Human resources for the sport of swimming for student athletes of the Indonesian special sports school with disabilities

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Abstract

Purpose
This research aims to human resources for the sport of swimming for student athletes of the Indonesian special sports school with disabilities

Material and methods
This type of research is qualitative descriptive research. This study used basic interpretive study methods. Basic interpretive studies can be interpreted as problem-solving procedures that are researched to understand a particular phenomenon, process, or point of view from the perspective involved. The main objective of the study is to understand the world or the experiences of others. Basic interpretive studies can use a variety of data collection techniques, including interviews and observations as well as reviewing documents, and can draw from a variety of theoretical orientations. This research was carried out from September 2023 to December 2023. The research subjects consisted of: board chairmen of the organization, general treasurer, swimming coach (2 people), swimming athletes (3 people). Analysis in this study was carried out in four stages, namely: data collection stage, data reduction, data presentation, conclusion drawing / verification.

Results and discussion
Human Resources Athletes recruited by NPC have requirements both in terms of disability classification and sports skills that they master and can be developed and fostered by coaches later. Then there is a selection stage that is held according to the rules that have been compiled by the central NPC. The selection organizing team is handed over to teams that have been arranged and open in their fields, one of which is the FKOR UNS team. Universitas Sebelas Maret has an accredited sports faculty, but there are still conditions that need to be met in the direction of non-secondary coaches. In addition, trainers must have a valid license, this will be better arranged by NPC against the level of license that must be owned by trainers. Regarding the recruitment of trainers' human resources, they have done that the recruitment is carried out directly by NPC. Recruitment is appointed directly by NPC based on the competence of the trainer, then submitted from the central NPC to the Minister of Youth and Sports.

Conclusions
Human resources in sports coaching are happy that NPC Indonesia student athletes in Surakarta are very good and competent according to their sports fields. Universitas Sebelas Maret has professors who are experts in certain sports including swimming.

Keywords
swimming, student, athletes, disabilities
Анотація

Ревіора Карунія Гінтінг, Сугіянто, Трі Априліджанто Утомо, Сламет Ріяді. Людські ресурси для спорту з плавання для студентів-спортсменів Індонезійської спеціальної спортивної школи з обмеженими можливостями

| Мета | Це дослідження спрямоване на кадрові ресурси для спорту плавання для учнів-спортсменів індонезійської спеціальної спортивної школи з обмеженими можливостями |
| Матеріал і методи | Цей тип дослідження є якісним описовим дослідженням. У цьому дослідженні використовувалися основні інтерпретаційні методи дослідження. Основні інтерпретаційні дослідження можна інтерпретувати як процедури вирішення проблем, які досліджуються для розуміння конкретного явища, процесу або точки зору з відповідної точки зору. Основна мета дослідження - зрозуміти світ або досвід інших. Основні інтерпретаційні дослідження можуть використовувати різноманітні методи збору даних, включаючи інтерв'ю та спостереження, а також перегляд документів, і можуть спиратися на різноманітні теоретичні орієнтації. Дослідження проводилося з вересня 2023 року по грудень 2023 року. Суб'єктами дослідження були: голови правління організації, генеральний скарбник, тренер з плавання (2 особи), спортсмени-плавачі (3 особи). Аналіз у цьому дослідженні проводився в чотири етапи, а саме: етап збору даних, зменшення даних, представлення даних, висновок / перевірка. |
| Результати та обговорення | Спортсмени з людських ресурсів, яких набирає NPC, мають вимоги як щодо класифікації інвалідності, так і щодо спортивних навичок, якими вони володіють і які пізніше можуть розвивати та підтримувати тренери. Далі йде етап відбору, який проводиться за правилами, які склав центральний НПК. Команда організаторів відбору передається командам, які організовані та відкриті на своїх полях, однає з яких є команда ФКОР УНС. У Universitas Sebelas Maret є акредитований спортивний факультет, але все ще є умови, які потрібно виконати в напрямку несередніх тренерів. Крім того, тренери повинні мати дійсну ліцензію, це буде краще організовано NPC порівняно з рівнем ліцензії, якою повинні володіти тренери. Що стосується набору кадрів для тренерів, вони зробили так, що набір здійснюється безпосередньо NPC. Рекрутинг призначається безпосередньо NPC на основі компетенції тренера, а потім подається від центрального NPC Міністру молоді та спорту. |
| Висновки | Кадрові спеціалісти зі спортивного тренерства задоволені тим, що студенти-спортсмени NPC Indonesia в Суракарті дуже хороші та компетентні відповідно до своїх видів спорту. Universitas Sebelas Maret є джерелом людських ресурсів, вибраних NPC для співпраці у підборі компетентних тренерів у певних видах спорту для тренування досягнень спортсменів SKODI. У Universitas Sebelas Maret є професори, які є експертами в певних видах спорту, включаючи плавання. |

| Ключові слова | плавання, студент, спортсмени, інваліди |
Introduction

A special sports school for people with disabilities in Indonesia is an institution that focuses on sports training for individuals with physical or mental limitations. NPC Indonesia houses all sports for people with disabilities to equalize the role of people with disabilities in sports [1]. Success in sports for people with disabilities requires structured and measurable planning, so on December 20, 2018. By utilizing traditional sports, the Indonesian government officially opened the first special sports school for people with disabilities in Solo.

