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Badminton Achievement Coaching for Early Childhood in PB Djarum Kudus (Human Resource Management Study, Finance Management, Training Method, Tools and Infrastructures)

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Abstract

This research was aimed to know the tools and infrastructures in PB Djarum Kudus. The type of the research used qualitative research method with case study research type. The subject of the research were athletes, coaches, and management of PB Djarum Kudus. The data collection technique used were interview and observation. The collected data were analyzed by using data reduction technique, data presentation, and conclusion drawing or data verification.

The result of the interview and observation which has been done, obtained results that the badminton sport tools and infrastructures owned by PB Djarum Kudus club was very good. Moreover, the planning and procurement of the club tools and infrastructure were done programmatically.

According to the results obtained, it could be concluded that the tools and infrastructures owned by PB Djarum Kudus were very adequate. This matter was seen from the availability of tools and infrastructures provided in PB Djarum Kudus were very complete. With this adequate facilities, it could ease the process of coaching the early childhood in PB Djarum Kudus, so it could produce good and talented athletes.

Keywords: Achievement Coaching, Badminton, Early Childhood.

Preliminary

Indonesia is one of countries which has achievements in world level badminton sports. The history recorded that Indonesian badminton sports obtained golds in summer Olympics in 1972, 1992, 1996, 2000, 2004, 2008, and 2016. The acquisition of the gold medals at the Olympics was a proud achievement because Olympics is an international sports event which competing various sports and followed by many athletes in the world.

The attainment process in sport is actually a process that analyze the improvement and measure the results. This attainment process can begin with sports coaching. A good sports coaching must have some aspects, that are Human Resources (athlete, coach, and parents), Finance, Exercise Program, and Infrastructures. Those aspects must be supported by conducive environmental conditions and rules which supports the occurrence of sports development and sports achievements.

According to Sajoto (2003) developing achievement in badminton sports is not different from other sports. Developing achievement must be fulfilled by some aspects that are biological aspects, psychological aspects, environmental aspects, and supporting aspects. Biological aspects are related to physical health, psychological aspects are related to mental condition when competing, environmental aspects are related to training places, while supporting aspects are related to coach, reward, and facilities.

To reach high achievements is not an easy way, it needs hard works and willingness (Harsono, 1988). Moreover, the basic quality of exercise is one of defining factors of athlete's achievements. For training programs, developing training programs are need to be applied by noticing the age factors because training pattern that exceed the dose of muscle ability will reach to physical development. If someone want to reach optimal achievement, he/she must have four things which covers: physical development, technique and tactic development, mental development, and champion's maturity. Badminton coaching achievement is also influenced by the management. The management are human reasource, financial management, training program, and infrastructures.

According to Harsuki (2013) human resource management is considered very important because it manage human being. Human resource management is also called personal management. Human resource management is very important factor in improving organization. Human is supporting aspect in improving organization so that large organization has specific human resource division. Human resource which are related to the process of developing achievement in badminton sports are athlete, coach, and people who are related to sport organization or club management. Furthermore, to support the developing achievement, it needs professional finance management.

Finance management, in sports management consists of funding requirement, funding source, funding allocation, funding activity, and also funding liability of sports organizing.

The limitations of funding source or budgeting is special problem in sports organizing. This matter is perceived by sports development which needs to be supported by adequate funding. Therefore, it needs roles about funding management and liability that is regulated in every steps.

Athletes coaching is an effort activity to improve or to reach a good result. To reach the athlete achievement maximally, coaches must have planned training programs, directed, and continuous based on science related to the athletes' needs. A good training program must be based on complete data and arranged systematically as a direction guide to reach the goal effectively and efficiently. Intensively training is not enough to ensure in improving the achievement. It caused by improving achievement that must be supported by quality training (Tohar, 2014).

Training process needs to be supported by adequate training facility such as infrastructures. In badminton sports, the infrastructures that are needed such as: badminton court or gymnasium which has national standard / proper to use, racket, shoes, sport uniform and shuttle cock (Suryobroto, 2004).

