

EVALUASI PROGRAM PENGEMBANGAN PRESTASI PADA PUSAT LATIHAN CABANG OLAHRAGA *FINSWIMMING*

EVALUATION OF ACHIEVEMENT DEVELOPMENT PROGRAM AT THE FINSWIMMING SPORT TRAINING CENTER

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ABSTRAK

Penelitian ini bertujuan untuk mengevaluasi pelaksanaan program pembinaan prestasi cabang olahraga *Finswimming* di Pemusatan Latihan Cabang (Puslatcab) Kabupaten Pasuruan dengan menggunakan model evaluasi CIPP (*context, input, process, dan product*). Penelitian ini merupakan penelitian evaluasi. Pengumpulan data pada penelitian ini melalui observasi, angket, wawancara dan data dokumentasi kepada atlet dan pelatih *Finswimming* Puslatcab Kabupaten Pasuruan serta pengurus Komite Olahraga Nasional Indonesia (KONI) Kabupaten Pasuruan Bidang Pembinaan Prestasi (Binpres). Teknik analisis data yang digunakan yaitu analisis deskriptif *Mix Methods* atau analisis deskriptif kualitatif dan kuantitatif. Hasil penelitian menunjukkan bahwa secara keseluruhan hasil evaluasi program pembinaan prestasi cabang olahraga *Finswimming* Puslatcab Kabupaten Pasuruan sudah berjalan dengan baik. Konteks evaluasi sudah berjalan sangat baik, dari sisi input sudah baik, dari sisi proses sudah berjalan sangat baik dan dari sisi produk hasil prestasi atlet-atlet *Finswimming* Puslatcab Kabupaten Pasuruan sudah sangat baik dapat dilihat dari hasil data dokumentasi prestasi-prestasi yang pernah diraih sebelumnya.

Kata Kunci: evaluasi; pembinaan prestasi; *Finswimming*

ABSTRACT

This study aims to evaluate the implementation of the Finswimming achievement development program at the Pasuruan Regency Branch Training Center (Puslatcab) using the CIPP evaluation model (context, input, process, and product). This research is an evaluation research. Data collection in this study was through observation, questionnaires, interviews and documentation of athletes and trainers for the Finswimming Puslatcab of Pasuruan Regency and administrators of the Indonesian National Sports Committee (KONI) for Pasuruan Regency in the Field of Achievement Development (Binpres). The data analysis technique used was Mix Methods descriptive analysis or qualitative and quantitative descriptive analysis. The results showed that overall the results of the evaluation of the achievement development program in the Finswimming Puslatcab Pasuruan Regency had gone well. The context of the evaluation has gone very well, from the input side it has been good, from the process side it has gone very well

and from the product side the results of the achievements of the Finswimming Puslatcab athletes in Pasuruan Regency have been very good as can be seen from the results of the data documentation of achievements previously achieved.

Keyword: *evaluation; achievement coaching; Finswimming*

Introduction

Achievement sports provide coaching and development in a structured, systematic, tiered, and sustainable manner to athletes through competitions to achieve regional, national and international level achievements with the support of sports science, which is in line with national development goals (Kemenpora, 2022). Achievement from achievement sports is the optimal result of the best performance. The best performance from the competition is as a champion, winner, and medalist at the regional, national, and international levels (Citra Permana Dewi & Dian Vanagosi, 2019; Rahmat, 2011).

One of the supporting factors for achieving maximum sports achievement is the coaching and development of the sport itself. Therefore the coaching and development of sports achievement need total support from the leading sports branch organizations as well as from government agencies related to sports achievements by implementing quality coaching, structured and clear goals and objectives (Arikunto & Jafar, 2010; Citra Permana Dewi & Dian Vanagosi, 2019; Irmansyah, 2017; Ridwan Lubis et al., 2017). According to UU no. 11 of 2022, concerning the National Sports System, *"The development and development of achievement sports is a forum designed to foster and develop sportsmen and have the potential to become sportsmen with national and international standards"* (Kemenpora, 2022).

