

**EVALUATION OF THE TRAINING TEAM DEVELOPMENT PROGRAM
DKI JAKARTA MEN'S RUGBY AT PON XX PAPUA 2021**

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Abstract

This study aims to evaluate the context, input, process and product components in the DKI Jakarta men's Rugby Training Team coaching program in 2021. Evaluation research with the CIPP model uses qualitative methods. The subjects of this study are the coaching components of Achievements, Athletes, and Coaches. The results show that the context evaluation in the DKI Jakarta Rugby Training Program is included in the very good category (100%). In the input component, it is stated that it is very good 100% visible from, All athletes' conditions have been met, namely, Meeting the age criteria of 18+, Physical and spiritual health meeting body posture qualifications (anthropometric), Meeting the criteria for Rugby cabor skills, Meeting physical capacity standards, Meeting psychological criteria, Meeting health criteria. Have dormitory / TC equipment, Training equipment, Sparring equipment. In the Process component, decision making is very good (100%), the supervision process is also very good (100%), but the monitoring process is included in the less category (50%). In the Product component, the results of the men's team coaching program for the Dki Jakarta Men's Rugby Rugby Team at PON XX Papua 2021 won a silver medal but did not match the targets and expectations that had been made for the Dki Jakarta Men's Rugby Team coaching program at PON XX Papua 2021. Based on the things mentioned above, the results of the men's team coaching program of the Dki Jakarta Men's Rugby Team coaching at PON XX Papua 2021 are included in the category of very less (0%). Based on the results of the evaluation component research above, the coaching program of the Dki Jakarta Men's Rugby Team at PON XX Papua 2021 as a whole obtained a value of 70.83%. So it can be concluded that the coaching program of the Dki Jakarta Men's Rugby Team at PON XX Papua 2021 is considered good.

Keywords : Program Evaluation; PON; Rugby

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INTRODUCTION

In this article, we will explain the evaluation of the DKI Jakarta Rugby men's team at PON XX PAPUA 2021. Efforts to improve sports achievement in

Rugby sports need to continue to be implemented through sports coaching, talent monitoring, breeding, education and sports achievement training based on science and technology more effectively. In addition, it is necessary to improve the quality of sports organizations both at the central and regional levels. To nurture or produce rested athletes, a long-term coaching process is needed that requires systematic, directed, planned and consistent handling and is carried out from early or elementary school age and supported by sports science and technology (Arisman & Noviarini, 2021).

Competitive achievement sports require maximum achievement for those who pursue it either individually, in groups or teams. That means, achievement in sports is the ultimate goal that must be achieved in a sports activity (Okilanda et al., 2021). To achieve this, one way that can be done is by coaching efforts, among others, through the application of systematic, directed and continuous programmed exercises.

In Indonesia there are already 3 match numbers, it's just that for college and national level championships there are only 7's matches and number 15's and 10's matches between clubs. The sport of rugby in Indonesia has begun to have many fans, this is marked by the number of clubs in the area and extracurricular activities in schools (Murjainah et al., 2020). Even in Indonesia there have been matches at the national level such as championships between clubs and championships between universities in Indonesia to international championships between clubs held in Jakarta and Bali. Likewise in the 20th PON (National Sports Week) rugby sports that have been competed in Papua.

DKI Jakarta Province is a province in the growing region of Java. The sports achievements achieved have not reached the maximum target. Even the sports that participate in the PON event are still limited to participation that has not led to achievements, such as rugby. The sport of rugby is currently under development and in competition with rugby teams from other provinces in the championship (Taufik et al., 2021). Every region must want and expect the name of change and improvement of achievement to be better than before or want to achieve the best

that has been achieved before. This is also what athletes and rugby administrators want in every championship. But in the end result, that the achievements of rugby in every championship from 2015 to early 2020 received a very significant increase but in 2021 received decreased achievements. This shows that there are problem factors that cause a decrease in performance in the coaching process and the final results of the rugby championship at PON. The author thinks that one of the reasons for the lack of development of rugby in Jakarta is the lack of optimal coaching consistently (Maretno & Arisman, 2020). The system of coaching the achievements of the sport of rugby should not be expected in any instant way what else is "origin of the road" coaching, but requires totality and commitment to foster the sport in an integrated and systematic manner. In the statement above, it can be concluded that this article will present a program evaluation for the DKI Jakarta men's Rugby team at PON XX PAPUA

