



THE COACHING SYSTEM FOR FOOTBALL ATHLETES AT FLOBAMORATA STATE HIGH SCHOOL FOR SPORTS TALENTS IN KUPANG IN MAINTAINING SPORTSMANSHIP

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ABSTRACT: This paper provides information about the coaching system for football athletes at Flobamorata State High School for Sports Talents in Kupang in maintaining sportsmanship during matches. The coaching system is implemented at the school, dormitory, and training grounds. The research uses a qualitative method, employing triangulation techniques through participatory observation, interviews, and documentation studies. The sample sources were determined purposively and through snowball sampling, including the principal, student affairs coordinator, curriculum coordinator, dormitory manager, coaches, and football athletes. Data were analyzed using the Miles and Huberman narrative descriptive method. Based on the research results, the implementation of the coaching system at the school, dormitory, and training grounds in various ways helps to develop the character of SKO NTT football athletes to maintain sportsmanship during matches. The research found that physical strength, character, and psychology can influence a football athlete's sportsmanship during matches.

Keywords: *Coaching System, Football Athletes, Sportsmanship*

Introduction

The increasingly modern era, especially in the digital transformation era, requires high-quality human resources. Strengthening human resources is an unavoidable necessity to achieve development goals. One way to improve the quality of human resources can be through sports. Through systematic sports coaching, the quality of human resources can be directed towards improving psychology, self-discipline, a sense of responsibility, appreciation for achievements, and sportsmanship, which ultimately leads to sports achievements that enhance national pride. Meanwhile, to achieve these performance development goals, the effectiveness of policies and their significance from an organizational perspective are required to ensure that achievements align with the set goals. This process will determine the results if the sports system becomes part of education.

In terms of National Sports, Law Number 20 of 2003 concerning the National Education System and Article 17 of the National Sports System Law includes education, recreation, and achievement sports activities. The repositioning of education is an effort to change the status of sports science, which is undervalued and only known as a field of scientific research focused

solely on physical science research, while its improvement takes its rightful place in the world of education by highlighting its importance. Each student is divided into 9 sports branches that are

trained and coached by accomplished athletic coaches and licensed trainers, including Athletics, Boxing, Kempo, Taekwondo, Pencak Silat, Karate, Football, Cricket, and Weightlifting.

Regarding the development of modern Indonesian football, it started with the formation of PSSI. One of PSSI's efforts to develop Indonesian football is to increase the competitiveness of football matches by organizing attractive tournaments. Unfortunately, the development of Indonesian football is still lacking, even the FIFA rankings put Indonesia at the bottom. Nevertheless, Indonesian football continues to grow, albeit slowly. The focus of this paper is to understand the phenomena studied by researchers based on research topics such as character building, physical and psychological abilities, and their relationship with the sportsmanship of football athletes in the coaching system applied in the education system, and specifically in the training system in football to promote sportsmanship in athletes in every match they participate

METHODOLOGY

This research uses qualitative methods to understand social and human symptoms without quantification. According to Creswell, this method describes, explores, and understands meaning through asking questions, collecting specific data, inductive analysis, and interpreting data with flexible reports. The sampling technique used was purposive and snowball sampling with 11 informants who knew the problem best. The researcher became the main instrument, with data obtained through in-depth interviews, direct observation at Flobamorata Sports Excellence High School in Kupang, and documentation studies. Data analysis used descriptive narrative method with Miles and Humberman model, including data reduction, data presentation and verification, conducted interactively until the data reached saturation.

FINDINGS AND DISCUSSION

Presentation of interview data

In the 2023/2024 academic year, the number of students at Flobamorata Kupang High School for Sports Excellence was 211, consisting of 128 male students and 83 female students. The number of athletes in the school is 211, with the following details: Weightlifting has the least

number of athletes, which is 9 people. The kempo sport branch has the most number of athletes, namely 42 people. The number of soccer athletes is 34 people.