Government has a role in improving Indonesia badminton achievement in world level. Besides the government, Indonesia badminton achievement is also supported by coaching and training which is conducted by every badminton clubs which is one of badminton clubs that produce talented athletes is PB Djarum Kudus club. The success of PB Djarum Kudus cannot be separated from management role and supporting infrastructures. Djarum Kudus was established in 1974. At the beginning, this association was established for exploring hobbies for the employees of Djarum cigarette factory in Kudus. However, in 1970, players from other places were joining the training. This was being the first Djarum training in contributing national players. Encouraged by his huge love of badminton from Robert Budi Hartono (CEO of PT Djarum) and hobby from PT Djarum's employees in playing the same sport, then in 1969, "*brak*" (the place to roll the cigarette) in Bitingan Lama street (now Lukmonohadi street) No. 35 – Kudus, was used for badminton training every afternoon in the name of Kudus Community.

Began with that moment, talented young athlete was born, Liem Swie King who got many achievements brilliantly, cause to emerge the willingness from Budi Hartono to grow the Kudus community became PB Djarum organization. PB Djarum was used to shine when Indonesia got Thomas Cup in 1984 in Kuala Lumpur, Malaysia at that time. From eight athletes, seven athletes among them, were from PB Djarum. They were Liem Swie King, Hastomo Arbi, Hardiyanto, Kartono, Heryanto, Christian Hadinata, and Hadibowo. One more athlete was Icuk Sugiarto. In Indonesia, PD Djarum Kudus badminton played an important role in developing achievement in this country. Many factors externally and internally influenced the improvement of PB Djarum Kudus club. Therefore, a research was needed to look for useful information to search those factors such as human resource aspect, finance management aspect, training program aspect, and infrastructures aspect. In this research, it will analyze the badminton coaching achievement in early childhood of PB Djarum Kudus which is reviewed from infrastructures aspect.

Theoretical Review

Research Method

The type of research used in this research was qualitative research method with case study approach. Qualitative research with case study approach is a research which is implemented intensively, detail, and intimate towards an organization, an institution or a certain symptom. Reviewed from the fields, this case research only covers area or very narrow subject. But if it is reviewed from research nature, this case research is very intimate (Arikunto, 2016). The research subject were athlete, coach, and PB Djarum Kudus management. The sources of data were obtained from coach, athlete, and PB Djarum Kudus management. The data collection technique used was interview, observation, and document analysis. The data obtained then were analyzed by data reduction, data presentment, and drawing conclusion or verification.

Result and Discussion

According to Suryobroto (2004) tools are things that are used in training or in competition. For example: ball, racket, bat, stick, block, table tennis racket, and shuttle cock (badminton). According to Suryobroto (2004) infrastructures are all the things that are needed in physical activities, permanent, or cannot be removed. For examples badminton court, stadium for badminton training.

Tools and infrastructures are important things needed to make the process of training goes well. Therefore, every clubs need to have tools and infrastructures and also good facilities because the availability of adequate tools and infrastructures is a supporting condition which take a big role in sport developing achievement. The good tools and infrastructures will bring an easy way in the process of coaching in every clubs, including PB Djarum Kudus club.

Based on the result of the interview and observation implemented, the results obtained that tools and infrastructures of badminton sport owned by PB Djarum Kudus was very good. Moreover, the planning and the procurement of tools and infrastructures club were done programmatically. The results of data observation implemented by the researcher are as followed:

Table 4.5 The lists of PB Djarum Kudus Tools and Infrastructures

NO	Tools and Infrastructures	Condition	Information
1.	Badminton Gymnasium	Good	Badminton Supporting Tools and Infrastructure
2.	Badminton Court	Good	Badminton Supporting Tools and Infrastructure
3.	Net	Good	Badminton Supporting Tools and Infrastructure
4.	Net Pole	Good	Badminton Supporting Tools and Infrastructure
5.	Badminton Racket	Good	Badminton Supporting Tools and Infrastructure
6.	<i>Shuttle Cock</i>	Good	Badminton Supporting Tools and Infrastructure
7.	<i>Fitness Center</i>	Good	Badminton Supporting Tools and Infrastructure
8.	Mattress	Good	Badminton Supporting Tools and Infrastructure
9.	<i>Cone</i>	Good	Badminton Supporting Tools and Infrastructure
10.	<i>Skipping Rope</i>	Good	Badminton Supporting Tools and Infrastructure
11.	Scoreboard	Good	Badminton Supporting Tools and Infrastructure
12.	Referee's Chair	Good	Badminton Supporting Tools and Infrastructure

