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## Management of disabilities athletes sport branch sitting volleyball

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### Abstract

This study aims to determine the management of athletes with disabilities in sitting volleyball. The research method used is an interpretive study research on the Coaching Activities of Athletes with Disabilities in the Indonesian National Pelatnas Volleyball Sports Branch in Surakarta. The population of this study were athletes, coaches and administrators of the Indonesian NPC. The data collection techniques used by the researcher are active observation, interviews, and documentation analysis. In this study, researchers used two triangulation techniques, namely data triangulation and method triangulation. The data validity technique used triangulation technique. Data analysis was carried out in four stages, namely: the data collection stage, the data reduction stage, the data presentation stage, and the conclusion drawing stage. The results showed that the athletes in the seated volleyball sport were quite good. Communication between athletes, administrators and coaches is very good because they always approach each other emotionally. Coaches in coaching athletes with disabilities in the Indonesian seated volleyball sport must have a minimum national license. The condition of good facilities and infrastructure will provide convenience in the process of coaching athletes with disabilities in sitting volleyball. The funding system for the coaching of athletes with disabilities in sitting volleyball from the Ministry of Youth and Sports as a whole with the financial system set for coaching athletes with disabilities in sitting volleyball from the APBN budget. The implementation of the training method for coaching athletes with disabilities in the seated volleyball sport is well programmed. This can be seen from the preparation of a written training program, the training schedule is in accordance with the national level training schedule, the division of short-term periodization, medium-term periodization, and long-term periodization.

**Keywords:** management, athletes disabilities, sitting volleyball

### Introduction

Persons with disabilities are people who have long-term physical, mental, intellectual or sensory limitations (Hancock et al., 2014). Which when faced with various barriers, this can make it difficult for them to participate fully and effectively in society based on equal rights (Blauwet & Willick, 2012). Sports for people with disabilities are used as a medium to develop their potential and talents, considering that every human being, apart from having weaknesses, also has its own advantages, abilities, and uniqueness (Hanrahan, 2015). The choice of being an athlete for people with disabilities is understandable because with sports media, people with disabilities can prove that they are able to compete and achieve achievements (Blumenstein & Orbach, 2015). Sports activities do not require

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many requirements and everyone has the right to participate including people with disabilities (Fitzgerald, 2012). Sports media will greatly assist persons with disabilities in exploring their hidden sports talents and abilities, so that athletes with disabilities are able to actualize themselves (Macdonald et al., 2016).

The parent organization of all para sports is the National Paralympic Committee of Indonesia (Zuhriyah et al., 2020). The growing development of achievement sports for people with disabilities is also shown by the brilliant achievements both at regional and international levels (McLoughlin et al., 2017). At the international level, the achievement of paralympic athletes or athletes with disabilities has been very good, where they have also been able to compete with athletes with disabilities from other countries (Dieffenbach & Statler, 2012).

The coaching of paralympic athletes should be carried out in a planned, continuous, and sustainable manner and carried out as early as possible since the individual has shown an expectation in the field of sports, this needs to be followed up by coaching his sports talent and achievements (Kardiyanto, 2017). Coaching does not just stop at an event, but periodically the event is always held to find out the progress of the achievements of each paralympian, so that it is always continuous in its development (Dehghansai et al., 2020). Paralympians have unique characteristics and cannot be confused with normal athletes (DePauw, 2016). The implication is of course related to the coaching that is carried out by paralympic sports coaches must have the competence and understand the nature in accordance with the conditions of the athletes (Primeau et al., 2015).

Management is essentially how a leader is able to utilize the resources he has as optimally as possible, so that he can achieve organizational goals (Fabiano et al., 2021). Management functions are planning, organizing, actuating, controlling, and managed resources are man, money, materials, methods, machines, markets, minute (Molik et al., 2017). Management system and stewardship of an organization is very influential on the maturity in the development that is under the organization (Dijkstra et al., 2014). The pattern of training and strategies applied by the coach also have a very significant role, especially the performance of athletes in matches conducted by the Indonesian seated volleyball team. In addition to preparing training programs, strategies and tactics for players, coaches also need to evaluate after training or matches. Many external and internal factors influence the development of the Indonesian seated volleyball team.

