

# Sports Coaching and Talent Scouting in Indonesia

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**Abstract.** Sports development through national sports coaching and talent scouting could be an instrument to sports development, performance improvement, and sports management development. The result of this review literature is to understand problems within sports coaching and talent scouting in Indonesia. The research is using secondary data. The method used in collecting data is literature review, using published literature online within 2017-2021 and relevant research results. Collected data is computed, analysed, and deduced in order to be able to give useful recommendation. Literature review results related to sports coaching and talent scouting in Indonesia portray that the sports coaching and talent scouting in Indonesia has evolved and done well in some sports. Each sports stakeholder Has very important role in sport coaching and talent scouting. Main organization and coach needs synergy in developing sport coaching and talent scouting. Coaching and talent scouting need to be done more massive in some areas included remote area as the human resource's potency in Indonesia is promising in some sports.

**Key words:** coaching; sports coaching; talent scouting.

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## INTRODUCTION

The development of national sports in Indonesia is supported by ministry sector cross. Aside from Ministry of Youth and Sports, Ministry of Education has gotten an important role. Becoming the tip of the sword of sports development is the sports stakeholders, including coach and PE teacher. The role of PE teacher in sports development can be identified on school's participation on sports events held by Ministry of Education such as national sport olympiad and national sports week for students. The students participate on those events are mostly athletes taken from sports coaching, national sports committee and sports clubs.

Sports athlete coaching performed by stakeholders mainly by related party such as sports organization, have been done in various area continuously in Indonesia through coaching programs. The thesis performed by Aldapit, E (2014) hown that there were stuctural coaching through several sports stakeholders in Yogyakarta on athletic sports. On other researches on soccer sports shown sports coaching. Researches have shown that there were coaching and talent scouting but the comprehensive development on sports coaching is still unknown including sports coahing on school level.

On sports activities, there are talent scouting

as a sports coaching part. Talent scouting has an important role in sports development. Potential athletes will be obtained through talent scouting. Some researches study talent scouting on several region in Indonesia. To find out more how the talent scouting and sports coaching processes, a study is needed in order to know the talent scouting role on sports development in Indonesia.

The result of collected information from various experiene and observation results on PE learning process and national sports development is still meeting lots of hurdles. Society awareness on national sports developing is not optimal yet especially those related to interest as parts of the sports development. The result of mini research conducted by researchers on field have been given pictures that sports development isn't synergized very well yet with physical education at school as one of the spearhead of national sports development. Mini research has shown 20% on less category, 35% on enough category, 40% on good category, and 5% on very well category.

That result hasn't filled the expectation on physical education contribution on national sports development. Observaton result has shown sports coach difficulty on coordinating one athlete to another in the districts to collect human resources' data as athlete-to-be. From researcher's point of view, that matter is a problem on national sports development in which

in need to be studied to obtain solution. Nationally sports development is expected to be equally so that population percentage in Indonesia and the result of national sports development's result can support competitiveness and athlete making in hope to found more potential athletes whose able to compete in International scale.

## **METHOD**

This research studies on how sports coaching and talent scouting in Indonesia based on online published articles and research result. Research method used in collecting data is literature review on online published articles within 2017-2021 and relevant researches.

## **RESULT AND DISCUSSION**

To review the sports coaching in Indonesia is indeed to study the effort on human resources coaching in Indonesia. In other words, these coaching effort can't be separated from the efforts of making the Indonesian man completely (Hidayatullah, 2005: 6). Act number 3 of 2005 about national sports system emphasize on national development on sports is intended to maintain, to improve health and fitness, performance, human quality, to embed moral value and noble character sportsmanship, discipline, to build national unity and integrity, and to strengthen. The policy of sports development is aimed at improving sports culture and achievement through sports coaching and development supported by sports infrastructure, application of science technology and sports health as well as adequate guidelines. The improvement of culture and sports achievement is prioritized on efforts to: (1) increase community participation in sports activities; (2) increasing sports achievements at regional and international levels; (3) achieving the top position in the South East Asia (SEA) Games in 2013; and (4) increased medal gains at the 2015 Asian Games and 2016 Olympic Games (KEMENPORA, 2013:2).

To achieve the highest achievement in the field of sports requires regular, increased and continuous training for a long time, which is between 8 to 12 years. Training should start at an early age and reach peak performance between the ages of 18 and 25. In the long-term sports coaching system, the initial stage begins with promoting sports in all circles of society with the motto that has been proclaimed by the government, namely "socializing sports and

cultivating the community". Internationally known as "Sport For All". After sports become mass, there will be many talented seeds emerging. Through various scientific approaches, talented seeds are selected for each sport, which are then guided to achieve the highest achievement.

The main goals of the national sports system can be broken down into smaller goals in each step that must be carried out. This long process requires well-coordinated supporting resources and high commitment from various related parties. Coaching must take place from an early age starting from involving many athletes to the nursery stage then talent guiding is carried out to the peak of the highest achievement in accordance with the features and characteristics of certain sports.

In accordance with government regulations regarding the implementation of sports in chapter V Article 34 Paragraph (1), it is stated that the coaching and development of achieved sports is the main responsibility of sports organizations on provincial level as well as sports organizations on district / city level. Paragraph (2) in the article also states that the main sports organization, provincial level sports organization, and district/city level sports organization as referred to in paragraph (1), in fulfilling their responsibilities carry out mass, breeding, coaching and developing sportsman achievement, empowering sports associations, developing and fostering sports, and organizing competitions and championships in stages and continuously (KEMENPORA, 2010: 53).