NO	Tools and Infrastructures	Condition	Information
1.	Office Room	Good	Badminton Supporting Tools and Infrastructure
2.	Meeting Room	Good	Badminton Supporting Tools and Infrastructure
3.	Praying Room	Good	Badminton Supporting Tools and Infrastructure
4.	Dormitory	Good	Badminton Supporting Tools and Infrastructure
5.	First Aid Room	Good	Badminton Supporting Tools and Infrastructure
6.	Physiotherapy Room	Good	Badminton Supporting Tools and Infrastructure
7.	Praying Room	Good	Badminton Supporting Tools and Infrastructure
8.	Dormitory	Good	Badminton Supporting Tools and Infrastructure

PB Djarum Kudus provides various facilities which can be used for athletes and coaches. Some facilities are Badminton Gymnasium, Badminton Court, Net, Net Pole, Badminton Racket, Shuttle Cock, Fitness Center, Cone, Skipping Rope, Scoreboard, Referee's Chair. The places where the early childhood athletes do the training is Kaliputu Gymnasium and Jatikudus Gymnasium. The facilities in those places are Athletes' Fitting Room, Coaches' and Referees' Fitting Room, First Aid Room, Warming Up Room, Toilet, and Grand Stand for the audiences.

Training tools owned by PB Djarum Kudus are Badminton Gymnasium, Badminton Court, Net, Net Pole, Badminton Racket, Shuttle Cock, Fitness Center, Cone, Skipping Rope, Scoreboard, and Referee's chair. In the needs planning of tools and infrastructures requires a need analysis, financial analysis, and infrastructures selections. All tools and infrastructures are managed regularly and orderly due to the applicable terms and conditions. Therefore, in the tools and infrastructures procurement planning, PB Djarum Kudus management always implement the coordination with coaches to fulfill the needs in

coaching PB Djarum Kudus, then coordinated by management of the company. This issue is delivered by the chairman of PB Djarum Kudus Club, Bapak Yoppy Rosimin, as follows: “who involve in the procurement planning of tools and infrastructures are management, coaches, and teams in the center office. The process of procurement in PB Djarum Kudus Club are two kinds of official procurement directed from Djarum that is from the center office, but for badminton in specific things such as sport infrastructures like sport shoes, racket, shirt, strings, the procurement are cooperating with the sponsors”.

The fulfillment of the tools and infrastructures facilities that all needed are handled by PB Djarum Kudus Club. The direct supervision is implemented by the management in tools and infrastructures division in PB Djarum Kudus club. From the results of the research, when finding out that there are broken tools and infrastructures then it is compulsory to report so it can be handled and does not disturb the training process. However, there are facilities that must be replaced periodically such as net, net pole, court, lamps, which those things are really worthy to use. In the needs planning of tools and infrastructures, it requires a need analysis, financial analysis, and infrastructures selections. All tools and infrastructures are managed regularly and orderly due to the applicable terms and conditions. Therefore, in tools and infrastructures procurement planning, PB Djarum Kudus management always implements the coordination with coaches to fulfill the needs in coaching PB Djarum Kudus, then coordinated by management of the company.

Conclusion

From the description above, it can be concluded that tools and infrastructures owned by PB Djarum club are very adequate. This can be seen from the availability of tools and infrastructures in PB Djarum Kudus were very complete. With those adequate facilities, it can ease the process of coaching in early childhood in PB Djarum Kudus, especially for ease the coach in training programs. Others facilities given to athletes and coaches are dormitory, meals, school, and health allowance. Of course this makes the athletes in PB Djarum Kudus club feel enjoy and want to be athlete in PB Djarum Kudus club.

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