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## EVALUATION OF THE CRICKET ATHLETE COACHING PROGRAMME

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### Abstract

*Evaluation is part of the supervisory activities of a work carried out by members of the organisation that measures the suitability between the work program and the achievement of work targets. The purpose of this research is to evaluate the coaching of Achievement Sports Club (KOP) athletes involving management and coaches of Cricket. Evaluation is assessed from various aspects, namely Context, Input, Process and Product. The subjects of this research are managers as policy makers, coaches as implementers of activities and athletes as users of programmes and facilities. The survey research method used in this study is by distributing questionnaires to research subjects. The results of this study seen from the Context aspect is the existence of regulations issued by the leadership to provide relief for students who become athletes to continue to get the opportunity to attend lectures, the Input aspect is the determination of the coach, determining the training programme, facilities and infrastructure and recruitment of athletes, the Process aspect is the training implementation mechanism that refers to the suitability of the programme and the Product aspect is showing an increase in their sports abilities, which includes physical, technical and tactical aspects. So that it can be recommended to related parties, namely the development of the FIK UNJ Cricket athlete coaching programme needs to be continuously developed to improve the quality and quantity of the programme.*

**Keywords:** *Programme Evaluation, Athlete Development, Cricket*


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### INTRODUCTION

Exercise is a measurable physical activity to improve health, fitness levels and also measurable skills in sport movements. Regular exercise can minimise the physiological effects, increase active life, and provide psychological and cognitive benefits. (Chodzko-Zajko et al., 2009). Exercise can enhance brain health and promote brain plasticity and improving learning and mental performance (Cotman

& Berchtold, 2012). Exercise improves brain health and reducing inflammation, leading to better learning, memory, and protection from neurodegeneration (Cotman et al., 2017). Other benefits besides the aforementioned sports are also intended to instil moral values, the spirit of sportsmanship, and much more. The benefits of this sport are contained in Law Number 11 of 2022 concerning Sports Article 4, namely national sports aims to maintain and improve health and fitness, achievement, human quality, instill moral values and noble morals, sportsmanship, discipline, strengthen and foster national unity, strengthen national resilience, and elevate the dignity and honour of the nation. Therefore, to achieve the goals of sports, various kinds of efforts are needed, support from leadership regulations, quality of human resources, financing and also facilities and infrastructure (Liu & Lin, 2012).

One of the important factors in achieving the national goals of sport is the need for collaboration between the elements of management in sport organisations. (Widyaningsih et al., 2020). The element of management includes planning. Sports management is a combination of management and sports science (Widianto et al., 2020). The Sport-Specific Class effectively manages sports coaching, leading to improvements performance and achievements. Executive Coaching can positively impact individual and organizational performance in sports managers when applied following structured procedures (Escamilla, 2022). Mentoring and coaching together can effectively foster cohesion in sport teams, leading to higher performance (Varriale, 2017). In planning there are activities to prepare work plans, activity targets and goals to be achieved. The next element is the assignment of human resources who are considered to have competence in carrying out tasks. The next element is the implementation of work based on guidelines and leadership instructions in carrying out activities. The last element is supervision in the implementation of sports activities. Supervision in the implementation of sports activities is carried out in the form of evaluation, which includes evaluation of human resources, facilities and infrastructure for

organisational operations, financing of activities and evaluation of target achievements from organisational operations.

The series of work on the elements mentioned above is an integrated plan in fostering athletes. The constraint-led model provides a holistic approach and practitioners to consider in addressing athletes' short- and long-term developmental plans (Dehghansai et al., 2020a). Plans sports training sessions using reliable data from sports watches, resulting in promising results in real-world experiments (Fister et al., 2015). Leadership can effectively guide athlete development through improving performance and reducing the need for formalized talent development systems (Bjørndal & Ronglan, 2021). The Raise, Activate, Mobilise, Prepare, Activity, Games, Evaluate coaching session framework effectively promotes long-term athletic development (Till et al., 2021). This athlete development plan aims to create athletes who have high performance and are able to reach the top position in sports achievement. Long-term athletic development models should integrate talent, psychosocial, and physical development across maturation, maximize physical activity participation (Lloyd et al., 2015). With the design of planning in athlete development, it becomes a guideline in the implementation of sports organisation management operations aimed at the process of creating athletes who have high performance. (Santoso et al., 2017).

