Evaluation of the Technical Aspects of the Persibo Bojonegoro Club in the Football Competition organized by PSSI

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ABSTRACT

The purpose of this study was to determine the evaluation of the technical aspects of the Persibo Bojonegoro club in the football competition organized by PSSI. This type of research is evaluative research (evaluation research) using descriptive methods. The evaluation research design in this study is SWOT analysis. The sources of this data or resource persons are people who play a role in the Persibo Bojonegoro team, including managers as management, old and new players, coaches and other supporting parties. In collecting data namely through observation, direct interviews and documentation. The analytical technique used in this study is descriptive. The results showed that: (1) Strengths include (a) Highly licensed Coach Experience, and (b) Talented young players make the team; (2) Weaknesses include (a) some coaches have unwritten and recorded training programs, and (b) facilities and infrastructure in the Persibo team are sufficient; (3) Opportunities include (a) the opportunity to win sponsors, and (b) the opportunity to become a big team in Indonesia because it has a good history; and (4) Threats or threats that are owned include (a) Young talent players move to other clubs on free transfers, and (b) Potential coaches move to other clubs when the competition has not ended.

INTRODUCTION

In the past, humans consciously needed physical activity to maintain the existence of life through simple activities. The main purpose of these activities is more towards meeting various basic needs for daily life. In addition, physical activities are also carried out to try to defend themselves from various threats of other living things, so that humans do more activities in the form of hunting skills and/or war skills.

The physical activities carried out by humans have changed, especially due to the challenges of life that have also changed. Nowadays hunting and various other activities
have turned into fun activities in the form of sports both modern and traditional. Goals have also changed, where these activities are more widely carried out to improve physical quality and as a tool to measure the excellence and ability of individuals or groups of people in games or sports (Coakley, 2001). Even for most modern humans, physical activity, especially sports, has become a lifestyle.

Physical activity or sports are part of the life cycle that cannot be separated and become the needs of every human being. Maksum, 2001 interprets physical activity as physical activity in the form of games that contain struggles against natural elements, others and oneself.

Indonesia regulates sports activities through Law No. 11 of 2022, concerning Sports. The law states that sports must be able to ensure equitable distribution of sports opportunities, quality improvement, and the relevance and efficiency of sports management on an ongoing basis to face challenges by the demands and dynamics of changes in sports, including strategic changes in the international environment. In addition, Law Number 3 of 2005 concerning the National Sports System is no longer by the development and needs of sports so it needs to be replaced.

Sports exist that are done individually and in groups. Group sports of interest are big ball games or football. Football is an integral part of education in Indonesia to develop human resources. In its development, football has experienced very good development. The game of football shows a very rapid development, which is shown by the application of technology in a match and the amount of football research, from the level between clubs and levels between countries, both within the scope of PSSI and the World Football Organization, FIFA. "Soccer, otherwise known as football, holds the title of the most popular worldwide sport" in Castelanos, et al (2014).

In the book Mentoring the Growth and Development of Sports School Children Barito Putera (2016) states that “Coaches at a young age need to make observations and analysis to learn basic techniques. So that it can evaluate the technical movement errors of each player at a young age”. With advances in technology, coaches are expected to be able to analyze various technical movements in football from a biomechanical point of view.

This is always related to coaching and developing programs that are achievement, which are carried out consciously, massively, and by involving the development of modern science and technology in the field of sports. Today the development of sports science and technology has been carried out by many countries seriously, where according to article 74 (3) it is held: "...... through research, study, technology transfer, socialization, scientific meetings, and cooperation between research institutions, both national and international specializing in sports science and technology" (Kemenpora, 2005).

Important components in sports achievement coaching include having goals, management, having a competent workforce, having athletes, adequate facilities and infrastructure, having organizational structure and program content, learning resources or references, having a coaching methodology, having evaluation and research instruments, and having funds. One of the football clubs, which has a myriad of
achievements in Indonesia is the Persibo Bojonegoro Club which has its home base in East Java, Bojonegoro Regency.