Character Development System for SKO NTT Football Athletes

According to Law No. 3 of 2005 on the National Sports System (SKN), sports training and development is the responsibility of the government and local governments. This coaching includes various aspects such as sports, employment, organization, methods, facilities and infrastructure, and sports awards.

The tiered coaching process applied in Flobamorata Kupang High School for Sports Excellence is in accordance with this policy. The athlete recruitment system is carried out in several stages, where the prospective athletes who register are those who have been practicing and becoming athletes since junior high school. This ensures that if they are accepted, they can be processed in accordance with the SOPs in place at the school.

According to Muchlas Samani (2011: 42), character is the behavior that appears in everyday life both in attitude and action. Abdul Munir (2010: 3) adds that character is a pattern, be it thoughts, attitudes or actions, which is inherent in a person and difficult to eliminate. This theory is in line with the initial mission of school development, namely discipline, resilience and character. These three aspects are prioritized in students who are also athletes in the school.

There are many activities carried out by the school to develop the character of SKO athletes, as explained by the resource person SNH:

1. Spiritual guidance every Friday according to their respective religions.

The spiritual development process is carried out by dividing students according to religious teachings and gathering all teachers and staff who share the same faith and beliefs in one room. In addition to worship, motivation is given to all students after worship.

2. Cooperation with UNDANA psychology program.

This collaboration aims to provide activities for students in their mental development. This activity provides insight and training so that students can become good individuals in living together, both at school and in the dormitory.

3. Distribution of foster teachers to monitor the mentality of the students.

Foster teachers act as substitutes for parents at school, giving hope and attention to each student.

4. Special coaching in case of violations by the Student Council Coach, Counseling Teacher and Student Affairs.

This coaching provides an opportunity for students to change and not repeat the same mistakes through a written agreement in the form of a statement letter.

5. Physical coaching by TNI and POLRI.

The TNI and POLRI conduct coaching for problematic students and provide marching training for all students according to the time determined by the school.

6. Coaching provided by coaches at the training ground.

Coaches have their own way of coaching athletes, both physically and through advice. All these coaching processes are carried out in the school, dormitories and training grounds. Other activities related to the athlete's mentality are also carried out by the school in order to develop the athlete's mentality. This coaching is provided by subject teachers, psychology lecturers from Nusa Cendana University and psychology students from Nusa Cendana University.

Athlete Coaching System in Dormitories

A dormitory or "dorm" is a place of residence that supports education. The dormitory manager at Flobamorata Kupang High School for Sports Excellence is responsible for the development of athletes who come from different regions and have different characters and

religions. The coaching activities include: Daily rules to build character, physical training and marching by TNI and POLRI, daily meal and prayer together, night attendance and prayer together.

Coaching constraints include indiscipline, seniority and laziness. Concrete steps to address these issues include: Based on SOP, humanitarian approach, verbal and written reprimands, degradation through joint meetings. The findings show that athletes in the dormitory generally

have a good character and mentality because they follow the daily rules, although some have difficulty adapting due to individual factors and the previous environment.

Field Athlete Development System

On-field athlete development must be conducted in stages from an early age to become a professional athlete. The breeding of excellent athletes requires a scientific process of processing and training, starting from talent scouting to reaching the peak of performance¹. The training system at SKO NTT is in line with this principle, with significant differences compared to other clubs or public schools. SKO NTT adheres to two curricula, namely the sports curriculum and the academic curriculum, with a time division of 40% academic and 60% sports. This ensures that the physical development process of athletes is more intensive during training².

The training program in the field is prepared by the coaches and carried out according to the time and goals set. At the end of each training session, the athlete's mentality, attitude and character are evaluated and motivated. Coaches provide psychological reinforcement, build confidence and teach emotional control, especially since football is synonymous with hard impacts.

In addition to physical training, coaches emphasize the importance of morale, tactics, and strategy in the game. They give advice on how to maintain the athlete's emotions and mentality

both in practice and in competition⁴. This coaching process focuses not only on the physical aspects, but also on the mental and character development of the athletes.