The opening of this school was inaugurated directly by Imam Nahrawi, Minister of Youth and Sports of the Republic of Indonesia, at Wisma Yayasan Insan Sembada Karangasem, Surakarta. Indonesian disability sports schools are based on Law of the Republic of Indonesia No. 8 of 2016 on Persons with Disabilities, which regulates the right to live without stigma, education, health, sports, social security, public services, etc. Indonesian special schools for people with disabilities were established with the aim of achieving equity through sports activities, training the younger generation of people with disabilities as athletes, and improving their sports achievements both at national and international levels [2]. The school is expected to be a place for the birth of generations and athletes with disabilities to get attention and training so that it can become a championship at national and international levels. The learning process in sports is not much different from the learning process in other subjects, it is all a structured or planned learning process (3).

At the beginning of the inauguration, the number of disabled athletes in the Indonesian disability sports special school was 26 athletes. These athletes are outstanding athletes who have participated in the National Paralympic Sports Week. To be able to improve the mental, physical, and technical abilities of athletes, Indonesian disability sports special schools provide coaching programs in the form of organized, directed, systematic, and comprehensive training in accordance with their respective sports fields. In addition to improving mental and physical abilities, the coaching carried out also aims to make athletes have a tough spirit, high fighting power, discipline, sportsmanship and professionals so that they can achieve achievements in the field of sports [4].

Swimming is a sport in water. Swimming is usually to try to float or lift all body parts above the surface of the water. Swimming is generally done without using a life jacket. Swimming is a sport that uses all parts of the body where the hands and feet are prioritized to be able to move in the water (5). Swimming is a type of water sport that involves measuring the speed of athletes during swimming movements [6]. Common swimming styles used in competition include butterfly, backstroke, breaststroke, and freestyle. Swimmers who manage to win in a swimming race are those who are able to complete the specified distance with the fastest time [7]. Along with other water sports such as other water sports such as diving and water polo union, this swimming competition federation was founded by the World Swimming Organization, Federation Internationale de Nation de Amateur (FINA). The Indonesian Swimming Association (PRSI) is the swimming association of all Indonesia.

Swimming is one of the sports activities that can provide health benefits to the body because it involves the movement of almost all muscles [8]. Thus, swimming can strengthen muscles quickly and improve the physical condition of swimmers. According to [9] explaining that this sport describes a type of water sport where the whole body moves underwater, the legs and arms must let the body float on the surface of the water. So that swimming activities can be carried out safely, swimming must be done in places that have a high level of security. For example, swimming in a swimming pool with adequate facilities and a high level of security [10].

Swimming athletes' achievements are monitored in the championships they participate in, therefore performing their best is the goal of swimming athletes in every competition [11]. There has been a lot of achievement development in several fields of swimming which is currently widespread in several regions throughout Indonesia with many variations carried out with the aim of achieving achievement (12).

The achievements of athletes at the Disability Sports Special School in Surakarta are undoubtedly in every subsequent international competition. The importance of good leadership in carrying out training at the Indonesian Disability Sports Special School in Surakarta. Coaching is an important and indispensable component of general training and athlete development [13]. Because without effective coaching, disabled athletes will face difficulties in achieving these achievements, especially in swimming it cannot be separated that good leadership and an effective training program are important elements in developing athletes' achievements. These elements are interconnected
if they are in good condition, sports coaching can take place successfully and produce maximum performance [14]. Conversely, if these elements are not in a healthy or stable condition, sports activities will not function as desired, so optimal performance cannot be achieved [15].

Recruitment is the process of finding and identifying a group of individuals, both internal and external, who have potential as athletes, coaches, and leaders, with appropriate characteristics that have been determined in human resource planning. Recruitment is of course carried out through open selection and eligibility.

To find out how the management of the Disability Sports Special School in Surakarta in swimming in order to encourage the success of the Indonesian nation simultaneously and sustainably in every international competition, it is necessary to conduct research that examines the main elements of swimming sports management. The collection of information in this title focuses on human resources at the training center of the Disability Sports Special School in Surakarta, especially in swimming.