Persibo Bojonegoro Club is an in Indonesia based in Bojonegoro Regency, East Java, established on March 12, 1949. The club is home base at Letjen H. Soedirman Stadium, Bojonegoro Regency and competes in Liga 3 Asprov PSSI East Java. https://id.wikipedia.org/wiki/PersiboBojonegoro. It was noted that the Persibo Bojonegoro Club had a good trend, starting from the second division managed to win, promotion to the First Division which then won again, to the main division. Persibo Bojonegoro Club is a club that has excelled in the highest tier of Indonesian football, in 2012 won the Indonesian Cup and even managed to rise to the highest competition in Indonesian football, namely Indonesia Super League (Now called Liga 1). And has also represented Indonesia in the AFC Cup, although his achievements are not optimal. But for some reason, Persibo Bojonegoro Club had to get sanctioned and dropped to League 3.

The Persibo Bojonegoro club, which has been competing in the League 3 competition for the last 5 years, Persibo has not been able to achieve maximum achievements, in its first year, managed to qualify for the national zone until the round of 8, has not managed to qualify for Liga 2, at that time it was still called the Premier Division. The Second and third Year only lasts up to the regional/provincial zone. The fourth year, with large financial support, failed to qualify because of a trivial matter, namely the wrong jersey which resulted in the Persibo Bojonegoro Club being disqualified. In the fifth year, I as a researcher was appointed as Head Coach in the hope of restoring the glory days of that time. But unfortunately, the League 3 competition in 2022 was not carried out properly due to the tragedy in Kanjuruhan Malang which resulted in more than 100 deaths.

METHODS

This type of research is evaluative research (evaluation research) using descriptive methods. The evaluation research design in this study is SWOT Analysis. So that comprehensive information can be grouped according to research needs. The sources of this data or resource persons are people who play a role in the Persibo Bojonegoro team, including managers as management, old and new players, coaches and other supporting parties.

In this study, researchers have a strategy for collecting data, namely through observation, direct interviews and documentation. For the validity of the data in this study, researchers only took three techniques, namely making observations diligently to better understand phenomena and incidents, triangulating through sources and triangulating methods, checking members and asking informants to re-examine the data so that there are similarities in perception. The analytical technique used in this study is descriptive. What is meant by describing data is to describe existing data to obtain a real form from respondents, so that it is easier to understand researchers or other people who are interested in the results of the research conducted.
RESULTS AND DISCUSSION

Results

Description and Analysis of Persibo Bojonegoro Team Training Program

The results of research in the field, interviews and observations in Persibo can be concluded that in the preparation of the training program made by the trainer is good enough because it is adjusted at the periodization stage and weaknesses in a team, applies aspects of training and is coordinated with ass. head coach, but some coaches do not make training programs in writing. Training activities are carried out every day and off on Sundays in the pre-season or the match schedule during the in-season which starts at 14.30 – 17.00 WIB. The training program is carried out continuously, when approaching a competition, player selection is held and training activities are increasingly intense to get maximum results.

Description and Analysis of Persibo Bojonegoro Facilities and Infrastructure

The facilities and infrastructure owned by Persibo given to athletes are good. Some of the facilities include a football field with a large goal and a mini goal, given training clothes and soccer boots for athletes and coaches, and a ball and kun that is sufficient and suitable for use. It's just that the condition of the grass is less well watted.

Description and Analysis of Persibo Bojonegoro Player Recruitment and Breeding

The athlete recruitment process carried out by the board is to open registration for anyone and anytime for athletes who want to join and are serious about strengthening the Persibo team. The selection recruitment mechanism is carried out by a team of trainers who have coordinated with management. It's just that in Persibo there is no academy or native players fostered from the proud team of the Bojonegoro Community. Most talented young players emerge when they are already under contract or during the selection stage.

Description and Analysis of Persibo Bojonegoro’s Source of Funds

A team certainly cannot be separated from the name of funds or finances. Persibo’s budget is all borne by the trustees and then reported to the chairman and managed by the treasurer. The funds managed by the treasurer will be to run the Persibo organization, ranging from accommodation for administrators and trainers to salaries for trainers, in addition to the procurement and maintenance of Persibo Bojonegoro facilities.