Coaching and developing sports can only run slowly, especially with careless management; total commitment is needed to foster sports systematically and sustainably (Hadi & Mutrofin, 2006; Juliandi et al., 2020; Reza Adzalika et al., 2019; Wani, 2018). Achievement sports are observable and measurable, meaning that achievement sports development is carried out with a scientific approach starting from the selection process to the coaching process, can be observed, measured, and shown clearly the process and results (Permana, 2020; Saraswara et al., 2020; Wani, 2018). Programs for fostering and developing sports achievements can run with the support of well-identified components. The following are some of the components of the achievement development program, including 1) Background, 2) Legal basis, 3) Objectives, 4) Targets, 5) Strength factors, 6) Athletes, 7) Facilities and infrastructure, 8) Funding, 9) Training program, 10) Evaluation and monitoring (Harsono, 1988; Harsuki, 2012; Ridwan Lubis et al., 2017).

In the coaching process, evaluating is necessary because a field of work can be known to be good or bad if an evaluation has been carried out (Arikunto & Jafar, 2010; Wirawan, 2011). A coaching and achievement development program must be completed quickly, too, because a coaching program is tiered and continuous. Because of that, a program can last relatively long (Azmi & Sunarno, 2017; Erowati, 2017; Suganda et al., 2021; Wirawan, 2011).

Implementation of program evaluation has the aim of identifying the level of achievement

of objectives, measuring the direct impact that has occurred on program objectives, and knowing and analyzing other consequences that may occur objectively, either in the form of data, analysis, or other conclusions (Frye & Hemmer, 2012; Suharto, 2005; Wiley & Sons, 2001). Another advantage is that by evaluating the program, it is hoped that it will benefit everyone involved in the coaching program. Well-organized achievement development can ensure that talented athletes are in peak condition and can consistently perform successfully during the competition (Diatmika et al., 2021; Lim et al., 2014; Reza Adzalika et al., 2019).

The development of sporting achievement is carried out in various aspects, starting from regional, provincial to national levels to send their best athletes to this tiered championship. One of them is Pasuruan Regency which has developed sports achievement coaching through the Branch Training Center (Puslatcab) under the auspices or responsibility of KONI Pasuruan Regency provides the best coaching to talented young athletes in the region (Saputra et al., 2021; Zapata, 2015). Puslatcab Pasuruan Regency was a coaching platform for outstanding athletes from sports who won gold, silver, and bronze medals at the previous East Java Provincial Sports Week (Porprov) and non-medal athletes from sports who excelled at National Championships with a maximum age of 21 years old. In 2021 who passed the administrative selection and physical tests conducted by the KONI Puslatcab Pasuruan Regency.

One of the achievement sports at the Puslatcab Pasuruan Regency is the sport of finswimming. Finswimming has the meaning of a sport that has movements using monofins or fins, both on the surface of the water and by diving underwater, where swimmers compete based on speed. According to *"Fin swimming is a sport in which swimmers attach fins and compete based on the speed at the water surface or below the water surface"*. Finswimming is the same technique and style as swimming (CMAS World Underwater Federation, 2011). The finswimming competition is divided into four techniques: immersion, bi-fins, apnea, and surface. These numbers are held in swimming pools, but some are held in open water (Nakashima et al., 2019).

In Pasuruan Regency, finswimming is one of the leading sports. We can see the multievent Porprov East Java, Finswimming Pasuruan Regency won the general championship ranking in the 2019 and 2022 East Java Porprov and several regional to national championships that have been participated in (tables 1 and 2). The development of finswimming athlete achievements in the Pasuruan Regency must be integrated with the management system of the KONI Pasuruan Regency. KONI Pasuruan Regency has an achievement coaching system for all achievement sports that take part in Porprov championships, namely Puslatcab Pasuruan Regency. The following describes the acquisition of finswimming medals in Porprov in the last ten years.

Table 1. Achievement Data for Finswimming Athletes in Pasuruan Regency in East Java Porprov

No.	Porprov	Achievements		
		Gold	Silver	Bronze
1.	Porprov 2022	14	8	4
2.	Porprov 2019	11	1	3

3.	Porprov 2015	8	5	5
4.	Porprov 2013	4	2	3

(Source: Documentation and interviews from sources)

As a further consideration, the following are the results of finswimming achievements at the Regional Championships (Kejurda) and National Championships (Kejurnas) in Finswimming for the last five years.