Athletes who lack discipline in practice are given sanctions such as reduced playing time in a game and additional physical training. This is to encourage them to be more disciplined and respectful of time. The athlete's mentality has a great influence on the results of the game, so the coaching provided by the school and the dormitory strongly supports the athlete's mentality in competition and in social life.

Relationship Between Psychology and Sportsmanship

The social interaction process of any individual, including athletes, is closely related to psychology, physical ability, and character. These three elements shape human nature as it adapts to the situations it experiences. For an athlete, these aspects greatly influence sportsmanship in competition. As revealed by IRAK's speakers, mental aspects, strategy, stamina, technique, discipline, physical ability, psychology and character greatly affect sportsmanship in a match.

Sports psychology is the study of human behavior in the context of improving athletic performance. According to Weinberg and Gould (2003), sport psychology studies people and their behavior in sport activities and training. Cox (2002) added that sport psychology is the principles of psychology applied in the context of sport. Soedibyo (1993) formulated that one of the benefits of sport psychology is to explain and understand the behavior of athletes and the psychological symptoms that occur in sport.

A person's attitude is influenced by several psychological factors, such as personal characteristics, motives, thoughts, feelings, experiences, knowledge, life barriers, and environmental influences. The sport psychology of athletes is influenced by two main factors: 1) Internal factors: Emotional aspects, aggressiveness, motivation, passion, discipline, self-confidence, openness, and intelligence, and 2) External factors: The coach's treatment of the athletes during practice and before competition.

These two factors affect the athlete's sportsmanship in competition. If the athlete's mentality and emotions are not controlled, these emotions will affect the game and can cause conflict and unrest on the field. Research shows that an athlete's mentality and personality can be influenced by many factors, including psychological pressure to win, referee decisions, team supporters, and coaching instructions.

Relationship Between Physical Ability and Sportsmanship

Physical fitness is an important element in the development of techniques, tactics, and strategies in soccer. This process involves the systematic and progressive development of physical activity skills to improve physical fitness and optimal physical work capacity. The ultimate goal is to improve the athlete's functional potential and develop biomotor skills to the highest level.

Physical, technical, tactical and mental training are the four main aspects of training theory. Specific training allows athletes to adapt to the principles of their specialization. Effective, efficient and quality training includes training volume, intensity, rest and frequency. Although there are obstacles such as lack of facilities and infrastructure, this does not affect the physical condition of the athletes at SKO.

The physical aspects that support the mastery of basic soccer techniques are a combination of effective training methods with athlete talent. Factors such as flexibility, explosive power, endurance, coordination and anthropometry have a significant but weak relationship with athletes' skills. In contrast, speed and agility have strong significant relationships. Weak physical endurance can affect athletes' emotions when competing, so physical ability is very influential on sportsmanship in matches.

The Relationship Between Character and Sportsmanship

Character, which includes personality, disposition, psychological traits, morals and ethics, distinguishes a person from others. The mental and moral qualities of athletes must be well maintained so as not to affect sportsmanship in competition. This is in line with the opinion of informant ZHA, who emphasizes the importance of maintaining morals, emotions, tactics and strategies to maintain the mental and character of athletes both when practicing and competing.

Character not only teaches what is right and wrong, but also instills good habits so that individuals understand, can feel, and want to do them. Sportsmanship includes a drive to succeed and a commitment to the spirit of the game, where ethical standards take precedence over strategic advantage in times of conflict.

Experts' opinions and theories about psychology, physical abilities, character, and sportsmanship make it clear that the personality of each individual in life is very influential. Observations in the field show that there are still athletes who are not disciplined and do not respect teachers and adults. Athlete mentality like this is a special concern from the school, dormitory, and coach to provide further coaching.