SWOT Analysis

1. Persibo Bojonegoro’s strengths
   a. Quality Trainer
      The quality of coaches at Persibo Bojonegoro is said to be good, this can be seen from the recruitment of coaches who have met the criteria for experience in the field of football, in addition to being licensed standard, there are also those with S1 Sports Coaching diplomas and are still young who have very good qualities proven
to have been assistants to the national team during the Luis Mila era. This was confirmed by Sally as the manager of Persibo Bojonegoro in the last 5 years. "Players in Persibo are trained by coaches who are experienced in football and licensed" With good coaching quality will help Persibo Bojonegoro to achieve maximum achievements.

b. Talented Players
Persibo Bojonegoro has talented players, this is proven by the existence of a Bojonegoro native player, Samsul Arif, who has played for the national team and big clubs in Indonesia. This is confirmed by Sally as the manager of Persibo Bojonegoro: "there is one of our players who has been part of the team in the National and Big clubs in Indonesia, Samsul Arif is one of them". The presence of talented players will add to the strength of Persibo Bojonegoro.

2. Weakness
a. Training Facilities and Infrastructure
The training facilities and infrastructure owned by Persibo Bojonegoro are sufficient or arguably still inadequate, especially the training field because the field used for training is still rented and still needs better maintenance to sail the League in Indonesia. This was clarified by one of Persibo's management, Sally. "The quality of the grass in the field is still not good maintenance, sometimes there is still a lot of grass that is uneven in height because it is rarely cut and usually in the summer the grass becomes dry and many die" With this presentation, it is proven that the quality of the field has not received special attention from the management. However, the quality of a good grass or field will affect the quality of the player's training.

b. Funds (Financial)
One of the weaknesses possessed in the Persibo Football Professional football team is the problem of the lack of funds. Funds have an important role in supporting the implementation of the team in navigating the competition, without sufficient financial support it can be an obstacle in the implementation process so it is difficult to achieve peak achievements. The funds used to sail the competition at Persibo Bojonehororo are from sponsors, team merchandise, and tickets during matches. This was confirmed by Yuliati's mother as the manager: "The source of funds obtained by this team comes from the main sponsor, supporters, jersey merchandise and also spectator tickets, it is for the salary needs of coaches, players, officials and employees of Persibo Bojonegoro as well as the need to rent a field for training". Given the importance of funds to sail the League competition, Persibo Bojonegoro must immediately improve itself to get additional funds to be able to facilitate the team and also recruit experienced players to be able to rise to the top tier of the Indonesian league.

c. Training Program
Although Persibo has experienced coaches not all coaches who handle Persibo have a well-written and arranged training program, this can be a very influential
weakness in terms of monitoring player development and cannot be carefully prepared in the next training program.

3. Opportunities

Every professional football team has the opportunity to develop everything in that team. Similar to Persibo, Bojonegoro also has opportunities, namely:

a. Opportunities to get bigger and more well-known sponsors

Sponsorship is a very important thing that cannot be separated by a football team because sponsors can increase income funds for the team. Persibo Bojonegoro has a great opportunity to get this sponsorship because Persibo Bojonegoro has many achievements and extraordinary history to be able to get it.

b. Opportunity to Become a great team

Being a big and superior team is the hope of all professional football teams, indirectly becoming a superior team can be a reference that the team is successful in developing the potential of the players owned by the team. In addition, the seeded team can also attract sponsors and players to join the team and this is also an advantage for a team. Likewise with Persibo Bojonegoro, this team also has the opportunity to become a superior big team. This is evidenced by Persibo Bojonegoro having won the Indonesian Cup and also represented Indonesia in Asian football.

c. Facility Strategy to trigger talented players or assets to survive

One of the supports for players to stay is of course the facilities provided, this will trigger the player to defend so that the willingness to keep training hard and listen to directions from the coach will be better. When players feel comfortable and training goes well, of course, players will improve in quality and this can be an expensive value in a team.