The game of seated volleyball requires players to make movements on the floor using their hands and react quickly to position themselves in order to play effectively (Ahmadi et al., 2020). This requires considerable practice to master basic techniques, long playing time, and development of hand, eye, and body coordination (Yüksel & Sevindi, 2018). This team game involves six players in each team with the aim of shooting the ball over the net into the opponent's court using any part of the body. In order for the ball to pass over the net, each team is allowed to touch the ball three times. The game of volleyball remains popular among people with disabilities.

In addition to several advantages and achievements that have been achieved by the Indonesian seated volleyball team, there are still some weaknesses that must and can be improved and improved. The existing advantages will be maintained and even have to be improved, while the weaknesses must be corrected immediately in order to achieve the goals of the national team program.

## Methods

The research method used is an interpretive study research on the Coaching Activities of Athletes with Disabilities in the Indonesian National Pelatnas Volleyball Sports Branch in Surakarta. Basic interpretive studies provide targeted descriptive accounts for understanding phenomena using data that may be collected in a variety of ways, such as interviews, observations, and document reviews. The goal is to understand the world or other people's experiences. This is the simplest and most common qualitative study. Qualitative research is an attempt to understand phenomena by focusing on images rather than breaking them down into variables. The goal is a holistic picture and depth of understanding rather than analysis of numerical data.

The population of this study were athletes, coaches and administrators of the Indonesian NPC. The data collection techniques used by the researcher are active observation, interviews, and documentation analysis. In this study, researchers used two triangulation techniques, namely data triangulation and method triangulation. The data validity technique used triangulation technique. Data analysis was carried out in four stages, namely: the data collection stage, the data reduction stage, the data presentation stage, and the conclusion drawing stage.

## Results and Discussion

### 1. Coaching of Indonesian Sitting Volleyball Athletes with Disabilities

The purpose of establishing a seated volleyball sport is to channel talent for athletes with disabilities and improve sports performance, especially sitting volleyball in Indonesia. By paying attention to people with disabilities so that they are able to compete and raise the dignity of the nation at the national and international levels.

The vision of the sport of sitting volleyball is to realize equality and balance in the development of sports for people with disabilities, especially sitting volleyball.

Missions of the seated volleyball branch:

- a. Regulate and provide guidance in the implementation of training in the sport of sitting volleyball for persons with disabilities.
- b. Manage and manage all financing for seated volleyball activities for persons with disabilities.
- c. Regulating sitting volleyball sports activities for persons with disabilities at the regional, national and international levels.
- d. Improving sitting volleyball performance for athletes with disabilities.

### 2. Human Resources Development of Athletes with Disabilities in Indonesia Sitting Volleyball

Human resources are inseparable in the development of sports, both conventional sports and sports for people with disabilities as well as sports with disabilities in the seated volleyball branch. Human resources are an important part in coaching because the success or failure of a coaching is determined from how the coaching process itself, one of which is human resources. To support the achievement of the expected development goals, the existence of human resources must be optimized, especially their strategic roles and functions.



Source: Research Documentation

### 3. Recruitment Athlete Sitting Volleyball

The implementation of the recruitment of candidates for sitting volleyball athletes is useful for providing competent human resources in sports with disabilities, while the criteria that must be achieved to be able to participate in the athlete recruitment selection include: the classification of disabilities must be in accordance with the provisions that have been applied in word paravolley, be it birth defects or birth defects. due to an accident, willing to learn and earnest in following the training. After that a periodic evaluation is carried out, the evaluation results will determine whether it can be continued or promoted to a higher level or a warning and correction must be made or even relegation to athletes with disabilities in sitting volleyball.

The selection model for coaching disabled athletes in the seated volleyball sport is a monitoring model at the sitting volleyball national championship and a degradation selection model. The recruitment of athletes is carried out with the aim of obtaining good athlete seeds that are in accordance with the classification of their disabilities and can be fostered for optimal achievement.

The selection for athletes with disabilities in the seated volleyball sport is from the Indonesian NPC in collaboration with the Ministry of Youth and Sports. The implementation is of course monitored directly by the coordinator of the seated volleyball sport, then further observations are made to prospective athletes.

The number of athletes with disabilities in sitting volleyball is 10 male athletes and 10 female athletes. Male and female seated volleyball athletes have each athlete with a mild disability or commonly referred to as VS2 and for other athletes with a severe disability category or referred to as VS1.