Table 2. Achievement Data Finswimming Athletes in Pasuruan Regency on the Kejurda and National Championships

No.	Championship Name	Achievements			Ranking
		Gold	Silver	Bronze	
1.	East Java Finswimming Championship 2022	20	21	14	Rank 2
2.	East Java Governor Cup Finswimming Championship 2021	16	10	6	Rank 2
3.	East Java Governor's Cup Finswimming Championship 2019	26	11	7	Rank 2
4.	East Java Finswimming Championship 2019	14	8	14	Rank 3
5.	East Java Governor Cup Finswimming Championship 2018	11	11	6	Rank 4
6.	East Java Governor Cup Finswimming Championship 2018	12	8	11	Rank 3
7.	East Java Governor Cup Finswimming 2017	16	15	6	Rank 2

(Source: Documentation and interviews from sources)

Based on these data, the Pasuruan Regency finswimming achievements. Pasuruan was quite good in the last two PORPROVs, namely PORPROV in 2022 and 2019, winning the championship. Meanwhile, in the Kejurda and National Championship events, they are consistently ranked in the top three. The achievement is a proud achievement for the Pasuruan Regency finswimming journey. Therefore, researchers are interested in conducting scientific studies to evaluate the program for coaching achievements in the Finswimming in Pasuruan Regency to reveal the coaching system carried out by KONI Pasuruan Regency, which was submitted to Puslatcab Pasuruan Regency so that the development was realized.

Based on the explanation, the researcher would like to describe the primary key to the success of the finswimming Puslatcab program by being able to become the first winner for two consecutive championships in Porprov. That it can be used as a guideline for maintaining achievement and even improving it to be even better amid all the shortcomings felt by coaches and finswimming athletes. Puslatcab Kab. Pasuruan. And can be used as a reference for achievement development programs by other sports in the Puslatcab Kab. Pasuruan and even training camps in other districts or cities so that the development of finswimming sports is increasingly widespread throughout Indonesia.

Method

This evaluation research uses mixed or mixed methods of quantitative and qualitative.

Quantitative and qualitative research methods cannot be seen as two research methods that are dichotomous and conflict with each other but are complementary to obtain more comprehensive, valid, reliable and objective data. The use of this combination method can be maximized by researchers in conducting simple data searches by the conditions of the achievement coaching program in Puslatcab Kab. Pasuruan.

Based on expert opinion regarding mixed methods, the combined method is a method that uses quantitative and qualitative data (Sugiyono, 2013)(Farquhar et al., 2011). It is hoped that the use of this combination method can be maximized by researchers in conducting accurate data searches by the conditions of the achievement development program in Puslatcab Pasuruan Regency.

The evaluation model used in this study is the CIPP evaluation model, namely context, input, process, and product (Stufflebeam & Shinkfield, 2007). The CIPP evaluation model is considered a comprehensive and complex evaluation model, so that it can be used optimally in this study. This evaluation model can be used to see whether or not a program is running as planned. This research was conducted in Pasuruan Regency, precisely at the KONI Pasuruan Regency and at the physical training ground for finswimming athletes in Pasuruan Regency, Purworejo area, Pasuruan City, in October-November 2022. The population of this research is KONI Kab. Pasuruan, especially in the Field of Development and Achievement (Binpres), coaches and finswimming athletes at Puslatcab Kab. Pasuruan numbered 27 people. Reliable data must be obtained from these respondents, who are considered to have an excellent understanding of the District Puslatcab program. Pasuruan is good at finswimming.

This study's instruments used to collect data were questionnaires, interviews, observation guidelines, and documentation. Instruments in the form of questionnaires and interview guidelines were both addressed to administrators, trainers, and athletes for the Finswimming Program Puslatcab Pasuruan Regency was made by adopting the questionnaire and interview guidelines of Johan Irmansyah, IKIP Mataram (Irmansyah, 2017) regarding the evaluation of the beach volleyball achievement development program. The instrument has been considered valid if the instrument can be used precisely what is to be measured. With valid instruments, valid data will also be produced. The content validity of the questionnaire and interview guide in this study was carried out by developing a grid that had been prepared by the researcher based on theoretical studies. The questionnaire instrument and interview guide have been validated by a validator who is an expert in their field (expert judgment) and declared fit for use as a research instrument. The questionnaire used uses a Likert scale. Here are the categories of the scoring scores:

Table 3. Research questionnaire score categories

Linkert scale	Category	Range value	Remarks
1	Strongly disagree	1 - 1.8	Very Unfavorable
2	Disagree	1.81 - 2.60	Not good
3	Enough	2.61 - 3.40	Fairly good
4	Agree	3.41 - 4.20	Good

5	Strongly Agree	4.21 - 5	Very good
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The data analysis technique used in this evaluation research is quantitative and qualitative descriptive analysis. The researcher describes and interprets the data from each component that has been evaluated both in quantitative and qualitative data from the results of questionnaires, interviews, observational data, and documentation.