4. Threats

Threats or threats owned by Persibo Bojonegoro based on the results of interviews with, management, coaches and players can be described as follows:

a. Young players who have talent move to other clubs

The form of threat or obstacle faced by Persibo to achieve achievements is that young players who have talent often move to other teams, this is certainly one of the threats or obstacles in a team in achieving achievements to become champions and superior teams. As explained by MD as a coach: "as a coach although a little disappointed but I do not prohibit my players from moving to other teams let alone rival teams and I also suggest that if moving to another team must be able to play better than the team left behind, especially for young players they must remain consistent in achieving achievements so that in the future they become professional football players who can be proud". Based on this information, explained that Persibo Bojonegoro gives flexibility to all its players to determine their future playing careers.

b. Transfer of coach to another team

It has become common for teams that show improved achievements must have good coaching qualities and are certainly in demand by other teams. The
management of Persibo Bojonegoro does not prohibit its coach from leaving Persibo and coaching other professional teams because this is a normal thing in a professional team. But this is certainly a threat to improve the achievements of players in Persibo Bojonegoro. As explained by Yuliati’s mother as one of the managers: “for the transfer of coaches, we from the manager do not prohibit or give special fines until the contract is completed, as long as they move to a better direction, we will support” Based on this information, explained that the Persibo management gave flexibility to its coaches to determine their coaching careers in the future.

**Discussion**

**Power (Strenght)**

The strength factor here is a superior factor that can be developed or maintained in managing in order to achieve maximum achievement. From the results of the study, it can be seen that the strength or excellence factor in Persibo Bojonegoro is the quality of talented coaches and young players. The quality of the coach is one of the strength factors in Persibo Bojonegoro. A coach plays a big role in the success of the athletes he trains, besides that the coach must also be required to master several disciplines to support his coaching career. This is according to the theory of Bompa in Panduwinata, (2009) the level of knowledge and personality of the coach greatly determines the success of athletes.

The training program carried out by Persibo has been prepared using training principles. The immediate results of high-quality training systems and programs can lead to higher performance. The quality of exercise does not depend on the trainer alone but rather on many factors. Therefore, all factors can improve the quality of training more effectively and are constant, such as the facilities and abilities of players, including the Training program.

The management of the training program prepared by the trainer is a strategic effort to achieve the goal of victory or achievement to be obtained. In addition, the facilities and infrastructure that support the process of implementing the training program must also be supported well so that the training process can run optimally. Persibo itself in the process of the training program is structured quite well amid a very dense competition, the recovery process which is only 3 days or even 2 days is considered very insufficient, but this does not make it too difficult for the coach to carry out the training program process, the delivery of the training program that should be carried out in the room must be delivered directly when on the field in the training process. This is not too difficult for the coach himself. The mechanism of making a program is a way of working together with coaches, creating and determining training programs that are adjusted to the match calendar. Coaches work together to create a training program intended so that coaches know how far the team's readiness is before competing. But here coaches and players communicate first at the beginning before training begins. Coaches and players from the beginning convey the training goals to be
achieved from the training program to be run, so that the training program to be run by players can be easily understood and applied. Communication between players and coaches will help players know the benefits of preparing the training program that will be useful in matches.

Talented players are also one of the strength factors owned by Persibo Bojonegoro with talented players and talents can bring Persibo’s good name by achieving achievements. This is by Sukadianto’s theory in Prayoga (2010: 14), an athlete is a person who is engaged and active in training to achieve achievements in the sport he chooses. For this reason, Persibo Bojonegoro is expected to maintain the strength or superiority that exists in it.

**Weakness**

The weakness factor owned by Persibo Bojonegoro is the training facilities and infrastructure, especially the field, the quality of the grass in the field is still not good with an uneven grass height because it is rarely cut. Even though the factor of good latian facilities and infrastructure also affects the quality in terms of training. This is by the theory of Putranto (2009: 14-15) in this case it is necessary to provide facilities and infrastructure to support training to improve quality training programs.

