

Available online at : <http://journal.unj.ac.id/unj/index.php/gjik>
Gladi : Jurnal Ilmu Keolahragaan 13 (02) 2022, 219-232
Permalink/DOI: <https://doi.org/10.21009/GJIK.125.09>

INTEGRATED ATHLETE ACCELERATION PROGRAM (PAKET) POTENTIAL SPORTS OF KONI DEPOK

Lutfia Dzulfani¹, Gustiana Mega Anggita¹

Sport Science Study Program, Universitas Negeri Semarang, Faculty of Sport Science, Sekaran
Gunungpati, Semarang

Corresponding Email: dzulfanilutfia@students.unnes.ac.id

Abstract This study aims to determine the achievement development program run by KONI Depok including the recruitment of human resources for athletes and coaches, the implementation of the coaching program, the completeness of facilities and infrastructure as well as the performance of the management organization in the Integrated Athlete Acceleration Program (PAKET) using qualitative descriptive method. Data collection methods used are observation, interviews, and documentation. The research targets consisted of 5 athletes, 5 coaches, and 5 sports administrators from 5 sports that run. Check the validity of the data by triangulation of sources and methods. Data analysis techniques used are data collection, data reduction, data presentation, and drawing conclusions. The results of the study: 1) The recruitment system for athletes and coaches is not good, the recruitment of athletes using a track record of achievement and coaches with coaching certification. 2) The implementation of PAKET coaching can be said to be good, the coaching stage is carried out to foster athletes and provide an ideal training program. 3) The completeness of the facilities and infrastructure provided is not adequate and is still not standardized. 4) The performance of the management organization in PAKET can be said to be running well according to the duties and obligations.

Keywords: Implementation; Coaching Program; KONI Depok.

INTRODUCTION

According to UU No 3 Tahun 2005 pada pasal 20 ayat 3, it is stated that sports achievements are carried out through a process of coaching and development in a planned, tiered, and sustainable manner with the support of sports science and technology. According to (Saputra & Subagio, 2017) achievement sports are sports activities that are carried out and managed professionally with the aim of obtaining optimal performance in sports, from regional, national, to international levels, having the requirements to have a level of fitness and have skills in one of the mastered sports, of course it is different and must be superior to non-athletes. Coaching must be carried out in a programmed manner through programs that are structured systematically and continuously with a structured time and have clear objectives.

Kementrian Negara Pemuda dan Olahraga Republik Indonesia (Kemenegpora RI) in (Effendi, 2016) stated that achievement can be achieved if it fulfills several components such as potential athletes who will be fostered by the coach To fulfilled the training facilities and infrastructure as well as the welfare needs of coaches and athletes,

attention is needed from the coaches/master management of the sports branch. To see and evaluate the results of achievement development, it is necessary to provide trials by conducting competitions and try out both domestically and abroad with the aim of measuring the ability to compete and maturity as the build of technical, physical, and mental competition. But keep in mind that the activities of the components above can only run if they are supported by professionals and their use must be full of responsibility.

One of the supporting factors in accomplish the achievement is from themself and through achievement coaching program. This is because the success or failure of the target in achieving achievement depends on the coaching program run by the athlete. Efforts to pursue an achievement can be carried out through coaching athletes, in coaching athletes it is necessary to consider the characteristics of athletes who are nurtured both physically, technically, tactics, psychology, facilities and infrastructure, as well as the conditions of the coaching environment aimed at the coaching process towards maximum achievement (Nugraheni et al. al., 2017). Coaching

must be carried out continuously, consistently and in stages from an early age to adulthood, besides that talent search also has a very large influence, ranging from finding talented athletes to coaching talent and achievements and scientific sports assistance is also needed in producing talented athletes (Prasetyo, 2018).

In chasing maximum achievement, the sports coaching system in Indonesia is carried out through stages, including through the massing, maturing, and achievement development stages. 1) Ignition stage. According to (Nugraha & Pratama, 2019) quoted by (Wahjoedi, 2009) the success of the sports problem stage will greatly contribute to the emergence of athlete that have the potential to be fostered and developed further; 2) The nursery stage. (Sari et al., 2017) stated that nursery is a pattern that is applied in an effort to capture talented athletes who are scientifically researched, to achieve high achievements in the future, nursery efforts are carried out to find individuals who have potential; 3) Stage of achievement development. At this stage, coaching is the main activity carried out, starting from the implementation of training programs to how organizational

management is carried out in developing overall performance.