**Material and Methods**

This research was carried out from September 2023 to December 2023 and the place where this research was conducted was:

- The Indonesian NPC (National Paralympic Committee) Head Office is located at Jl. Ir. Sutami No. 86 Jurug Surakarta 57125.
- Intanpari Swimming Pool which is located at Jl. Gatot Subroto, Karanganyar 57716.
- Hotel Agas Internasional which is located at Jl. Doctor Moewardi No.44, Mangkubumen, Banjarsari District, Surakarta City, Central Java 57139.
- Surakarta State SLB on Jl. Cocak X, Mangkubumen Village, Banjarsari District, Surakarta City.
- Surakarta 25 Public Middle School on Jl. Doctor Moewardi No.36, Penumping, Laweyan District, Surakarta City, Central Java 57142.
- State Vocational School 9 Surakarta on Jl. Tarumanegara I, Banyuanyar, Banjarsari District, Surakarta City 57137, and
- SMA Muhammadiyah 6 Surakarta on Jl. Banyuanyar, Banjarsari District, Surakarta City 57137.

The research subjects consisted of: board chairmen of the organization, general treasurer, swimming coach (2 people), swimming athletes (3 people). Analysis in this study was carried out in four stages, namely: data collection stage, data reduction, data presentation, conclusion drawing / verification.

**Results**

Well-formed organizations have good human resources, including swimming. In swimming. Recruiting human resources who are competent in their fields. In addition, they recruit athletes who also match the criteria they need in swimming, the human resources recruited by also have conditions that must be met. As the researcher has done, do an interview with Mr. Margono. Where the recruitment of an athlete has good requirements from provincial level achievements, then the age other than that according to the classification. This is because disability has different classifications. The recruitment of athletes is well explained in the researcher's interview with Mr. Margono Kemenpora.

"If this is the first time before, it will be directly monitored by the original NPC, then this year the selection begins. Of course, we have also made the term SOP later, the jobdes, what the * is needed for this, so we consulted of course with NPC because there are academics, there are practitioners, there are bureaucrats. To ask for inputs if we are a sector, yes.

The recruitment of human resources, namely athletes, is also carried out well by NPC. The recruitment carried out by NPC to be forged at SKODI through the results of open recruitment, seen through the competence of these athletes through regional NPC who registered. In addition, it was observed by being appointed directly by the central NPC to join SKODI because he saw the potential of the athlete. Furthermore, there will be a training center at the central NPC, namely in the city of Surakarta. Athletes recruited by NPC have requirements for disability classification and acquired sports skills, which coaches can later develop and encourage. Followed by the selection stage which was carried out according to the rules made by the central NPC. The selection team was handed over to an organized and competent team in the field, including the FKOR UNS team. This NPC athlete recruitment also has city boundaries and is governed by hubs and regions. Recruitment is also carried out in all provinces of the state and is sorted from the mildest to the most severe in its disability classification. This was confirmed by the head of the Special School for Sportsmen (SKO) Section, Mr. Margono in the results of a researcher
Recruitment is also carried out on trainers because trainers are the main human resources needed. Researchers conducted interviews with trainers and assistant coaches regarding the process of recruiting trainers. Where the resource person as a trainer revealed transparent appointment and recruitment carried out by regional NPCs and selected by central NPCs. In the interview also expressed by Mr. Margono as follows:

"We work with NPC because we can't be alone because of our superior step, who is there an NPC, there is a university whose term sports are in terms of human resources, then the qualifications are there, especially and the NPC is the center in Solo, so it's right again, we have to take our superior steps, what are our components to form this, yes, for the energy from where, yes, from here we cannot be careless from this sport later not mastering both Prof but not mastering".

The statement expressed by Mr. Margono regarding the recruitment of trainers is the importance of human resources in recruiting coaches. The human resources needed in recruiting an SKODI coach are NPC and Sports Colleges. Where they have authority regarding SOPs in recruitment and know competently the classification of the selection of requirements that must be met by an SKODI trainer. In this case, NPC collaborates with universities that have human resources with the ability in the field of sports. NPC center is in the city of Solo where the city also has universities that have human resources related to sports. Universitas Sebelas Maret is a source of human resources chosen by NPC to cooperate in recruiting competent coaches in certain sports for coaching the achievements of SKODI athletes. Universitas Sebelas Maret has Professors who are experts in certain sports, in this case not all Professors have the same specifications in mastering certain sports in NPC. So that selective selection is also carried out by NPC in forming a team that will be used as HR in recruiting SKODI trainers.