One of the success factors in a team is one of the infrastructure facilities that are fulfilled in technical and non-technical terms. In a team, this is something that must be considered to be able to support the achievement of a desired achievement. Persibo Bojonegoro has sufficient facilities and infrastructure. In terms of non-technical itself, Persibo has supporting facilities that are sufficient or normal categories, nothing very special.

Persibo until now is one of the few teams in Indonesia that is not managed by the region, therefore support from outside parties is expected to also help Persibo to achieve the highest level of achievement, one of which can be the realization of its field and stadium so that it can facilitate facilities and infrastructure for training and also matches that do not spend much money when training and matches are carried out.

In addition, funds are also one of the weak factors owned by Persibo Bojonegoro in the last 5 years, the lack of funds can hinder the process of achieving achievements. This is according to the theory of Rahmat (2011), one of the important things to support the achievement process requires the support of both facilities and infrastructure and funds, in this case, is as a form of the process of running the management activities of a professional team. Thus, without financial support, achievements will not be achieved.

Another weakness that needs to be noted is that many coaches who are experienced and handle Persibo’s absence of a neatly written Training program, even though in the field the program runs well but is not recorded and written so the Training program becomes unmonitored, this needs to be anticipated so that in the future management may convey to the trainer to submit a written Training program or can be called a logbook.
With these weaknesses, the achievement of achievements will be constrained and can even not materialize, this must be immediately eliminated or minimized to create good and professional team management.

Opportunity

The opportunity factor that exists in Persibo Bojonegoro is the opportunity to win sponsors and become a superior professional football team by creating young players who are able to excel so as to attract high selling prices. If this team becomes the seed, it will certainly attract sponsors to work together that is mutually beneficial. This is in accordance with Harsuki's theory (2003; 200) Sponsors use sport for marketing purposes such as spectators arriving at stadiums, television and radio broadcasts.

The management of Persibo which was previously under the auspices of CEO Mr. Umar is now managed by CEO Mr. Eko. Although there are problems in terms of share ownership, it does not create obstacles in terms of good and solid team management.

Persibo is the proud team of the people of Bojonegoro, all of them contribute to making this team solid, with a lot of support from outside parties, especially Persibo fans who loyally support and fight to maintain the existence of the team. In the process of recruiting management, of course, the quality of human resources by their fields is prioritized and is supported by a commitment to contribute to building football in Persibo with a solid way of working also in the process it is open so that all are open and monitor the development of Persibo Bojonegoro.

According to West in Tarricone and Luca (2002), there are 4 things of strength in building solid team management performance, namely:

a. Groups should have tasks that are intrinsically interesting to succeed. Team members will work harder if the tasks to be done are intrinsically intriguing, motivating, challenging, and fun.

b. The individual should feel himself important to the fate of the group. One thing that will make team members that their work is very important for the survival of their group is through the use of role explanation techniques.

c. Individual contributions are indispensable, unique, and tested. The impact of social reluctance is greatly reduced on team members who feel their work is beneficial to the overall success of the team.

d. There should be clear team goals with performance feedback that is equally important to the team as a whole. Goals can serve as motivators of team success if performance feedback is achieved accurately.

Regarding the criteria for professional clubs, Sitorus (2011) explained, based on the Minister of Home Affairs Regulation No. 22/2011, professional clubs can no longer use APBD funds. According to PSSI Statutes, professional clubs must be managed by organizations that have the status of legal entities (www.okezone.com). Professional clubs cannot be separated from the competitions that are followed, have they been professional football competitions in Indonesia? AFC (Asean Football Confederation) has
a mechanism to determine a competition in a country has a high professional value, including clubs in Indonesia.