Results

This achievement development program evaluation research produced in-depth facts about. All data presented in this study is correct data and was carried out by the researchers themselves. Many positive and negative findings were found during the data collection process at the Pasuruan Regency finswimming. Data regarding research results will be discussed in detail and systematically according to the evaluation model used. The findings of the data information are in the form of supporting components for the success of the Puslatcab finswimming achievement development program in the Pasuruan Regency, which will be explained and analyzed quantitatively and qualitatively.

The results of the following data analysis will discuss the evaluation of the Puslatcab finswimming program in Pasuruan Regency is reviewed in terms of context, input, process, and product, as well as aspects that are considered in the achievement development program research. The findings will be presented in the following tables and diagrams:

Table 4. Evaluation Results Of The Context Of Puslatcab Finswimming Pasuruan Regency

Indicator	Achievement		
Context	Average	Category	Deslription
Background of the coaching program	4.80	Very good	Sudah sesuai dengan program pembinaan
Coaching program objectives	4.73	Very good	Very good It has been achieved in accordance wi predetermined objective
Evaluation component	4.84	Very good	Very good, it has been going well

(Sources of data: Questionnaires, interviews, observation, and documentation)

In this research, based on table 4. the indicators used in context evaluation are the background of the coaching program, the objectives of the coaching program, and the evaluation components. Furthermore, several components in the context evaluation indicators include background, legal basis, program objectives, program objectives, management structure, Puslatcab vision and mission, target champions in the 2022 Poprov, and achievement development.

Based on table 5, In evaluating the input indicators used are coaches, athletes, advice and infrastructure, training programs, funding, and parental support. Furthermore, several components in the input evaluation indicators are about the selection of coaches and athletes, the quality or qualifications of coaches, procurement, standards, completeness and maintenance

of infrastructure, the welfare of coaches and athletes, short and long-term training programs, and parental support for the Puslatcab finswimming Pasuruan Regency has been obtained from the process of interviews, filling out questionnaires, observation, and documentation data.

Table 5. Results of Input Evaluation Of Puslatcab Finswimming Pasuruan Regency

Indicator		Achievement Indicator	
Input	Mean	Category	Description
Coaches	4.29	Very good	The quality of trainers and the recruitment of coaches is very good because it is following their experience as former athletes and all of them have coaching certificates
Athletes	4.30	Very good	Recruitment and quality of athletes have been going very well
Facilities and infrastructure	3.68	Good	Facilities and infrastructure are adequate according to observation data and documentation in the field although they still need to be improved
Funding	3.89	Good	Funding has been distributed according to programs and needs but athletes and coaches feel that it still needs to be improved
Exercise program	4.73	Very good	The exercise program that has been prepared is very good
Parental support	4.58	Very good	Parental or guardian support is very positive for the progress of finswimming in Pasuruan Regency

(Sources of data: Questionnaires, interviews, observation, and documentation)

Based on table 6, process evaluation in this study assesses the implementation of the plan and the monitoring evaluation plan. The relationship evaluation process in the Puslatcab program will be able to answer questions about whether program activities have been going well by the plans and time plots that have been made, whether program implementers are following the established criteria, whether monitoring and evaluation are carried out properly and constraints encountered during program implementation. In the process of evaluation, the indicators used by researchers are program implementation and evaluation monitoring. Some of the components in it are short and long-term training programs, general preparation, special preparation, pre-competition, main competition, and transition, as well as monitoring and evaluation implementation. The following is a table and diagram of the results of the process evaluation:

Table 6. Process Evaluation of The Puslatcab Finswimming Pasuruan Regency

Indicator		Achievement indicator	
Process	Mean	Category	Description
Program implementation	4.67	Very good	It has been running very well following the program that has been prepared
Monitoring and evaluation	4.66	Very good	The attention given by the KONI Pasuruan Regency is very good for the