One of the sports achievement development organizations that play a role in improving achievement is the National Sports Committee of Indonesia (KONI). The National Sports Committee of Indonesia (KONI) is the only sports organization authorized to assist the government in managing, fostering, and coordinating all activities related to sports achievement. According to (Pahlepi, 2019) the National Sports Committee of Indonesia (KONI) has several tasks, that is planning, coordinating, and implementing coaching and improving athlete performance, the performance of referees, coaches and managers, to realize sports achievements from national to international achievements, as well as help strengthen unity and national unity in the context of elevating Indonesia's dignity in the international arena.

The National Sports Committee of Indonesia (KONI) in Depok is a organization that oversees sports branch managers in fostering sports achievements and is of course responsible for every athlete fostered in Depok. National Sports Committee of

Indonesia (KONI) in Depok standing under the auspices of the Department of Youth, Sports, Culture and Tourism (DISPORYATA) in Depok which has the authority to agencies that organize events sports and provide facilities for the athletes in Depok. In this way, the National Sports Committee of Indonesia (KONI) in Depok has the task of designing and implementing a sustainable, effective, and efficient athlete coaching program and also preparing facilities and infrastructure to support the athletes training process.

One of the National Sports Committee of Indonesia (KONI) in Depok programs in preparing athletes to represent competitions at the regional level is implementing the Integrated Athlete Acceleration Program (PAKET). The Integrated Athlete Acceleration Program (PAKET) is a coaching program for the KONI Depok for potential athletes who are specially trained and have great opportunities to take part in competitions at the regional level and get medals. Starting from 2010 until 2021, the National Sports Committee of Indonesia (KONI) in Depok has never evaluated the coaching program that has been implemented.

The integrated athlete development program of the National Sports Committee of Indonesia (KONI) in Depok has been running for 11 years starting in 2010. In 2010 this program was called PAKET10, because it was to prepare athletes who will compete in the Regional Sports Week (PORDA) competition to XI in 2010. In 2014 this program was called PAKET14, because it was to prepare athletes who would compete in the XII Regional Sports Week (PORDA) competition in 2014. In 2018 this program was called PAKET18, because to prepare athletes who will compete in the XIII Regional Sports Week (PORDA) competition in 2018.

Table 1. Recapitulation of Medals Obtained by Depok at the PORDA Events.

No	Event	Year	Result of Medals			Rank
			Gold	Silver	Bronze	
1	PORDA	2010	3	4	14	23
2	PORDA	2014	5	15	17	22
3	PORDA	2018	14	18	29	12

Source: KONI Depok 2020.

In 2010, Depok was in 23th place with the acquisition of 3 gold, 4 silver and 14 bronze, and in 2014 Depok was in 22th place with the acquisition of 5 gold, 15 silver and 17 bronze. Furthermore, in 2018 Depok rosed up in rank to be in the top 13 with the acquisition of 14 gold, 18 silver and 29

bronze. Every year the achievements of Depok increase and to achieve these achievements, of course, the National Sports Committee of Indonesia (KONI) in Depok conducts a structured training process in the implementation of the program. In 2022, the National Sports Committee of Indonesia (KONI) in Depok has a target of the top 10 at the Regional Sports Week (PORDA) which has now changed to the Provincial Sports Week (PORPROV).

At the 2018 Regional Sports Week (PORDA) KONI Depok had a target to be able to win 22 gold medals, but in reality the results of the 2018 Regional Sports Week (PORDA) the National Sports Committee of Indonesia (KONI) in Depok were only able to get 14 gold medals. There is a total difference of 8 gold medals from what was targeted with the results obtained. This is of course also a factor to be able to evaluate the coaching program that is being and has been carried out, what factors have caused the achievement of the medals that have been targeted will be an evaluation for the preparation of the upcoming 2022 Provincial Sports Week (PORPROV).

Table 2. Number of Target and Medal Results in PORDA 2018.

Gold Amount	Target	Result of BK PORDA	Result of PORDA
	22	13	14
Difference Amount			8

Source: Binpres KONI Depok City in 2018.

Although every Regional Sports Week (PORDA) KONI Depok always experiences an increase in ranking and the number of medals, the achievement of the gold medal target has not been in accordance with what was targeted. At the 2018 Regional Sports Week (PORDA) KONI Depok had a target to be able to win 22 gold medals, but in reality the results of the 2018 Regional Sports Week (PORDA) KONI Depok were only able to get 14 gold medals. There is a total difference of 8 gold medals from what was targeted with the results obtained. This is of course also a factor to be able to evaluate the coaching program that is being and has been carried out, what factors have caused the achievement of the medals that have been targeted will be an evaluation for the preparation of the upcoming 2022 Provincial Sports Week (PORPROV). According to (Komarudin & Sartono, 2016) sports coaching aims are to improve the quality of human resources who are physically, mentally and spiritually healthy for the community,

and are aimed at shaping character and personality, discipline, sportsmanship, and to increase maximum performance to generate a sense of national pride.