Changing management or management of a club from amateur status to professional status is not an easy job. According to AFC and PSSI who have verified the clubs that will appear in the professional league starting from the 2011-2012 season, it resulted in a decision that none of the clubs that have submitted documents are declared to meet the standards of professional clubs that can appear in the Asian Champions League (ACL), and it can be interpreted that Indonesian clubs are not yet at the level of professionally managed clubs (www.viva-bola.com). The standardization of professionalism in football management between PSSI and AFC is very likely to be different, as evidenced by so far the clubs that appear in the highest competition PSSI both Liga 2 and Liga 1 have not passed verification by AFC even though PSSI states that Liga 1 and Liga 2 are professionally managed leagues with professional member clubs. Professional football management means managing competitions and clubs with the aim of creating the football industry. The journey of football management in European countries is the right place of learning. Football competitions in England experienced a crisis in the 1980s. The English League or better known as the English Premier League (EPL) is the best professional competition today. The step taken by the Premier League competition manager to improve conditions is to improve cooperation contracts with the media, especially television.

Discussion about professional club management can support the Persibo team if it rises to the top Indonesian league can make a basic reference for managing a team and also with these opportunities, it is hoped that Persibo can develop opportunities for achievement to support better achievements.

**Threats or Obstacles (Treats)**

Threat factors or obstacles in Persibo Bojonegoro affect the implementation of achievement management in Persibo, the obstacles faced are outstanding players moving to other teams and changing coaches to other teams. The way to anticipate the threat is to change the mindset from an alleged threat to a motivation, including providing support from management, coaches and players if you want to find a new club with a record that must be better than the team left both in financial quality and quality of experience in management. This is in accordance with the theory of Saputra (2011) the greatest human temptation is to accept people who think narrowly, jealously, and negatively, emphasizing that we can change the way of view. The second way to anticipate may be from the management to immediately make a new employment contract letter of more than one year for coaches who have achievements and changes to the team and are mutually agreed upon for coaches, because qualified coaches can create outstanding players. If the existing obstacles are not immediately minimized, the implementation of Persibo's work program will be hampered, making it difficult to achieve the goal of achieving maximum achievement. From the results of the discussion above, it can be concluded that the strengths, weaknesses, opportunities and obstacles
are very influential on the achievement of Persibo Bojonegoro's achievements. And this is according to SWOT analysis which is based on logic that maximizes strengths and opportunities simultaneously and minimizes weaknesses and threats.

CONCLUSION

1. Persibo Bojonegoro's strength
   a. The experience of highly licensed coaches is a strength by the Persibo Bojonegoro team, the ability in terms of coaching on the field is no doubt because they are also mostly former players who have played in the highest level of Indonesian football
   b. Talented young players made this team once triumphant in the 2000s when they once represented Indonesia in Asian football. Until now, there are still many original talents from Persibo Bojonegoro. Because Persibo is not in the top league, the player had to leave the team.

2. Persibo Bojonegoro's weakness
   a. Although it has experienced trainers, several Training Program coaches are not written and recorded making this a weakness that needs to be anticipated in the future, because when the program is not recorded this will be difficult. When the team wants to monitor and see the development of players through the Training program that has been run, it will not know which stage of the Training phase in detail.
   b. Facilities and infrastructure in the Persibo team category are sufficient, for field conditions are very necessary to be improved or managed because it is still lacking for the quality of grass in modern football now.

3. Opportunity owned by Persibo Bojonegoro
   a. The opportunity to get sponsors to support everything both technical and non-technical is very important. Therefore, to be able to get a large sponsor, of course, you must increase the value of the team so that it is better known in the wider community through an achievement.
   b. The opportunity to become a big team in Indonesia is very open for Persibo Bojonegoro because they have a good history, until now even though they are still in the lowest tier of the Indonesian football league but slowly they have begun to rise this is evidenced by the recruiting several experienced coaches and players.

4. Threats or obstacles (threats) owned by Persibo Bojonegoro
   a. Young talent players moving to other clubs free transfer is a threat to a team because the player can be an asset of investment value for the club instead of moving for free or without value
b. Potential coaches moving to other clubs when the competition is not over is a threat because financial conditions sometimes do not support being a homework that must be addressed in the future.

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