Evaluation

Evaluation should play an important role in public sector organizations where evaluation is based on the principles that government intervention needs to have demonstrable benefits and that decision makers should be held accountable for their actions (Yusmawati et al., 2020). In the field of planning, evaluation is used to assess the plan, the planning process, and the results produced by the plan, while considering the institutional context in which the plan operates (Guyadeen & Seasons, 2018). According to the statement (Hobson et al., 2014) evaluation is a process of providing information obtained as a consideration to determine the price and service (the worth and merit) of the objectives achieved, design, implementation and impact to help make decisions, help support answers and increase understanding of phenomena (Ihsan et al., 2022). Evaluation also provides a form of legitimacy for interventions and ultimately, it is one mechanism by which decision-makers make accountable for their actions (Chouinard, 2013). Based on the above understanding, it is concluded that evaluation is an effort to determine value based on data obtained from measurement results in order to provide

information to be conveyed to decision makers about the effectiveness of programs that are being or have been carried out.

Program Evaluation

Evaluation is a systematic process by which values can be determined based on data done through measurement (Arisman, 2018). The assessment process must be carried out objectively, and care must be taken not to include subjective factors in the evaluation. In other words, it can be said that the evaluation includes two previous stages, namely measurement and evaluation (Sunarno, 2016).

1. Evaluation Objectives

Program evaluation has the aim of knowing the achievement of program objectives that have been implemented. Furthermore, the results of the program evaluation are used as a basis for carrying out follow-up activities or for further decision making (Hartini et al., 2020).

2. Evaluation Criteria

Evaluation research according to requirements that must be met with criteria, benchmarks, or standards, which are used as a comparison for the data obtained, then the data is processed and becomes the real condition of the object studied. To make it easier for researchers to collect data in the field, before researching, criteria must be prepared to maintain data stability, equalize the size for data collectors and make it easier for researchers to process data.

METHOD

This study generally aims to obtain information about the management of the DKI Jakarta Provincial Men's Rugby Team coaching program at the XX Papua PON in 2021. Specifically, the study aims to:

Context

- a. Knowing the purpose of the DKI Jakarta Provincial Men's Rugby Team coaching program at the XX Papua PON in 2021.
- b. Knowing the legal basis of the DKI Jakarta Provincial Men's Rugby Team at the XX Papua PON in 2021.

- c. Knowing the results of the analysis of the needs for the implementation of the DKI Jakarta Provincial Men's Rugby Team program at the XX Papua PON in 2021.

Input

- a. Knowing the condition of the DKI Jakarta Provincial Men's Rugby Team Athletes at the XX Papua PON in 2021.
- b. Knowing the Condition of the DKI Jakarta Provincial Men's Rugby Team Coach at the XX Papua PON in 2021.
- c. Knowing the support of the Fund related to the cost of coaching the DKI Jakarta Provincial Men's Rugby Team at the XX Papua PON in 2021.

Process

- a. Knowing the decision making of the DKI Jakarta Provincial Men's Rugby Team at the XX Papua PON in 2021.
- b. Knowing the monitoring process of the DKI Jakarta Provincial Men's Rugby Training Team at the XX Papua PON in 2021.
- c. Knowing the supervision of the DKI Jakarta Provincial Men's Rugby Training Team at the XX Papua PON in 2021.

Product

Knowing the results of the DKI Jakarta Provincial Men's Rugby Team coaching program at the XX Papua PON in 2021.

This evaluation research uses the CIPP model approach with four stages of Context, Input, Process, Product. This model is a guideline in classifying, analyzing, evaluating and to see the effectiveness of the DKI Jakarta Provincial Men's Rugby Team coaching program at PON XX Papua in 2022. Data collection techniques in coaching program evaluation research. The DKI Jakarta Provincial Men's Rugby Training Team at PON XX Papua in 2021 was gathered to obtain information about the actual situation that took place in the field from each evaluation component (Pratama et al., 2022). Then the data obtained are compared with the criteria that have been determined based on the DKI Jakarta Provincial Men's Rugby Team coaching program at the XX Papua PON in 2021 which has

been prepared. In obtaining valid and reliable data, researchers will use data collection techniques through collecting interviews, observations, and documentation (Putra et al., 2020).

Data analysis is an effort made by working with data, organizing data, sorting it into manageable units, synthesizing it, searching and finding patterns, finding what is important and what is learned and deciding what can be told to others (Moleong, 2021). The data analysis method in this study is used data analysis from Miles and Huberman with data reduction procedures, data presentation, and conclusions drawing with interactive models (Rohani, 2015).

RESULT AND DISCUSSION

In this section, researchers will present findings in the study, namely existing problems in the form of results that are evaluated based on evaluation criteria, so as to produce conclusions that can provide recommendations for solving problems related to the Dki Jakarta Men's Rugby Team coaching program at PON XX Papua in 2021 which includes: stages of context, input, process and product.