The age of athletes with disabilities in the seated volleyball sport is an average of over 30 years which is dominated by old athletes who have participated in coaching since the beginning of the sitting volleyball sport, of course, seen in terms of physical conditions and experience that has been applied to previous coaching. The level of fitness in athletes with disabilities in sitting volleyball is expected to be able to adjust to the training load carried out in each training session without causing excessive fatigue and still have energy reserves to undergo the next training program.

### 4. Recruitment Trainer Sitting Volleyball

The competence of the coach pays more attention to the requirements consisting of volleyball practitioners and academics, meaning that from the practitioners are those who have knowledge about sports, especially volleyball, for example those who are former volleyball athletes who later become coaches. Meanwhile, academics are also important related to the results of research in the field of sports.

The implementation of the recruitment of trainers is to obtain competent human resources who must pay attention to their duties and carry out their obligations as trainers for people with disabilities, namely by establishing relationships between Indonesian NPCs and practitioners and academics from UNS Surakarta. Of course, the collaboration that has been established between NPC Indonesia and UNS Surakarta is very good, seen from the athletes with disabilities who want to continue their studies in higher education, Sebelas Maret University is very friendly with people with disabilities and provides as much space as possible for people with disabilities to develop their intellectual competence.

The selection model used is from the Indonesian NPC in collaboration with a team from KEMENPORA to appoint a coach who already has the basics of training and teaching volleyball, the coach must have physical and spiritual health. Then from the prospective trainers, a test is carried out to make training programs both short-term, medium-term and long-term. Furthermore, the coach selection team from KEMENPORA gave an announcement that the prospective coach was accepted or rejected in coaching athletes with disabilities in the seated volleyball branch.

For coaches who are recruited for coaching athletes with disabilities in the Indonesian seated volleyball sport according to the needs of the team. For example, if a sitting volleyball team requires one physical trainer, then the competencies possessed by the prospective coach must be in accordance with the competence of the trainer in general physical conditions. Not only that, prospective coaches must also be able to provide training guidance to all athletes they foster.

**Table 1.** Indonesian seated volleyball team structure

Number	Name	Gender	Status	Origin	Description
1	Nasrullah	Men	Athlete	Jawa Timur	National
2	Cahyana	Men	Athlete	Jawa Barat	Regional
3	Anton Hilman	Men	Athlete	Jawa Barat	Regional
4	Nesa Cristian	Men	Athlete	Jawa Barat	Regional
5	Sukarno	Men	Athlete	Jawa Barat	Regional
6	Raharjo	Men	Athlete	Jawa Tengah	National
7	Murdiyan	Men	Athlete	Jawa Tengah	National
8	Sumarmo	Men	Athlete	Jawa Tengah	National
9	Purwadi	Men	Athlete	Jawa Tengah	National
10	Hans Sato	Men	Athlete	Jawa Barat	National
11	Annisa Tindy Lestari	Woman	Athlete	Jawa Barat	National
12	Nina Gusmita	Woman	Athlete	Sumut	National
13	Retno Wahyu Utami	Woman	Athlete	Jawa Tengah	National
14	Ratifah Apriyanti	Woman	Athlete	Jawa Tengah	National
15	Sudartatik	Woman	Athlete	DIY	National
16	Katarina Dwi Putri Kristianti	Woman	Athlete	Kaltim	National
17	Dina Rulina	Woman	Athlete	Jawa Barat	National
18	Tuwariyah	Woman	Athlete	DIY	National
19	Titin	Woman	Athlete	Kaltim	National
20	Sri Lestari	Woman	Athlete	Jawa Tengah	National
21	Dr. M. Aziz Ariyanto, S.Pd., M.Pd	Men	Manager	Jawa Tengah	National
22	Dr. Deddy Whinata K, S.Or., M.Pd	Men	Coach	Jawa Tengah	International
23	Dr. Matsuri, M.Pd	Men	Coach	Jawa Tengah	International

24	Taufik Ismail, S.Pd	Men	Coach	Jawa Tengah	National
25	Andri Asrul Setiyawan, S.Pd	Men	Assistent Coach	Jawa Tengah	National
26	Safrenda Januar Fauzi, S.Pd	Men	Assistent Coach	Jawa Tengah	National
27	Darmo Susilo	Men	Equipment	Jawa Tengah	-
28	Ratih Kumalasari, S.Pd	Woman	Massure	Jawa Tengah	Regional
29	Ajeng Widya Paramitha	Woman	Admin	Jawa Tengah	-

Coaches in coaching athletes with disabilities in the Indonesian seated volleyball sport must have a minimum national license. Capacity building for beginner coaches by coaching athletes with disabilities in seated volleyball is also carried out. The NPC also facilitates these national trainers to the international level.

