15) says that Management is a function to achieve something through the activities of others and oversee individual efforts to achieve common goals. [2] 3 Then George R. Terry in (Hasibuan, 2006: 2) says that management is a typical process consisting of actions planning, organizing, directing and controlling that are carried out to determine and achieve predetermined goals through the utilization of human resources and other sources. [1]

From some 1 management understanding above, it can be concluded that management is a process of utilizing available resources effectively and efficiently. Until now, there was still no consensus between practitioners and among theorists about what became management functions, often called elements of management. Various opinions regarding management functions will be apparent. To achieve the goals of an organization / institution by carrying out management functions, namely planning, org: 6 zing, actuating and controlling. Basically, sports training management is seen as a

11- science and art in regulating the process of utilizing human resources and other resources effectively and efficiently and productively so that it becomes important to achieve certain goals.

According to Bompas (1991: 2) planning is a very important tool that can be used by a trainer in an effort to direct a well-organized training program. Furthermore Bompas (1991: 2) argues that the preparation of a plan reflects the experience he has, which is obtained from experience in all fields related to physical education and consideration of the potential that exists in the athlete, accelerating the development of achievements, facilities and infrastructure. Available training planning process shows an organized well, methodologically and according to scientific procedures so that it can help athletes to achieve better results based on their training and achievements. [2]

According to Hasibuan (2006: 118) "organizing is a process of determining, grouping and regulating various activities needed to achieve goals, placing people in each of these activities, providing the necessary tools, determining the authority that is relatively delegated to each individual who will do these activities. The result of organizing is organization. The organization is only a prayer and a place where managers carry out their activities to achieve the desired goal (Hasibuan, 2006: 118). [2] According to Manullang (1988: 68) said that the organization is divided into two:

- Formal organization, in fact nothing but static organization, which is a system of cooperation carried out by two people or more and consciously coordinated to achieve certain goals.
- Informal organization is a collection of relationships between individuals without conscious shared goals, even though in the end the unconscious relationships are for a common purpose. [3]

According to Terry in (Hasibuan, 2006: 242) supervision can be defined as a process of determining, what must be achieved is a standard, what is being done, namely the implementation, assessing the implementation and if necessary make improvements, so that the implementation is in accordance with the plan that is in line with the standards. Then Harold Koontz in (Hasibuan, 2006: 241) suggests that supervision is a measurement and improvement of the implementation of subordinate work, so that plans that have been made to achieve company goals can be held. [1]

13 In accordance with the definition above, the supervision can be interpreted as a process to determine the work that has been carried out, assess it and correct it if necessary with the intention that the implementation of the work is in accordance with the original plan.

Supervision is carried out before the process, during the process, and after the process. The function of supervision is to determine whether the initial plan needs to be revised, see the results of the performance so far. One form of supervision is evaluation. According to Safrit & Wood in Wahjoedi (2000: 13). Evaluation is the process of making decisions about the results of measurements in a goal to be measured. Grolund & Linn in Wahjoedi (2000: 13) defines evaluation more comprehensively as a systematic process of collecting,

analyzing and interpreting information to determine students' level of achievement of learning objectives. [8]

Management is a process of utilizing available resources in an effective and efficient way to achieve the goals of an organization / institution by carrying out management functions, namely planning, organization, actuating and controlling. The main characteristic of management is the integration and application of science and approach analysis developed by many disciplines. In coaching, management plays an important role in enhancing achievement because management is used to achieve goals in this case achievements through ways to manage others to carry out their duties effectively and efficiently.

By carrying out these management functions, it is expected to improve the sports club performance of the volleyball sports branch. For that management implementation must be carried out continuously and get support from the government in order to elevate the dignity of the nation through achievements in the field of sports.

By having good and sustainable management, it will be able to face the challenges faced by each other and achieve goals in realizing a proud sporting achievement, building character to lift the nation's morals. So that by implementing management at sports clubs, it is not impossible to emerge seeds of athletes who excel as an effort to regenerate athletes themselves.

### III. CONCLUSION

The conclusion that the Pertamina Medan Club was planning on training programs and facilities and infrastructure while personnel recruitment was not carried out. The planning is focused more on the daily training program that is used to improve technical skills. So that the athletes who enter the Pertamina Club are not selected but are directed to follow the existing training program. In addition, the use of facilities and infrastructure by the trainer reflects that the coach really understands the situation and conditions in the club so that the trainer utilizes the available resources and modifies the means of training.

The results of this study indicate: (1) The planning carried out is more focused on the daily training program used to improve technical skills so that athletes who enter the Pertamina Club are selected but are directed to follow the existing training program. (2) the organizational system of Pertamina Medan's Volleyball Ball Club includes cooperation with other parties while the organizational structure, funds or work procedures and budget are not owned, (3) mobilization of Pertamina Medan Volleyball Club includes a democratic trainer and a nice guy (good coach heart) while for the last level of education is a high school graduate equivalent and is a former Volleyball players with achievements as trainers both at club and regional level, (4) supervision of Pertamina Medan Putra Volleyball Club was evaluated on a summative training program while formative evaluation was not conducted.

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