Context Component of the Dki Jakarta Men's Rugby Team Development Program at PON XX Papua 2021

The aspect evaluated in the context component is related to planning. Indicators of the planning of the Dki Jakarta Men's Rugby Training Team coaching program at PON XX Papua 2021 are: objectives, legal basis and analysis of the needs of the Dki Jakarta Men's Rugby Training Team at PON XX Papua 2021. The following is a discussion of the results of the evaluation of the context component of the planning aspect in the Dki Jakarta Men's Rugby Training Team coaching program at PON XX Papua 2021.

Purpose of Coaching the Dki Jakarta Men's Rugby Team at PON XX Papua 2021. The results of the context stage research show that the objectives of the Dki Jakarta Men's Rugby Team coaching program at PON XX Papua 2021 obtained an average score of 100%, including the very good category (80% - 100%). Setting goals at the beginning that targeted 1st place in PON Papua, because Dki Jakarta

men's rugby got maximum results in Pre-PON Bali in 2019, and the objectives of the Men's Rugby Training Team program have been classified into short-term, medium-term and long-term coaching programs so that planning is prepared more systematically and tiered. This is because the Men's Rugby Training Team, which has tiered coaching at each level, should be a barometer for the highest achievement of athletes from rugby coaching in Jakarta.

The Dki Jakarta men's Rugby Training program itself has been arranged systematically and in stages. One of the main objectives of the Pelatda coaching program is to achieve the target of 1 gold medal. Another goal to be achieved in the Dki Jakarta men's Rugby Training program.

The Context component related to the legal basis of the DKI Jakarta Men's Rugby Team obtained an average score of 100%. Overall, with an average score of 100%, it shows that the legal basis for the Dki Jakarta Men's Rugby Team coaching program at PON XX Papua 2021 is included in the very good category (80% - 100%). The supporting capacity of financing for the Dki Jakarta Men's Rugby Team coaching program at PON XX Papua 2021 is divided from several sources, but the main budget is from the Regional Government (APBD) through KONI Dki Jakarta, and there are also sources of financing from both donors and sponsors from other sources.

Analysis of the Needs of the Dki Jakarta Provincial Men's Rugby Team at the XX Papua PON in 2021

The results of the context stage research show that the analysis of the needs of the Dki Jakarta Men's Rugby Training Team coaching program at PON XX Papua 2021 obtained an average score of 100%, including the very good category (80% - 100%). The procedure for appointing athletes for the Dki Jakarta Men's Rugby Team at PON XX Papua 2021 is also an important part of the needs analysis before coaching takes place. The quality of potential and talented athletes is certainly obtained inseparable from good recruitment procedures.

The carrying capacity of the availability of existing facilities and infrastructure in the Dki Jakata Men's Rugby Team coaching program at PON XX Papua 2021 obtained good results. This is based on three aspects that have been fulfilled, namely: availability and feasibility of Dormitories / TC places, Availability and Feasibility of Training Venues and Feasibility of Training Equipment.

The process of appointing a coach for the Dki Jakata Men's Rugby Rugby Team coaching program at PON XX Papua 2021 the appointed coach is in accordance with the standards made such as being educated S1, age 18+, having a certificate issued by World Rugby, Having experience handling athletes at least at the provincial level shown by experience coaching in national competitions, Willing to improve his ability when assigned, Have recommendations from the parent of the relevant sports at least at the provincial level.

The results of the evaluation of the overall context component which includes the purpose of coaching, legal basis and analysis of the needs of the Dki Jakata Men's Rugby Rugby Team coaching program at PON XX Papua 2021 from 26 aspects of assessment obtained an average value of 100%, showing that the evaluation of the context component of the Dki Jakata Men's Rugby Training Program at PON XX Papua 2021 is included in the very good category (80% - 100%), it can be concluded that the evaluation components contained in the This stage of context is considered very in accordance with the coaching program of the Dki Jakata Men's Rugby Team at PON XX Papua 2021.

Input Component of the Dki Jakata Men's Rugby Team Coaching Program at PON XX Papua 2021

Aspects evaluated in the Input component in the implementation of the Dki Jakata Men's Rugby Team Coaching Program at PON XX Papua 2021, include: a. Human Resources Condition, b. Facilities and Infrastructure Conditions and c. Fund Support for the Dki Jakata Men's Rugby Team Development Program at PON XX Papua 2021. The following is a discussion of the results of the evaluation of the

input component in the Dki Jakarta Men's Rugby Team Development Program at PON XX Papua 2021.