The Faculty of Sports Science, State University of Jakarta (FIK UNJ) has more than 30 achievement sports clubs managed by active students with guidance from one of the lecturers who have competence in the sport. One of the sports clubs in FIK UNJ is Cricket, where Cricket is a team sport played between two groups / teams consisting of eleven people each. (Basri et al., 2021). Cricket is a sport originating from England that is starting to be of interest to the Indonesian people, and even has its own sports organisation or the Central Board of the Indonesian Cricket Association (PP PCI). The Chairman of the 2019 - 2023

period is Azis Syamsudin who was directly inaugurated by the Chairman of KONI Centre Tono Suratman.

The FIK UNJ Cricket Club has a coaching programme for athletes who have proud achievements. Various championships that have been followed have contributed and brought the good name of the University. Even student athletes who are members of the FIK UNJ Cricket KOP are national athletes who have competed in the National Multi Event (PON) XX in Papua in 2020 as a contingent representing DKI Jakarta Province. The many achievements incised will not be separated from the efforts of coaching athletes who have been carried out by all levels of existing Cricket management. In addition to coaching that has been done well, financial support as well as adequate facilities and infrastructure conditions are also factors that greatly support the performance of athletes in competition.

<sup>2</sup> Sports facilities and infrastructure are very important in sports. Both in fostering sports achievements and increasing sports culture in society. Without adequate sports facilities and infrastructure it is very difficult to create a society that likes to exercise, which encourages the creation of a healthy and fit generation. In addition, the development of athletes to improve national achievements will be hampered without adequate facilities and infrastructure. Likewise, the athlete coaching program carried out will make the locomotive of progress and development of the organisation in achieving the highest achievements (Chen, 2019).

Seeing how important the support of the right athlete development programme, facilities and infrastructure as well as financial support from the management and government in creating the best athlete performance, on this occasion the researcher wants to ensure that the programme that has been made and implemented has been running properly through the evaluation of the Cricket athlete development programme in the FIK UNJ environment.

## METHOD

The method in this research is a qualitative approach with an evaluative method. Methodological themes and trends in evaluation research, highlighting the need for a systematic review and comparative analysis of evaluation methods (Galport, 2015). The Evaluative Research framework effectively engages and enhances ownership of research outcomes in diverse action research projects (Piggot-Irvine & Zornes, 2016). Programme evaluation research is a systematic method for collecting, analysing, and using information to answer basic questions about programmes (Tangkudung, 2016). This programme evaluation research uses an approach that focuses on the process, so that data is obtained from athletes as users, coaches as training programme makers and administrators of the FIK UNJ Cricket Club. Evaluation activities are expected to the extent to which programme development can achieve the expected goals and results. The decision taken is a change in programme improvement.

**Table 1.** CIPP Dimensions, Indicators and Outcomes

| No. | Dimension | Indicator   | Outcome  |
|-----|-----------|---|--|
|     | Context   | Background, needs analysis, regulation or policy  | The suitability of the FIK UNJ Cricket athlete development programme   |
|     | Input     | Human resources, financing, facilities and infrastructure, training programmes and cooperation  | Suitability of the Cricket athlete development programme with supporting activities  |
|     | Process   | Implementation of activities, utilisation and maintenance of facilities and infrastructure, internal and external coordination, monitoring and evaluation | Conformity of work guidelines in the coaching programme with the implementation of activities and optimisation of the use of facilities and infrastructure |
|     | Product   | Achievement of programme implementation and sustainable programme implementation  | Congruence between training and performance of Cricket athletes in matches   |

**Table 2.** Research Instrument Variables and Indicators

| Variables           | Indicators   |
|---------------------|--|
| Context Instruments | <ul style="list-style-type: none"><li>• Study of FIK UNJ curriculum documents related to sports science study programmes, especially cricket.</li><li>• Questionnaires for lecturers related to the relevance of</li></ul> |



| Variables           | Indicators  |
|---------------------|---|
| Input Instruments   | <ul style="list-style-type: none"><li>cricket coaching programmes to the curriculum and vision and mission of FIK UNJ</li><li>• Interview with the head of the department regarding policies and regulations related to the cricket athlete coaching programme</li><li>• Checklist of availability and condition of facilities supporting the cricket coaching programme (pitches, equipment, fitness room)</li><li>• Questionnaire for coaches regarding the competence and number of cricket coaches</li><li>• Checklist of cricket coaching programme budget availability</li><li>• Document study related to training programmes and collaborations conducted</li></ul> |
| Process Instruments | <ul style="list-style-type: none"><li>• Observation of the training process of cricket athletes</li><li>• Questionnaires for coaches and athletes related to facility utilisation and training programme implementation</li><li>• Interviews with coaches related to monitoring and evaluating athletes</li><li>• Document study related to the report on the implementation of the cricket coaching programme</li></ul>  |
| Product Instrument  | <ul style="list-style-type: none"><li>• Skill test of cricket athletes before and after the coaching programme</li><li>• Questionnaire for athletes regarding performance improvement after participating in the coaching programme</li><li>• Interviews with coaches regarding athletes' performance achievements in matches</li><li>• Document study of cricket athletes' performance in matches during the coaching programme</li></ul>  |