According to Deni Suprayogi (2020) as the deputy head of the field of coaching and achievements of KONI Depok, he stated that there was no structured and specific evaluation, only that an evaluation was carried out after every events that had been followed. According to (Vanagosi & Dewi, 2019) evaluation is one of the functions or elements of management, as an improvement of other management functions or elements, namely planning. Evaluation can identify what actually happened in the implementation or implementation of the program. (Munthe, 2015) said that program evaluation is a process of searching, finding and determining information that is systematically explained about the planning, values, goals, benefits, effectiveness and conformity of something with the criteria and objectives that have been set. Although every Regional Sports Week (PORDA) of the National Sports Committee of Indonesia (KONI) in Depok always experiences an increase in the ranking and number of medals, the achievement

of the gold medal target has not been in accordance with what was targeted.

Program evaluation is carried out to measure the level of success of a program and take appropriate steps to follow up such as following up, revising, continuing and disseminating the program. Evaluation is not only done at the end of the program but also needs to be done while the program is being implemented, starting from the selection of potential athletes, preparation of training programs, implementation of training programs and participation in a competition. The preparations made to prepare for the competition every 4 years are certainly different, because they are adjusted to the needs, opportunities, and targets that exist. National Sports Committee of Indonesia (KONI) in Depok has 45 sports branch and 41 sports branch management, where there are 29 flagship sports program on preparation the Integrated Athlete Acceleration Program (PAKET) Provincial Sports Week (PORPROV) 2022.

Of the 29 flagship sports in Depok, researchers interested in examined the sports of rafting, athletics, karate, kempo and petanque because these sports are also potential sports of

the National Sports Committee of Indonesia (KONI) in Depok, which when viewed from the history of achievements, has always contributed medals to previous championships and several the sport at the 2018 Regional Sports Week (PORDA) also contributed a gold medal for Depok. That way, this five sports branch also have the potential to contribute medals again for Depok, especially the gold medal at the upcoming 2022 Provincial Sports Week (PORPROV) and it is hoped that their achievements will increase even more from the previous PORDA.

In this study, author want to know the potential of human resources which include athletes and coaches, the implementation of the coaching program that is run, the available facilities and infrastructure, and the management organization that carries out the development of the Integrated Athlete Acceleration Program (PAKET) of the National Sports Committee of Indonesia (KONI) in Depok.

METHOD

This research is a qualitative research using a descriptive approach. According to Dantes (2012: 51) descriptive research was conducted to obtain information and try to determine

the nature of the situation as it was at the time of the research. In qualitative research, there are two main objectives, namely, to describe and express (to explore) describe and to describe and explain (to describe and explain). Qualitative research is a research conducted to describe and analyze phenomena, events, social activities, attitudes, perceptions and thoughts of people individually and in groups (Bachri, 2010).

This research was conducted at the National Sports Committee of Indonesia (KONI) in Depok, which is located at Jl. Gelatik Raya No.1, Pancoran Mas, Depok Jaya, Depok City. The resource persons in this study consisted of sports administrators, coaches and athletes from 5 potential sports of the National Sports Committee of Indonesia (KONI) in Depok, namely athletics, rafting, karate, kempo, and petanque. The total number of resource persons was 15 people which included 1 athlete, 1 coach, and 1 sports administrator from the 5 sports branch.

Qualitative research instruments are not only external (objective) but also internal (subjective), that is, with the intention of not only using other tools but the researchers who are also instruments

so that they are able to target the completeness of research (Nugrahani, 2014). The instrument used in this research is to use the method of observation, interviews, and documentation guidelines with the tools of the interview guide and a voice recorder.

Data collection methods used are observation, interviews, and documentation. Observations are carried out to find information or data by making observations first. This study uses a non-participatory type of observation, namely the researcher is not directly involved in the object of research, meaning that the researcher is present in data collection but only records all activities that occur in a focused manner (Purnomo, 2011).

Interviews were conducted to find out and seek answers to research questions. The type of interview used by the authors is a structured interview, namely conducting interviews with questions that have been prepared in advance, with the same sequence of questions that will be addressed to the interviewer. In the interview technique, authors must competence in communicate, namely good communication skills with the

participants to be studied. Documentation as evidence that can help provide information in the form of photos, letters, archives, etc. In this study, documentation is used to support data on the object under study.