Human Resources Conditions of the DKI Jakarta Men's Rugby Training Team at PON XX Papua 2021

The research overview of the input component of the HR condition evaluated obtained an average value of 100%. Overall, with an average score of 100%, it shows that the condition of athletes in the Dki Jakarta Men's Rugby Team coaching program at PON XX Papua 2021 is included in the very good category (80% - 100%).

Based on the observations of researchers, the quality of athletes of the DKI Jakarta Men's Rugby Team is in accordance with the athletes' qualifications, athletes' facilities and athletes' welfare levels are in accordance with the required criteria. The welfare of the athletes of the DKI Jakarta Men's Rugby Team based on the results of the research is all getting welfare such as pocket money, transportation money and bonuses.

Condition of the Dki Jakarta Men's Rugby Team Coach at PON XX Papua 2021

The condition of the coach of the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021 obtained an average score of 100%. Overall, with an average score of 100%, it shows that the condition of the coaches in the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021 is included in the very good category (80% - 100%).

Based on the observations of researchers, the quality of the Dki Jakarta Men's Rugby Team coaches, in accordance with the qualifications of all coaches have met the criteria in the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021 in accordance with qualifications such as coach qualifications, coach achievements, facilities and welfare levels.

Agency Support for the DKI Jakarta Men's Rugby Training Team at PON XX Papua 2021

The support of agencies related to the Dki Jakarta Men's Rugby Team Development Program at PON XX Papua 2021 obtained a value of 100%. Overall,

with an average score of 100%, it shows that the agency's support in the Dki Jakarta Men's Rugby Team Development Program at PON XX Papua 2021 is included in the very good category (80% - 100%). This is based on three aspects that have been fulfilled, namely the support from KONI Dki Jakarta, DKI Jakarta Provincial Government and parents.

Specifically, the local government strongly supports the Dki Jakarta Men's Rugby Training Team Development Program at the XX Papua 2021 PON, a form of support provided in terms of the budget for the 2021 PON XX Papua Rugby Trainer activities and assistance with sports facilities and infrastructure. The form of support from KONI Dki Jakarta is that as the implementer of Pelatda program activities, of course, try as much as possible in carrying out the Pelatda program.

The results of the overall input evaluation which include: athlete conditions, coach conditions and agency support in the Dki Jakarta men's Rugby Training program obtained an average score of 100%. Overall, with an average score of 100%, it shows that the evaluation of the input of the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021 is included in the very good category (80% - 100%). So it can be concluded that the evaluation component contained in this input stage is considered very suitable for the implementation of the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021.

Process Components of the Dki Jakarta Men's Rugby Team Development Program at PON XX Papua 2021

The aspects evaluated in the process component are related to implementation. Indicators from the implementation of the Dki Jakarta Men's Rugby Team Development Program at PON XX Papua 2021 include: Decision Making, Monitoring Process and Supervision Process. The following is a discussion of the results of the evaluation of the components of the Process aspect of the Dki Jakarta Men's Rugby Training Team at PON XX Papua 2021. Decision Making for the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021

Based on the results of the evaluation of the decision making of the Dki Jakarta Men's Rugby Coaching Team at PON XX Papua 2021, the decision making

of the Dki Jakata Men's Rugby Team Coaching Program at PON XX Papua 2021 obtained a value of 100%. Overall, with an average score of 100%, it shows that the decision making of the Dki Jakata Men's Rugby Team Coaching Program at PON XX Papua 2021 is included in the very good category (80% - 100%).

The promotion and relegation system in the Dki Jakata Men's Rugby Team Coaching Program at PON XX Papua 2021 is running very well. In the sport of rugby goes very well. This is because there are many athlete quotas, the ability of coating athletes is also very good. Promotion and relegation of coaches are enforced due to the large number of trainer human resources who have licenses.

Monitoring Process of the Dki Jakata Men's Rugby Team Coaching Program at PON XX Papua 2021

The implementation of the monitoring process for the Dki Jakata Men's Rugby Team Development Program at PON XX Papua 2021 obtained a value of 50%. Overall, with an average score of 50%, it shows that the implementation of the Dki Jakata Men's Rugby Team Coaching Program at PON XX Papua 2021 is included in the less category (40%-55%).

Try outs were not carried out due to COVID-19 which made everything full of limitations that made athletes less in the experience of competing. And to try in is carried out but with very limitations, namely only against teams below the lower level of the Province because it is very difficult to arrange schedules with other Provinces that qualify for the Papua PON. Athletes of the Dki Jakata Men's Rugby Team Development Program at PON XX Papua 2021 are also very interested in participating in championships at the national championship level, international championships and other championships due to the outbreak of the COVID-19 pandemic which eventually made flying hours to compete less.