The data analysis procedure from the above instruments is to tabulate the results of the lecturer questionnaire on the relevance of the cricket programme, the results of the interview with the head of the department about the policies and regulations of the cricket programme. Data analysis using content analysis techniques to determine the suitability of the context. Review of budget documents, training programmes and MoUs. Review of cricket programme reports and analysis of data using content analysis techniques to assess the process of programme implementation. Statistical testing of cricket athletes' skill test data before and after the programme. Review documents of athletes' achievements in matches. Draw conclusions based on the results of data analysis of the four indicators to evaluate the programme as a whole.

## 3 RESULT AND DISCUSSION

The description of the results of the research that has been done will explain the general description of the results that have been obtained from the evaluation of the coaching of Cricket Athletes FIK UNJ, followed by data from all research subjects, related to the results of the research will be explained in more detail about the aspects analysed in this study.

### Context Analysis Aspect

Based on the context analysis that has been carried out, there are several things that need to be considered in meeting the needs and expectations in athlete development, such as the need for regulations for athletes and FIK UNJ students in the implementation of lectures, training and participating in competitions on a regional, national and international scale. This regulation is very important for athletes who are also students. Usually lecture time will be disturbed a lot for training and also participating in championships. Meanwhile, This regulation is very important for athletes who are also students. Usually the lecture time will be disturbed a lot for training and also participating in championships. While the Regulation of the Faculty of Sport Sciences through the authority of the Deputy Dean for Field III (student affairs) issued a policy in the form of a dispensation letter for students who participated in Cricket training and competition addressed to the lecturer in charge of the course taken by the student. This policy provides flexibility to students so that their lectures are not hampered due to the large amount of time for training and matches. This dispensation letter is also controlled so as not to be abused by unscrupulous students through provisions set by the Dean such as a request letter from the coach to be issued a dispensation letter for Cricket athletes, the authenticity of the dispensation letter given to lecturers and there is also a time limit. These things need to be done to minimise the risk of fraud that could be done by irresponsible athletes.



### **Input Analysis Aspect**

Input analysis is a crucial element in order to describe the needs and expectations of users of the FIK UNJ Cricket Athlete coaching program. By analysing input factors involving FIK UNJ Cricket athletes, this program can be adjusted to be more relevant and effective in meeting the needs of athletes. The analysis of inputs in the athlete development programme concluded from the results of the answers of athletes, coaches and coaches of the FIK UNJ Cricket sport club are efforts to meet the needs of athletes which include:

- a. Complete and adequate facilities and facilities have not been fulfilled due to the limited area of the field that is inserted in the campus area. The solution to this problem is to conduct training in other larger places such as the Cibubur Cricket field.
- b. Professional and experienced coaches are in place, professional coaches with legal qualifications and competencies
- c. Flexible training schedules have been fulfilled with the regulation of faculty leaders who issue dispensation letters for training and matches.
- d. Easy accessibility to the training location
- e. Support from leadership