(Sources of data: Questionnaires, interviews, observation, and documentation)

Table 7. Product evaluation Results for Puslatcab finswimming Pasuruan Regency

Indicator		Achievement Indicator	
Product	Mean	Category	Description
Achievement	4.24	Very good	The results of the athlete's achievements have been very good, as can be seen from the documentation of this study

(Sources of data: Questionnaires, interviews, observation, and documentation)

Based on table 7, product evaluation is the final stage of a series of program evaluations. At this stage, the evaluation aims to determine the extent to which the Puslatcab program objectives have been achieved. This evaluation discusses the achievements that have been achieved by athletes, both at the regional and international levels. Achievement is a measure of the success of a coaching program that has been carried out by each achievement coaching program. In evaluating this product, the indicator used is an achievement. The following is a table and diagram of the results of the product evaluation, as follows:

Discussion

First, the Puslatcab achievement coaching program is the leading work program for KONI Pasuruan to create quality, accomplished, potential top athletes able to compete for medals at PORPROV VII East Java in 2022. Especially finswimming, as one of the five leading sports at KONI Pasuruan Regency, is projected to be able to improve performance or at least be able to maintain performance well. Second, the main target of the Puslatcab Koni Pasuruan Regency is ranked in the top 5 in Porprov VII East Java with the support of sports science and technology, sports science in an integrated, measurable manner. However, it turns out that this target cannot be realized because, in Porprov VII in 2022, Pasuruan Regency can only maintain its ranking, which is in the top 6. Based on data collection conducted by researchers, improvements are still needed in several sectors, such as the evaluation component. To achieve the target of the coaching program that has been made, full cooperation and support are needed from the management, government, and families or the environment around the athletes.

Input evaluation is a fact-finding about what should be done in the Pasuruan Regency finswimming. The findings in this study are that the requirements for the selection of coaches and athletes are written very clearly in the Puslatcab technical guidebook, recruitment of trainers has a clear selection basis so that the quality of finswimming trainers at Puslatcab Pasuruan Regency is excellent because the coach's main task is considered quite important in this coaching program. Likewise, with the recruitment of athletes, athletes are selected through several stages, namely the administrative stage, physical tests, and specific abilities; then, every certain period, they are evaluated with a promotion and degradation system. This can increase athletes' motivation to

continue improving their abilities when practising (Riyoko et al., 2019). Facilities and infrastructure still need to be improved. Based on researchers' findings in the field, it turns out that facilities and infrastructure are not adequately available because the available facilities and infrastructure are a form of collaboration between KONI Pasuruan Regency with sports, and KONI Pasuruan Regency only helps with accommodation and the rental of infrastructure. Although the reasons given by KONI regarding the absence of facilities and infrastructure are well understood, namely that it will cost a lot to build one facility and infrastructure for one sport, what about other sports? So that the provision of material for facilities and infrastructure can be used maximally. Likewise, the funding and awards given to athletes still need to be appropriate. Athlete performance awards are leadership awards given to athletes for their best performance. However, based on the researchers' findings, the appreciation felt by athletes has yet to be maximized, both in terms of coaching money and other awards. However, in terms of the training program, it is excellent. The training program is fully available and implemented optimally.

Process evaluation is a tool to help implement decisions, the extent to which plans that have been made are implemented. As a means to monitor, collect information and prepare reports regarding implementing decisions regarding program implementation. Based on the findings of the researchers regarding the evaluation process as follows: 1) Pasuruan Regency has a centralized training program which, in the implementation process, is fully assisted by the respective sports but is still responsible to KONI Pasuruan Regency. 2) The training program created by each sport has the primary goal of increasing athletes' ability so that they have optimal performance when participating in regional competitions. 3) The effectiveness of the coaching program, especially the training program, can be measured clearly because KONI Pasuruan Regency has a regular monitoring and evaluation schedule so that the athlete's ability can be tracked in detail.

Product evaluation aims to measure and assess the success of finswimming athletes in Puslatcab Kab. Pasuruan, when following a program, about what has been done and achieved while participating in this coaching program. From the results obtained by the finswimming, athletes in Pasuruan Regency have managed to achieve maximum performance because it has been ranked as the overall champion at PORPROV 2022 and PROPROV 2019. Another achievement that deserves to be used as a consideration is getting the top 3 in the championship and throughout 2019-2022 (The list of achievements is in table 1 and table 2) Limitations.