Supervision Process of the Dki Jakata Men's Rugby Team Development Program at PON XX Papua 2021

The implementation of the Supervision process for the Dki Jakata Men's Rugby Coaching Team at PON XX Papua 2021 obtained a value of 100%. Overall, with an average score of 100%, it shows that the implementation of the Dki Jakata

Men's Rugby Team Coaching Program at PON XX Papua 2021 is included in the very good category (80% - 100%). Based on the results of the overall process evaluation which includes: decision making, monitoring process and supervision process. The overall process evaluation obtained an average value of 83.33%. Overall, with an average score of 83.33%, it shows that the evaluation of the process of the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021 is included in the very good category (80% - 100%), it can be concluded that the evaluation components contained at this stage of the process are considered very good in the implementation of the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021.

Product Components of the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021

The aspects evaluated in the product component are related to the results obtained by the Dki Jakarta Men's Rugby Training Team at PON XX Papua 2021 team number results. The following is a discussion of the results of the evaluation of product components, aspects of the evaluation of the Dki Jakarta Men's Rugby Training Team.

Results of the Dki Jakarta Men's Rugby Training Team at PON XX Papua 2021

Result Team of Men's Rugby Trainer Dki Jakarta at PON XX Papua 2021 obtained an average value of 0%. Overall, with an average score of 0%, it shows that the evaluation of the product stages of the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021 is very lacking (< - 40%). The results of the Dki Jakarta men's Rugby coaching program in the team number obtained very less results (0%). Based on setting a target to get a gold medal, but only to lose in the final and get the second rank, the weakness in this case is that we have to increase all the skills needed in rugby so that when during a match like against the host Papua itself, we are ready for any situation, for example, referees at PON level matches should be high-level referees who have been licensed by world rugby, but on In fact, even the referees who are sent down in the PON level championship are local referees who we know all levels and experience do not have the ability to

officiate the course of the match, and what should be the referee for the final has been determined is that Ridwan from Yogyakarta Province was replaced for unclear reasons, especially what we know is that the substitute referee who officiated the final was a new referee whose level and ability were not yet time to officiate the final match. Therefore, Dki Jakarta will send many DKI rugby members to attend referee, medical and match committee trainings so that in any championships Dki is involved as a committee, no one will be harmed or benefit the host.

Based on the results of the overall product evaluation, which includes the results of the men's rugby team in the Dki Jakarta men's rugby coaching program, an average score of 0% was obtained overall, with an average score of 0%, indicating that the product evaluation of the Dki Jakarta Men's Rugby Rugby Team Coaching Program at PON XX Papua 2021 is very lacking (< - 40%), it can be concluded that the evaluation component contained at this product stage is still considered very not yet in accordance with the implementation of the Dki Jakarta Men's Rugby Team Development Program at PON XX Papua 2021.

CONCLUSION

Based on the results of the evaluation on the implementation of the Dki Jakarta rugby men's PELATDA coaching program at PON PAPUA 2021, the findings of research and discussion of program evaluation and standard criteria based on context, inputs, processes and products can be concluded:

1. The implementation of the Supervision process for the Dki Jakarta Men's Rugby Coaching Team at PON XX Papua 2021 obtained a value of 100%. Overall, with an average score of 100%, it shows that the implementation of the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021 is included in the very good category (80% - 100%).
2. The training program that has been running in the Dki Jakarta Men's Rugby Team Development Program at PON XX Papua 2021 is the implementation of reporting through the Science and Technology Application (test – evaluation) and reports on achievements are always reported.

3. The results of the overall process evaluation which include: Decision making, Monitoring process and Supervision process. The overall process evaluation obtained an average value of 83.33%. Overall, with an average score of 83.33%, it shows that the evaluation of the process of the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021 is included in the very good category (80% - 100%), it can be concluded that the evaluation components contained at this stage of the process are considered very good in the implementation of the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021.

Based on the above, there are several implementation plans that have not been running, thus affecting the program according to Stufflebeam explained that the evaluation process assesses the implementation of plans to assist in carrying out activities, then interprets the results. The evaluation component contained at this stage of the process is considered very good but there are shortcomings in the Dki Jakarta Men's Rugby Team Coaching Program at PON XX Papua 2021 due to the running of the try in but with opponents below the provincial level, the try out does not run due to the Covid-19 outbreak and the absence of championships at the national level, international championships and other championships that make the Dki Jakarta Men's Rugby Rugby Team face PON XX Papua 2021 with Limited competition experience can be said to be very lacking.

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