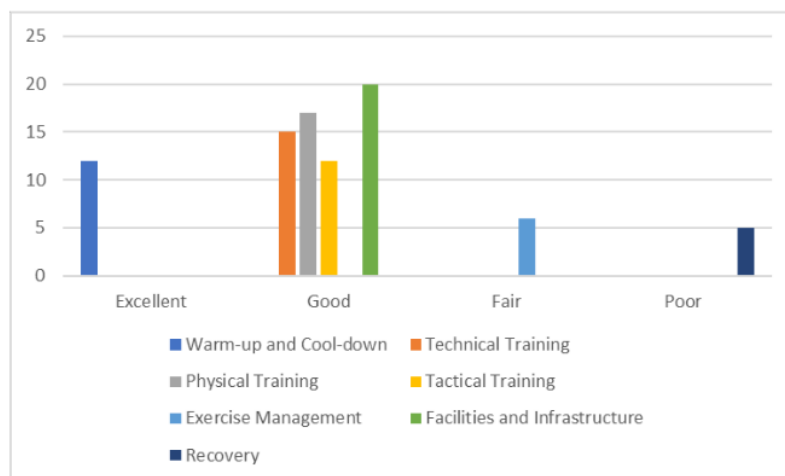
### **Process Analysis Aspect**

The process analysis will focus on the process of conformity of programme implementation and finding solutions to the FIK UNJ Cricket athlete development programme where there are main indicators, namely: a. The process of implementing training, in accordance with the training programme that has been made, b. Competent Human Resources, and c. Adequate facilities and infrastructure. The results of the 3 main indicators are described in the proportion of evaluation data analysis summarised in the following diagram:

- a. Process of compatibility of exercise implementation with exercise programme

The suitability of the implementation of the training programme with the training programme that has been designed needs to be evaluated to see how

effective the training programme can be applied to athletes. The results of this evaluation will later become the basis of policy for the next programme.



**Figure 1.** Results of the Evaluation of the Implementation of Coaching

### Programme Activities

In general, the evaluation of the process aspect for the suitability of the implementation of the training programme with the designed training programme is considered excellent in warm-up and cool-down and good physical training, technical training, tactical training, facilities and infrastructure. While other assessments fair in exercise management refer to the athlete's ability to implement the training programme unevenly and also the athlete's attachment to the FIK UNJ Cricket KOP varies depending on the length of time the athlete has joined this KOP, and poor in recovery after exercise.

#### b. Human Resource Capabilities

The ability of human resources (programme implementers) to meet the requirements and criteria set out previously must be evaluated to see the extent of their ability to translate the training programme that has been made and implemented in the field. An overview of the proportion of HR evaluation data analysis is summarised in the following diagram:

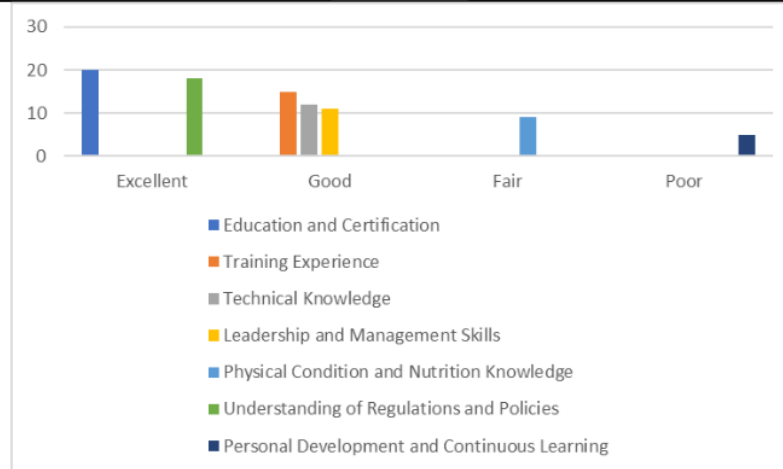


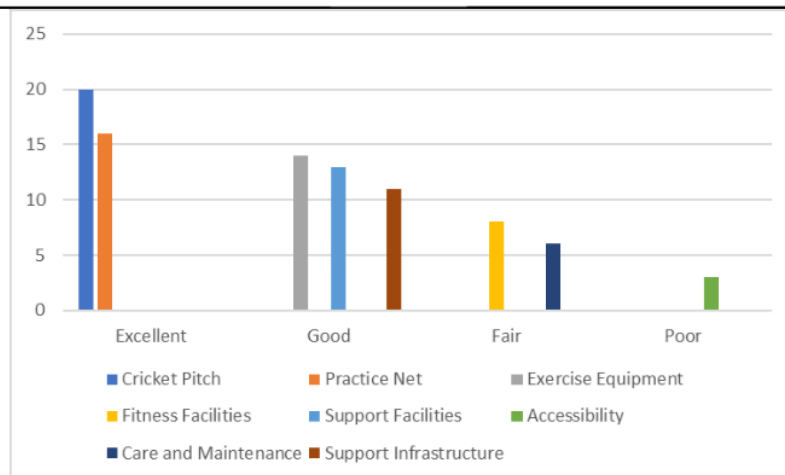
Figure 2. Results of the HR Evaluation of the Coaching Programme

### Implementers

Based on the Human Resources Evaluation diagram, such as coaches and team officials in the implementation of the coaching programme, the statement is less good by 3%. Although this negative statement is small, it cannot be ignored, because the achievement sports club for cricket is always making improvements continuously (continual improvement). But in general, the evaluation of the implementation of the coaching programme by coaches and officials as Human Resources (HR) by 90% gave a positive statement that is quite good, good and very good.