This aims to improve the quality of trainers and to deepen the knowledge of trainers and to regenerate new trainers so that they do not miss out on the latest training methods. In addition to the above facilities, the trainer also gets other facilities such as the coach's mess, meals, health benefits, the trainer also gets a monthly salary.

This year's coaching training program is a continuation of the intensive training carried out so far, but is more focused on preparing for the official event held by world volleyball players next year. The sitting volleyball team consists of 1 Team Manager, 10 male athletes, 10 female athletes, 2 international coaches, 1 national coach, 2 assistant coaches, 1 person in charge of equipment, 1 massure and 1 person in the administration so that a total of 29 people.



Source: research documentation

## 5. Availability of Facilities and Infrastructure for the Development of Disability Sports in the Indonesian Sitting Volleyball Branch

Facilities and infrastructure are the most important requirements for carrying out sports activities, so the availability of facilities and infrastructure is very important to facilitate the course of training and achievement of athletes with disabilities, either directly or indirectly. The role of good facilities and infrastructure is one thing that must exist in coaching, because the availability of adequate facilities and infrastructure is a supporting requirement that has a major role in achieving sports achievements.

The condition of good facilities and infrastructure will provide convenience in the process of coaching athletes with disabilities in sitting volleyball. NPC provides various facilities that can be utilized by athletes and coaches. The seating volleyball practice site is at the Indonesian Sitting Volleyball Padepokan which is located at the Indonesian seated volleyball Padepokan, GOR Baturan, Colomadu, Karanganyar, which is behind the Batur village. The training facilities in the coaching of athletes with disabilities in the seated volleyball branch are 55 volleyballs with 35 in good condition, 20 volleyballs in poor

condition and damaged, 20 volleyballs as a reserve, 5 nets or nets in good condition, antenna rods 2 pairs in good condition, net poles and barrier 2 pairs in good condition, 2 sets of sitting volleyball court mats in good condition, 2 sets of pole and ball guards in good condition, medicine ball 4 in good condition, elastic cord 10 in new condition .

Coaching for seated volleyball often performs equipment maintenance, especially on the shifting field mats and field lines due to the exercise activities of athletes with disabilities. this is one of the efforts to keep the goods in good condition or ready to be used for training or games. Storage of tools after training in the warehouse of Padepokan Bolavoli Sitting in Indonesia, and in the athletes' mess there are also some training tools such as balls and several other supporting tools for training in the mess. Availability of a fitness lab for sitting volleyball coaching using the fitness lab of FKOR UNS Surakarta which is located in Manahan or the fitness center of the Alana hotel on the 2nd floor. This greatly facilitates the trainer in carrying out the training program because the fitness equipment is very adequate and in good condition. Planning the need for infrastructure requires needs analysis, budget analysis and selection of facilities and infrastructure.

All infrastructure and facilities are inventoried periodically, meaning regularly and orderly based on applicable provisions or guidelines. Through an inventory of equipment, it is hoped that good administration of goods can be created, savings and also facilitate maintenance and supervision. Therefore, in planning for the provision of infrastructure, the manager always coordinates with the coach to meet the needs in the implementation of coaching athletes with disabilities in the seated volleyball sport then coordinated with the NPC.

**Table 2.** Inventory List of Facilities and Infrastructure for Sitting Volleyball Coaching

Number	Training Facilities	Amount	Condition	Description
1	Building	1	Good	Training support facilities
	<i>Fitness Center</i>	1	Good	
	Sitting volleyball field	2	Good	
	Net	5	Good	
	Antena Rod	2 set	Good	
	Net Pole	2 set	Good	
	Ball	55	35 good, 20 bad	
	Field mat	2 set	Good	
	Guard	2 set	Good	
	<i>elastic</i>	10	Good	
	Pole guard	2 set	Good	
<i>Medicine ball</i>	4	Good		
2	Secretarial room	1	Good	Secretarial inventory
	Biro table	2	Good	
	Visitor chair	3	Good	
	Computer	2	Good	
	Printer	1	Good	
	Arsip	1	Good	
3	<i>E-board</i>	25	Good	Match support facilities
	Scoreboard	2	Good	