In qualitative research, researchers must try to get valid data, therefore in data collection researchers need to hold data validity so that the data obtained are not invalid (defective) (Bachri, 2010). To determine the validity of the data, authors used a data examination technique, namely triangulation. According to (Nugrahani, 2014) in (Moleong, 1990: 178) triangulation is a technique of checking the validity of the data by utilizing something else from outside the data for the purpose of checking or comparing the data in question. In this study, authors used two triangulation techniques, namely source and method triangulation.

Data analysis is the most important part of this study, because it is used to solve problems in the study. According to (Nugrahani, 2014) data analysis is organizing data, sorting data into units that can be processed, conducting synthesis, finding and determining patterns, finding important

things and making decisions to be shared with others. The process of data analysis in this study includes several things, namely data collection, data reduction, data presentation and drawing conclusions.

RESULT AND DISCUSSION

1. Recruitment of Human Resources (HR) of Athletes and Coaches

Based on the results of the study, it can be seen that the recruitment of athletes from the Integrated Athlete Acceleration Program (PAKET) is carried out by taking into account several things, including through physical tests and technical tests. from the history of achievements that athletes get, physically, physically and spiritually healthy, disciplined and responsible. The most important thing in recruiting is from the track record of achievements that have been achieved by athletes, most of the athletes who carry out the coaching package are athletes who have participated in the previous Provincial Sports Week (PORPROV) championships and also won medals at the championship. The participation of athletes in the Provincial Sports Week (PORPROV) championship is a benchmark of achievement because the athletes who have participated there have

confirmed that they are athletes who have been fostered by the National Sports Committee of Indonesia (KONI) in Depok and are ready to compete in championships, especially the championships Provincial Sports Week (PORPROV).

To become a coach in the development of the Integrated Athlete Acceleration Program (PAKET), there are no complicated tests or criteria. Recruitment is done by looking at the coaching certification in a sport that is occupied. Of course, the certificate is owned at least at the regional level. In addition, they must be physically and mentally healthy, and have the attitudes that describe a coach in general.

The potential of Depok athletes can be said to be good and have a great chance of winning medals at the Provincial Sports Week (PORPROV) championship. One of the requirements for athletes who carry out the development of the Integrated Athlete Acceleration Program (PAKET) is to have great achievements and at least have participated in the Regional Sports Week (PORDA) championships before. In addition, the athletes also take parameter tests such as physical tests and technical tests according to their

respective sports to be included in the list of athletes of the Integrated Athlete Acceleration Program (PAKET). Although Depok athletes have potential and talent, the number of athletes is still a few. In the sense that it is sufficient but not sufficient, currently the number of athletes is sufficient in accordance with the existing match numbers, but it would be even better if this number exceeds the number required for each match number.

While the potential of trainers owned by the National Sports Committee of Indonesia (KONI) in Depok, is enough and sufficient in number, but for certified trainers it is still not sufficient. Although the number of trainers is sufficient, if they are not certified then the trainer can be said to be incompetent. One of the requirements or criteria for coaches who run the Integrated Athlete Acceleration Program (PAKET) coaching is to have a coaching certification in the sports they mastered, this is aimed at supporting the profession as a coach and being able to become a competent coach in order to produce athletes who excel.

2. Implementation of the Integrated Athlete Acceleration Program (PAKET) in KONI Depok

According to (Swadesi & Kanca, 2020) the training program is one of the important factors to be able to increase optimal abilities in achieving the athlete performance. The design and preparation of training programs must be adapted to the needs of athletes, because the potential of each athlete is very different. The training program provided by the National Sports Committee of Indonesia (KONI) in Depok to athletes from the Integrated Athlete Acceleration Program (PAKET) is good and programmed because it includes components of physical condition. Athletes of the Integrated Athlete Acceleration Program (PAKET) undergo regular and periodic physical exercise according to the schedule made by the Strength and Conditioning (SC) team. The SC team is divided into several clusters to develop a physical exercise program for athletes, one of the coaching in this program is that athletes from the Integrated Athlete Acceleration Program (PAKET) receive physical exercise facilities. In addition to undergoing physical training, athletes also need mastery of techniques and tactics to support athlete performance. The National Sports Committee of Indonesia (KONI) in Depok has carried out the development of the Integrated

Athlete Acceleration Program (PAKET) properly because to recruit athletes in this program, physical parameter tests are used, in addition to seeing the development of the physical condition of athletes, KONI also holds regular physical tests. The preparation of a well structured training program by taking into account the existing components and carried out regularly and continuously will be able to improve the abilities and quality of athletes so that they will produce maximum performance.