Athletes who ignore aspects of psychology, physical ability, and character tend not to maintain sportsmanship in the field. Thus, the relationship between psychology, physical ability, and one's character is very influential on sportsmanship in matches. Psychological instability and unsupportive physical abilities can affect the character of athletes and have an impact on sportsmanship when competing.

Analysis of the NTT SKO Football Athlete Development System

Data analysis uses a descriptive narrative method with the Miles and Humberman model, including data reduction, data presentation, and verification. This research compares the theory

with the reality found in the field by looking at three main aspects of the coaching system: input, process, and output.

1. Athlete Development System (Input)

The coaching and development of athletes is a gradual and continuous process, according to the theory that this process must be planned and supported by sports science and technology. At SKO NTT, this process involves collaboration with various parties and agencies. Requirements to become a new learner or prospective athlete include certificates of achievement and recommendations from local sports organizations. This shows that theory and practice in the field are aligned in SKO NTT's football training system.

2. Physical Component (Process)

Physical condition is the basic requirement for improved athlete performance. This process involves developing the ability of physical movement activities systematically and progressively.

Despite obstacles such as the lack of facilities and infrastructure, coaches at SKO NTT modify tools and utilize existing resources to maintain athletes' physical fitness. This shows that although not all aspects of the theory can be fully applied, maximum efforts are still made to achieve optimal results.

3. Character (Process)

Character includes behaviors, thoughts, and actions that are inherent in a person. At SKO NTT, character building is carried out through various activities such as daily rules, spiritual guidance, marching training, and socialization from psychology lecturers and students. This process aims to shape the character of athletes so that they can control themselves in the field and in everyday life.

4. Psychology (Process)

Sports psychology studies human behavior in the context of sports to improve performance. At SKO NTT, psychological aspects are very influential on athlete sportsmanship. Psychological

instability can interfere with athletes' concentration and emotional control, which has an impact on sportsmanship when competing.

5. Sportsmanship (Output)

Sportsmanship is a behavior that shows respect and fairness towards others and accepts the results of the match well. Unsportsmanlike athletes often show cheating and disrespectful behavior. Good coaching is expected to produce athletes who not only excel physically but also have high sportsmanship.

CONCLUSION

Based on the discussion in the previous section, several conclusions can be drawn as follows: a). Character Development System: The character development of football athletes at SMAN Keberbakatan Olahraga Flobamorata Kupang has been going well through various supporting activities and involving third parties. However, due to the athletes' teenage age, they often find it difficult to accept feedback and tend to be indifferent. b). Efforts to Maintain Sportsmanship: Athletes strive to maintain sportsmanship during matches by following the coach's instructions, which emphasize sports values such as honesty, respect, responsibility, and the FIFA Golden Rule. These values are learned and used as guidelines during competitions.

c). Relationship Between Psychology, Physical Ability, and Character: There is a relationship between psychology, physical ability, and character in terms of sportsmanship. A decline in physical ability can disrupt an athlete's performance, which in turn affects their psychology and character. This can lead to unfair play behavior and negatively impact sportsmanship during matches.

Here are some implications of this research: a). Development of Training Programs: The research results can be used to develop more effective training programs, focusing on the physical, psychological, and character aspects of athletes.

b). Educational Policy: These findings can help policymakers design educational policies that support character development and sportsmanship in sports schools. c). Coach Training: Coaches can use the research results to improve their training methods, ensuring they focus not only on physical abilities but also on the character and mental development of athletes. d). Holistic Approach: This research emphasizes the importance of a holistic approach in athlete development, encompassing physical, mental, and character aspects, which can be applied in various sports training programs. e). Psychological Interventions: The research findings highlight the importance

of psychological interventions in athlete development, which can help athletes cope with pressure and maintain sportsmanship during competitions. f) Improvement of Facilities and Infrastructure: Findings regarding facility and infrastructure constraints can encourage relevant parties to enhance facilities that support athlete development. g). Evaluation and Monitoring: This research can serve as a basis for evaluating and monitoring existing development programs, ensuring that these programs run according to the expected goals.

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