### c. Infrastructure and Facilities

In general, the evaluation of training facilities and infrastructure can still be used, which is shown by the statement of quite good to very good by 87%. The condition of the field used for training does not meet international standards but is adequate for training. The solution to this problem is that athletes often practice in other places that meet standards such as the Cibubur Cricket field, East Jakarta. The proportions of the summarised evaluation data analysis can be depicted in the following diagram:



**Figure 3.** Evaluation of Training Facilities and Infrastructure

### Products Analysis Aspect

The product analysis aims to identify the results of the implementation of the coaching programme for Cricket athletes in the FIK UNJ environment. The data obtained shows that this coaching programme is all efforts to improve the skills and achievements of FIK UNJ Cricket athletes. By analysing the products produced, the UNJ Cricket KOP can measure the extent to which this program has been successful in improving the skills and achievements of FIK UNJ Cricket athletes. The data obtained from product analysis provides an overview of the changes that occur in FIK UNJ Cricket athletes after following the training program that has been designed by the coach. The results of this product analysis include: 1) There is an improvement in their sporting ability, which includes physical, technical, and tactical aspects, 2) The training programme helped athletes improve their performance in various sports competitions. These achievements included winning medals, achieving personal bests, and making positive contributions in larger competitions.

Outcome Evaluation A coaching programme provides value and interpretation in making decisions about whether the activity should be continued,

improved, modified, discontinued, or repeated. Product evaluation will focus primarily on the achievement of the programme's goals and objectives.

### Discussion

Based on the results of the analysis, it is known that the cricket athlete coaching programme at FIK UNJ has generally been running well and in accordance with the standards. This is indicated by the suitability of the programme context with the curriculum and vision and mission of FIK UNJ in supporting the development of cricket athletes. In addition, in terms of input, there are certified coaches, adequate budgets, and fairly complete training facilities and equipment. The process of implementing the programme is also carried out effectively through the application of training methods and regular monitoring and evaluation of athletes. In terms of products, there is an increase in the performance and achievements of FIK UNJ cricket athletes in various championships after participating in this coaching programme.

The results of this study are in line with research that states the athlete leadership development program improved leadership behaviors, cohesion, and collective efficacy, and helped buffer against negative effects performances (Boisvert et al., 2022). Psychological assessment can effectively differentiate candidates for high-performance athlete development programs, benefiting both athletes and candidates (Jayanthi et al., 2022). Interpersonal Coach Development Programmes (CDPs) show promise in improving coach-athlete relationships (Evans et al., 2015). National sports achievement development program for airsoft sports has been well-run, with good results achieved but not maximized, and good support and enthusiasm from parents for athletes (Ariesta et al., 2022). However, this study also found several obstacles in the implementation of the cricket athlete development programme at FIK UNJ, such as limited funds, lack of matches to test athlete performance, and the absence of special mental coaching.

Therefore, in the future this programme needs to be improved through budget optimisation and cooperation with related parties to obtain additional



funding, establishing cooperation with cricket clubs so that athletes get more opportunities to compete, and providing sports psychologists to train athletes mentally more focused. Continuous improvement of the coaching programme is important to produce outstanding athletes who can bring the good name of the university and the region. Long-term athletic development in youth by promoting individualized, holistic, and promote physical development and prevent injury (Lloyd et al., 2016). Short- and long-term developmental plans, maximizing developmental opportunities athlete (Deghansai et al., 2020). Youth athlete development, aiming to develop healthy, resilient, and capable athletes while providing opportunities for all levels of sport participation and success (Bergeron et al., 2015). Thus, evaluation and development of athlete coaching programmes need to be carried out continuously to produce optimal performance.

### CONCLUSION

Based on the results of data analysis, it can be concluded that the FIK UNJ Cricket athlete coaching programme has been running well and has succeeded in achieving its goals by showing brilliant achievements. This is because it is supported by policies from decision makers who are concerned with athlete activities, adequate resources, systematic and structured programme implementation, and high commitment from coaches and athletes. Based on the above conclusions, the results of this study can be recommended to related parties because the FIK UNJ Cricket athlete coaching programme will continue to be developed to improve the quality and quantity of the programme, besides that it is also necessary to collaborate with related parties to support the implementation of training programmes to be more varied.

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