Number	Training Facilities	Amount	Condition	Description
	Ass referee flag	4	Good	
	Player bench	4 pairs	Good	
	Referee bench	2 pairs	Good	
	Ball pump	4	Good	
	Ball backup	20	Good	
	Ball box	2	Good	
	Field divider	10	Good	
	Ball sack	2	Good	

Fulfillment of the required infrastructure facilities are all fulfilled by the company. In general, all facilities are equated with other sports where facilities are fulfilled as athletes with disabilities in accordance with the needs of each sport with disabilities. Direct supervision is carried out by the NPC team on all existing infrastructure facilities. All management cooperates between the manager of the training ground, the mess area, and each sport branch manager. During the COVID-19 pandemic, volleyball and other training equipment were brought to their homes to carry out an independent training program.

#### **6. Funding for the Development of Athletes with Disabilities in Indonesia Sitting Volleyball**

The source of funding for sports is a crucial problem and is an endless problem, especially for sports with disabilities. Budget allocation must be carried out so that sports coaching and development can run smoothly. Regarding the funding system for the coaching of athletes with disabilities in seated volleyball, the researchers found that the funding provided was from the Ministry of Youth and Sports as a whole with the financial system set for the coaching of athletes with disabilities in sitting volleyball from the APBN budget.

The allocation of funding and the management of these funds are audited every month together with audits of financial statements to increase accountability for the use of funds. So there is no such thing as cash in the financial system for coaching disability sports in the seated volleyball branch, but directly into the account of each individual. The NPC management, especially volleyball, sits down to make plans related to all the needs needed during the coaching process every month. Then submit in writing to the general chairman of NPC Indonesia, then the general chairman will coordinate with the finance department and will then be submitted to the Ministry of Youth and Sports. the allocation of funds for the coaching of disabled sports in the seated volleyball sport requires financing to improve the performance of athletes including:

- a. Field rental and transportation costs
- b. Cost of honorarium / salaries of athletes and coaches
- c. Try-in fee
- d. Tryout fee
- e. Cost of training camp
- f. Equipment

The funds are used to support the implementation of programs for coaching disabled athletes in the seated volleyball sport. Regarding funding during the current pandemic, administrators, coaches and athletes get a salary even though they only get 25% of the salary they should be because the funding is diverted to deal with problems in the world, namely COVID-19. During the current pandemic, regarding funding for



independent training, a slight reduction in the amount of the budget, including for procurement and maintenance purposes, has been shifted to replacing internet quotas for athletes and coaches when doing independent exercises at their respective homes. This means that funding for the needs of the seated volleyball sport, which is currently doing independent training, will continue to run even though it is slightly disrupted due to COVID-19.



Source: research documentation

## 7. Programs and Implementation of Exercises in Coaching Athletes with Disabilities in Volleyball Seated at Indonesian National Team

Preparing an athlete with a disability to face the main competition to reach the maximum level of achievement, it takes quite a long time because the level of disability of each individual athlete is also different and each individual requires different treatment and preparation of training programs that are thorough, regular, systematic and sustainable means that the practice is carried out continuously throughout the year without stopping at all. When the exercise stops, it can damage the exercise program that was done at the previous time.

Exercises in coaching athletes with disabilities in the seated volleyball sport are carried out six times a week, from Monday to Saturday, training is carried out in the morning and evening. For training to improve game technique, it is carried out on Mondays, Wednesdays, Thursdays and Saturdays and the training lasts 1 and a half hours to 2 and a half hours of core training outside hours for warming up both in the morning and evening for coaching male and female athletes according to With the training schedule, the following is a training schedule for coaching athletes with disabilities in the seated volleyball sport.

The implementation of the training method for coaching athletes with disabilities in the seated volleyball sport is well programmed. This can be seen from the preparation of a written training program, the training schedule is in accordance with the national level training schedule, the division of short-term periodization, medium-term periodization, and long-term periodization. With a well-programmed training method, it can help the progress and development of the performance of athletes with disabilities in the Indonesian seated volleyball sport. The method of carrying out training during the COVID-19 pandemic is carried out by means of independent training but still with the supervision of the coaches and related to the training schedule that continues as usual in order to maintain the abilities and physical condition of the athletes during the pandemic.