The guidance carried out by the National Sports Committee of Indonesia (KONI) in Depok is good, KONI Depok fosters athletes from scratch, several sports carry out the problem-solving stage by carrying out extracurricular activities at school and opening the recruitment of athletes in general, then at the nursery stage athletes are given training programs that can support their abilities. and will lead to achievement. Furthermore, by running an achievement coaching program for athletes, by running the program the athletes are specially prepared and nurtured to take part in a competition that will later produce medals.

The National Sports Committee of Indonesia (KONI) in Depok has a strategy to improve athlete achievement. For example, conducting a test match with other regions, so the coach can see the abilities of the two athletes, both the athletes themselves and the opposing athletes, so that they can be compared and then produce conclusions that need to be fixed or improved. In the implementation of the development of the Integrated Athlete Acceleration Program (PAKET) there are also inhibiting factors including inadequate infrastructure, lack of attention to nutrition, and factors from the individual athletes themselves. In addition, the factor of the coach's role in monitoring virtual training activities also affects the response obtained from athletes.

3. Completeness of Owned Facilities and Infrastructure

One of the supporting factors are facilities and infrastructure. Sports facilities and infrastructure are supporting resources that include all forms of equipment and places in the form of buildings that are used to meet the requirements set for the implementation of sports programs (Asad et al., 2020). The facilities and infrastructure provided for the

development of the Integrated Athlete Acceleration Program (PAKET) KONI Depok are quite good and complete covering all the needs of athletes, but for infrastructure such as the field used for athlete training, it is still not standardized and inadequate. These constraints certainly affect the training process in this coaching.

Sports facilities and infrastructure that have a good standard can support athlete achievement, but if the feasibility or condition of the infrastructure is not good and standardized, the implementation of coaching cannot run optimally. Maintenance is also carried out on the facilities and infrastructure provided, the aim is that these facilities and infrastructure are maintained and can be used for a long period of time.

Good sports facilities and infrastructure can make it possible to influence the coaching process carried out, because with good facilities and infrastructure it will be easier to develop achievement sports. In addition, good quality facilities and infrastructure also play an important role in the safety of its users, because it can reduce the factor of injury in the implementation of activities

that use these facilities and infrastructure.

4. Management Organization

Performance

According to (Wijaya, 2017) in (Robbins and Judge, 2011:36) states that the organization is a social unit that is mutually consciously coordinated, consisting of 2 (two) or more people who function on a relatively continuous basis to achieve a set of common goals. The management organization of the sports branch that carries out the development of the Integrated Athlete Acceleration Program (PAKET) can be said to have an organizational structure but in its implementation it has not gone well, there are some sports branch manager who are just a formality of their names and duties in the decree but in reality not all are active and active. carry out their duties properly. On the other hand, there are also organizations from sports that are active and running well in their management, always providing the best planning and support in carrying out the development of the Integrated Athlete Acceleration Program (PAKET).

Even though it hasn't gone well, the branch management always provides support and facilities for all the athletes' needs. Because the branch management

is an intermediary between the National Sports Committee of Indonesia (KONI) in Depok and athletes and coaches, KONI Depok gives trust and responsibility to branch managers to foster their respective athletes.

In addition, the regional head also always supervises every training athlete, the supervision is carried out directly or virtual, the aim is to see the development of the athletes ability and the results of this supervision can be used as a report for evaluation material related to the results of athletes running an exercise program.

CONCLUSION

Based on the results and discussion of the research, the conclusion obtained is that the recruitment system run by athletes and coaches at the KONI Depok Integrated Athlete Acceleration Program (PAKET) can be said to be not good and it is necessary to pay attention to the number of certified trainers owned. The implementation of the guidance for the Integrated Athlete Acceleration Program (PAKET) of KONI Depok has been carried out properly and accordingly, although there are several inhibiting factors in its implementation. The existing facilities and infrastructure to

support the implementation of the KONI Depok Integrated Athlete Acceleration Program (PAKET) can be said to be not good, such as the field is still said to be not standardized. The performance of the management organization of the KONI Depok Integrated Athlete Acceleration Program (PAKET) can be said to be good and always supports the needs of athletes and provides efforts that support the KONI Depok program to improve athlete achievement.