Sports coaching in Indonesia has been going on for years, in volleyball coaching (Angga Firmansyah, Setya Rahayu, 2020). Volleyball coaching at the Banyu Asin Musi has taken place with the presence of coaches and athletes in accordance with those determined by the Sports and Youth Service (DISPORA), the coaching funds come from the regional revenue and expenditure budget. The process of implementing the coaching program is carried out well. Although the results of the competition show unstable or less than optimal performance. Afif Khoirul Hidayat (2019) The results of the guidance of PBSI Merauke Regency actually have many athletes who are potential and very talented, so there needs to be a joint effort to explore these talents to the fullest in order to be able to excel at the national and international levels.

The coaching process through talent scouting has been carried out by sports stakeholders in the

city of Medan (Puji Ratno, 2018) talented students on karate as the result of talent scouting carried out by Medan city's Youth and Sports' Department on 2008 are seven of 247 students following the test. Four people in the first category and 3 people in the second category. Of the seven children, not one child is included in the guidance of the Medan City's Student Sports Education and Training Center. Nawan Primasoni (2012) The motor skills of children in the FIK UNY Selabora aged 9-12 years have very high abilities. Permana (2013) The results of the identification of sports talent possessed by the Malay Dayak tribe in West Kalimantan are diving, athletics high jump, powerlifting, shot put and discus athletics. Ucu Muhammad Afif (2017) The results of identifying the sports talent of an Elementary School students in Manonjaya Village, Manonjaya District, Tasikmalaya Regency are quite potential as prospective athletes and are supported by parental participation so that they can be developed in all sports in general. Research on the level of giftedness of children shows that as many as 43 children show talent in athletic sports, soccer, basketball, handball, badminton and softball/baseball. However, sports coaching at school level has not been maximized (Muhamad Syafei, Didik Rilastiyo Budi, Mohammad Nanang Himawan Kusuma, 2020). Meirizal (2013) The results show that the Sriwijaya state school, a sport school, has not been managed properly so they are not maximized yet.

Sports events must run in line with the development of sports coaching and talent scouting. Without coaching, the problem solving process is not structured so that the expected results from bulking are not achieved. Coaching has a very important role in bulking sports that have both quantity and quality. Sports coaching is related to many things including human resources, facilities, and funding. At this time these three things are still a problem in sports development in this country. According to (Lutan, 2013: 33), achievement sports coaching is a system that involves a number of main components and research results at the international level. The main components and the results of the research consist of ten main components called pillars. From these ten components, a sports achievement development plan can be prepared, as well as being used as an evaluation tool. The ten components are financial support, integrated sports policy organization and structure, bulking and breeding, achievement

development, elite group achievement development, sports infrastructure, training support provision (coaches, coaching, and training quality), competition quality, scientific research (sports science and technology), media environment and sponsorship.

Coaching means meeting needs that can be fulfilled independently by using personal funds. According to Law Number 3 of 2005, national development in the field of sports aims to maintain, improve health and fitness, achievement, human quality, instill moral values and noble character, sportsmanship, discipline, foster national unity and integrity, and strengthen unity. Athlete coaching is part of national development so it needs special attention. Values in national development in the field of sports need to be applied in order to obtain athletes whom able to compete in the international world.

The fostering and development of achievement sports is the responsibility of the main sports organization, provincial level sports organization, and district/city level sports organization. Government support for sports organizations is very important, as without government support the budget for sports organizations is difficult to fulfill. Support from local, provincial and central government is very important for the development of sports. So that the needs in the coaching process have to be met if the goals are to be achieved maximally. Meeting the needs of infrastructure, equipment, and funds to support transport as well as the need for nutritional adequacy as much as possible is assisted by the government so that the training program provided can be at a higher level. We need to find a solution for problems in cultural differences because it will affect the development of sports coaching.

The Law of the Republic of Indonesia No. 3 of 2005 concerning the sports system in Article 23 paragraph 2 explains that sports development is carried out by sports associations within the local community. Sports coaching must have an active role from the community as well as support from the community. Without the support from the community, it is difficult for the sports to be promoted to grow bigger. Bulking and breeding are related to the social relations of the community in their development. The main program of sports development is a sports development program which includes activities related to sports, physical fitness improvement, talent monitoring, breeding, sports achievement improvement, sports development that develops

in the community, sports development for special groups, and institutional development as well as main sports organizations. Sports breeding is an important stage in fostering sports achievement because it is the foundation of building a sports achievement coaching system (KEMENPORA, 2010: 82). Athlete breeding is an effort to find and discover individuals whom have the potential to achieve sports achievements in the future, as a step or an advanced stage of sports bulking. Breeding can be done by carrying out talent identification, then followed by the talent development stage. In this way, the breeding process is expected to be better (Hidayatullah, 2005: 8). The purpose of talent scouting activities, breeding, and improving sports performance is to obtain prospective athletes with achievements which are carried out through early childhood sports development for children aged 6-14 years through sports associations, physical education development and sports at school or outside school through certain sports competitions. Bulking and breeding are very strategic pillars to maintain the athlete's cycle. Breeding carried out from an early age are associated with readiness, maturity, from a physical and psychological perspective to pursue peak achievements (Hidayatullah, 2005: 41). Athletes are the main subject in the process of coaching sports. Many or few athletes will affect achievement competition.

## CONCLUSION

The implementation of sports coaching and talent scouting programs in Indonesia has developed and is well implemented, although in some cases it still needs to be evaluated such as government support, lack of sponsorship support, infrastructure and lack of coaching funds. In the development of soccer sports coaching programs, it is necessary to form a social community in building grassroots and building public interest. Culture in the development of sports must continue to be echoed and cultural problems that hinder must be found a solution.

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