The recruitment of coaches is done the same as the recruitment of athletes. If the athletes do not show success and improvement in the following year, there will be relegation. This is also applied to a coach, where if a coach's performance does not meet in accordance with existing competencies, degradation will occur. This should be done regularly, once a year, because the goal of developing great athletes requires competent coaches. The trainer must achieve the performance record targeted by the NPC. Recruitment is carried out by NPC, but in collaboration with universities with sports faculties.
that excel in producing graduates who are competent in the field of training. In this case, NPC will cooperate with Eleven Maret University to form a collaboration team in recruiting coaches needed by NPCs in each sport. Universitas Sebelas Maret has an accredited sports faculty, but there are still conditions that need to be met in the direction of non-secondary coaches. In addition, trainers must have a valid license, this will be better arranged by NPCs against the level of license that must be owned by trainers. Regarding the recruitment of trainers' human resources, they have done that the recruitment is carried out directly by NPCs. Recruitment is appointed directly by NPC based on the competence of the trainer, then submitted from the central NPC to the Minister of Youth and Sports.

The first recruitment of trainers was carried out without appropriate selection because the HR team had not yet been formed in the selection of SKODI trainers. The first trainers of SKODI were mbak Nonik and mas Vicky, they were the first generation trainers from the beginning of the formation of SKODI. In the interview, Ms. Nonik's expression regarding recruitment in SKODI trainers was as follows:

"If it was 2018, I was the same as Mas Viky, it was a recommendation from the trainer at the NPC training center, so it was recommended to the Ministry of Youth and Sports".

In the statement, Nonik as head coach revealed their initial recruitment as coaches due to recommendations from NPC Platnas coaches. The NPC platnas trainer recommended Ms. Nonik and Ms. Vicky directly to the Ministry of Youth and Culture. This statement was also confirmed by Mr. Margono, where the first coach recruitment has not been selected. This is because the initial formation of SKODI is still in the design stage slowly, initially starting to recruit athletes and coaches to conduct coaching, then it will only be carried out in accordance with the provisions of the SOP and the appropriate selection will be applied later after the construction of the SKODI building in Karanganyar is completed. In addition, the recommendation of SKODI's initial trainer is also not arbitrary. The Ministry of Youth and Youth accepted the recommendation of Mbak Nonik's name and Vicky did not immediately approve them as SKODI coaches, but saw their history in the field of swimming. They have very good competence in swimming, besides having a license and good achievements as swimming athletes.

Discussion

Human Resources Athletes recruited by NPC have requirements both in terms of disability classification and sports skills that they master and can be developed and fostered by coaches later. Then there is a selection stage that is held according to the rules that have been compiled by the central NPC. The selection organizing team is handed over to teams that have been arranged and open in their fields, one of which is the FKOR UNS team. This NPC altet recruitment also has city boundaries set by navel and region. Recruitment will also be held across the province and will be classified from light to high.

Recruitment carried out on coaches is the same as recruitment for athletes, where if during the next year there are no achievements and improvements that occur in athletes there will be relegation. This must be done sometimes once a year as the goal of producing outstanding athletes needs coaches who are also competent. The trainer must set a record of achievements that have been targeted by NPC. Recruitment is carried out by NPC but in collaboration with universities with sports faculties that have produced graduates who are competent in the field of training. In this case, NPC collaborates with Sebelas Maret University to become a collaborative team in recruiting coaches needed by NPC in each sport. Universitas Sebelas Maret has an accredited sports faculty, but there are still conditions that need to be met in the direction of non-secondary coaches. In addition, trainers must have a valid license, this will be better arranged by NPC against the level of license that must be owned by trainers. Regarding the recruitment of trainers' human resources, they have done that the recruitment is carried out directly by NPC based on the competence of the trainer, then submitted from the central NPC to the Minister of Youth and Sports.

Conclusions

Human resources in sports coaching are happy that NPC Indonesia student athletes in Surakarta are very good and competent according to their sports fields. In the recruitment of athletes and coaches carried out by NPCs to be forged at SKODI through the results of open recruitment, it is seen through the competence of these athletes and coaches through regional NPC who register. In
addition, it was observed by being appointed directly by the central NPC to join SKODI because it saw the potential of these athletes and coaches. In this case, NPC collaborates with universities that have human resources with the ability in the field of sports to be able to make selections in the recruitment of athletes and coaches. NPC center is in the city of Solo where the city also has universities that have human resources related to sports. Universitas Sebelas Maret is a source of human resources chosen by NPC to cooperate in recruiting competent coaches in certain sports for coaching the achievements of SKODI athletes. Universitas Sebelas Maret has professors who are experts in certain sports including swimming.

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Conflict of interest

The authors declare that they have no conflict of interest.

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