REFERENCES

- Asad, H. Al, Mulyadi, & Sugiharto, W. (2020). Survei Sarana Dan Prasarana Olahraga di SMP Negeri Sekecamatan Prabumulih Timur. *Muara Olahraga*, 3(1), 11–20.
- Bachri, B. S. (2010). Meyakinkan Validitas Data Melalui Triangulasi Pada Penelitian Kualitatif. *Teknologi Pendidikan*, 10, 46–62.
- Effendi, H. (2016). Peranan psikologi olahraga dalam meningkatkan prestasi atlet. *Nusantara (Jurnal Ilmu Pengetahuan Sosial)*, 1, 23–30.
- Komarudin, & Sartono, H. (2016). Profil Pembinaan Atlet Potensial KONI Kota Bandung (Upaya Menjaring Data Calon Atlet Potensial untuk Persiapan Porda XIII di Kabupaten Bogor). *Jurnal Kevelatihan Olahraga*, 8(2), 11–24.
- Munthe, A. P. (2015). Pentingnya Evaluasi Program di Institusi Pendidikan. *Scholaria : Jurnal Pendidikan Dan Kebudayaan*, 5(2), 1.

- <https://doi.org/10.24246/j.scholaria.2015.v5.i2.p1-14>
- Nugraha, P. D., & Pratama, E. B. (2019). Survei Pembinaan Prestasi Atlet Bolabasket Kelompok Umur di Bawah 16 dan 18 Tahun. *Journal of Chemical Information and Modeling*, 4, 240–248.
- Nugrahani, F. (2014). *Metode Penelitian Kualitatif dalam Penelitian Pendidikan Bahasa* (Vol. 1, Issue 1). <http://e-journal.usd.ac.id/index.php/LLT%0Ahttp://jurnal.untan.ac.id/index.php/jpdpb/article/viewFile/11345/10753%0Ahttp://dx.doi.org/10.1016/j.sbspro.2015.04.758%0Awww.iosrjournals.org>
- Nugraheni, A. R., Rahayu, S., & Handayani, O. W. K. (2017). Evaluasi Pembinaan Olahraga Prestasi Bola Voli Pantai Puteri Klub Ivojo (Ikatan Voli Ngembalrejo) di Kabupaten Kudus Tahun 2016. *Journal of Physical Education and Sports*, 6(3), 225–231.
- Pahlepi, S. M. R. (2019). *Peran Komite Olahraga Nasional Indonesia (KONI) Kalimantan Timur Dan Pengurus Cabang Olahraga Kempo Dalam Meningkatkan Prestasi Atlit Kempo Di Kalimantan Timur*. 3(4), 1780–1793.
- Prasetyo, A. A. (2018). *Evaluasi Pembinaan Prestasi Hoki Kabupaten Mojokerto*. 1–11.
- Purnomo, B. H. (2011). Metode dan Teknik Pengumpulan Data dalam Penelitian Tindakan Kelas (Classroom Action Research). *Jurnal Pengembangan Pendidikan*, 8(1), 251–256. <https://media.neliti.com/media/publications/210251-metodedan-teknik-pengumpulan-data-dalam.pdf>
- Saputra, A. F. D., & Subagio, I. (2017). Manajemen Pembinaan Olahraga Prestasi KONI Kabupaten Tuban. *Jurnal Prestasi Olahraga*.
- Sari, H. P., Handayani, O. W. K., & Hidayah, T. (2017). Evaluasi Program Pembinaan Atlet Pekan Olahraga Nasional Cabang Olahraga Bulu Tangkis Provinsi Sumatera Selatan. *Journal of Physical Education and Sports*, 6(3), 261–265.
- Swadesi, I. K. I., & Kanca, N. (2020). Signifikansi Program Latihan Dalam Upaya Meningkatkan Performa Atlet. *Seminar Nasional Riset Inovatif*, 284–289. <https://eproceeding.undiksha.ac.id/index.php/senari/article/view/2135>
- UU No 3 Tahun 2005. (2005). Undang-Undang Republik Indonesia Nomor 3 Tahun 2005 Tentang Sistem Keolahragaan Nasional Dengan. *Presiden RI*, 1, 1–53.
- Vanagosi, K. D., & Dewi, P. C. P. (2019). *Evaluasi Program Pembinaan Prestasi Cabang Olahraga Panahan di Bali*. 6(1).
- Wijaya, C. (2017). Perilaku Organisasi. In *Lembaga Pengembangan Pendidikan Indonesia (LPPPI)*, Medan. www.lpppindonesia.com