Conclusion

Puslatcab achievement development program KONI Kab. Pasuruan is a program created to guide athletes in the District. Pasuruan, especially finswimming, will participate in the East Java Provincial Sports Week and other championships. The main objective of the establishment of Puslatcab Kab. Pasuruan is KONI Kab. Pasuruan strives to form top-quality athletes and achievers who have the potential to compete with a high fighting spirit so that athletes are expected to achieve achievements and reach the top 5 general rankings in Porprov VII East Java in 2022.

Based on the evaluation used by researchers in this study, namely the CIPP evaluation (Context, Input, Process, and Product), resulting in the following conclusions: Context, program Puslatcab KONI Kab. Pasuruan finswimming is in an excellent category because it is under the athlete's background, design and needs. However, achieving the planned achievement targets requires the active role of the KONI Pasuruan Regency, local government, coaches, athletes, and support from the environment around the athletes. Input evaluation, KONI Kab. Puslatcab program. Pasuruan has a good category because there are still several things that still need to be evaluated, improved, and developed to be even better, namely regarding facilities and infrastructure to support athlete achievement and funding for athlete welfare which athletes and coaches feel are still lacking in benefits. Process evaluation and coaching program in terms of the process carried out by Puslatcab KONI Pasuruan Regency found the evaluation process has an excellent category because both coaches and athletes are very disciplined with the training program that has been made, so the process is excellent. Product evaluation regarding the product from the District Puslatcab achievement development program. Pasuruan finswimming sports shows that finswimming in Pasuruan Regency has had outstanding achievements. It can be seen from the results of documentation and interviews obtained by researchers.

The things that need to be highlighted in this study are the achievements of the KONI Kab. Pasuruan would only have happened if the actors (athletes, coaches, and administrators) were aware of the significant relationship between sport science and coaching programs. So far, KONI Kab, Pasuruan has been very good in implementing sports science to the maximum at Puslatcab, such as always routinely carrying out tests and measurements to analyze the abilities and performance of athletes so that their abilities can be measured and their improvements monitored.

Barriers were felt by the perpetrators of implementing the KONI District Puslatcab program. Pasuruan is the limited facilities, facilities, and infrastructure provided by KONI Kab. Pasuruan, although in the technical instructions for Puslatcab KONI Kab. Pasuruan in 2021 and the results of interviews conducted by researchers with sources of information from KONI Kab. Pasuruan, currently on duty for KONI's facilities and infrastructure, works closely with their respective sports, including finswimming, and is assisted by providing rental money or coaching money given to coaches. Coaches and athletes still feel that this assistance still needs to have the maximum impact because there are many other needs (needs for training and coaching) that cannot be met with this assistance.

The most important thing is financial or budget support for the Puslatcab coaching program, especially for the finswimming sports branch, which still needs to be added. In addition, there is a need for support from all parties, both from KONI Kab. Pasuruan, local government of Kab. Pasuruan and related fields to provide enthusiastic and moral support to athletes who will fight in various regions to national multi-events, especially at the East Java Porprov VII event.

The implications of the results of this analysis and evaluation can become reference

material for correcting the deficiencies that exist in the Pasuruan Regency finswimming. Therefore, very requires evaluation to improve performance in the preparation and implementation of achievement development programs. In addition, the relationship between athletes, coaches and administrators, and parents of athletes can always be well established and continue to work together to advance finswimming achievements to be even better. Based on the analysis data and the results of the evaluation of the achievement development program at the Finswimming Pasuruan Regency Puslatcab. Several suggestions and recommendations can be put forward as follows: KONI Pasuruan Regency must make a maximum contribution, especially in terms of funding and infrastructure, to achieve maximum performance; KONI Pasuruan Regency must continue to upgrade the implementation of the District Puslatcab program. Pasuruan so that the coaching program is always up to date with the times, the recruitment of coaches and athletes must be carried out by predetermined procedures and not be used as a subjective choice, and the implementation of the training program must be carried out thoughtfully and seriously, especially for athletes, it is hoped that they will always be focused and Be professional if they want to achieve their best level of performance.

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