From a qualified physical condition, the participation of athletes with disabilities must also be directly proportional, meaning that the competitive experience of athletes is also considered in a coaching. Competing experience is the main key in a match, experience in competition is needed to test the mental readiness of athletes when

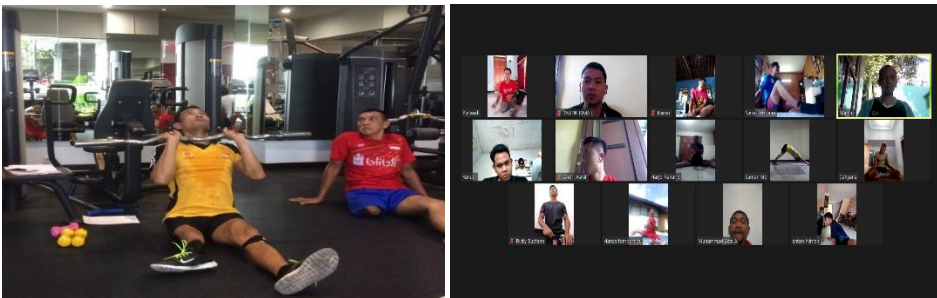
competing, especially playing matches abroad, of course, in order to obtain maximum results. The results that have been achieved by coaching athletes in the seated volleyball branch are quite good, but there are many weaknesses, but the sitting volleyball team tries optimally to get the targets that have been previously targeted.

Success in coaching athletes with disabilities in sitting volleyball cannot be separated from the communication between athletes, administrators and coaches who are very good because they always approach each other emotionally. Athletes with disabilities in sitting volleyball are given motivation that athletes with disabilities who have physical limitations are able to achieve good performance and equality for people with disabilities to normal humans in general. The family background of the athletes is people with middle to lower economy with most of the athletes domiciled in the province of Central Java and work as farm laborers.

Facilities and infrastructure are the most important requirements for carrying out sports activities, so the availability of facilities and infrastructure is very important to facilitate the course of training and achievement of athletes with disabilities, either directly or indirectly. The role of good facilities and infrastructure is one thing that must exist in coaching, because the availability of adequate facilities and infrastructure is a supporting requirement that has a major role in achieving sports achievements.

The source of funding for sports is a crucial problem and is an endless problem, especially for sports with disabilities. Budget allocation must be carried out so that sports coaching and development can run smoothly. Regarding the funding system for the coaching of athletes with disabilities in seated volleyball, the researchers found that the funding provided was from the Ministry of Youth and Sports as a whole with the financial system set for the coaching of athletes with disabilities in sitting volleyball from the APBN budget.

The training program in coaching athletes with disabilities in sitting volleyball is carried out through planning and making written training programs. These activities are carried out to improve the performance of athletes with disabilities as much as possible and to achieve the target of the coach's training program. The sitting volleyball coach arranges an exercise program that aims to develop four aspects of the exercise, namely the physical aspect, the technical aspect, the tactical aspect and the mental aspect. The training program is designed for long-term, medium-term and short-term training because during a coaching journey for athletes there are try-ins, try-outs and training camps before the main championship is held.



Source: research documentation

## Conclusion

The results that have been achieved by coaching athletes in sitting volleyball are quite good. Success in coaching athletes with disabilities in sitting volleyball cannot be separated from the communication between athletes, administrators and coaches who are very good because they always approach each other emotionally. Coaches in coaching athletes with disabilities in the Indonesian seated volleyball sport must have a minimum national license. Capacity building for beginner coaches by coaching athletes with disabilities in seated volleyball is also carried out. recruiting national or international coaches who already have experience training in sitting volleyball, graduates from universities in the field of sports coaching. The condition of good facilities and infrastructure will provide convenience in the process of coaching athletes with disabilities in sitting volleyball. NPC provides various facilities that can be utilized by athletes and coaches. Regarding the funding system for the coaching of athletes with disabilities in volleyball from Kemenpora as a whole, with the financial system set out for coaching athletes with disabilities in volleyball, sitting from the APBN budget. The implementation of the training method for coaching athletes with disabilities in the seated volleyball sport is well programmed. This can be seen from the preparation of a written training program, the training schedule is in accordance with the national level training schedule, the division of short-term periodization, medium-term periodization, and long-term periodization.

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