

Chandra Febriyan Fitriawan¹, Muchsin Doewes², Sapta Kunta Purnama³

Management analysis of the Indonesian National Lawn Bowls Team at the 2018 Asian Para Games

^{1,2,3} Sebelas Maret University, Indonesia

Abstract

The purpose of this study was to investigate the management of Lawn Bowls Indonesia's national team. This research is a qualitative and descriptive study. Data collection techniques using observation, interviews, and document analysis. The data validity technique uses two triangulation techniques, namely data triangulation and method triangulation. Data analysis was carried out in four stages namely: data collection stage, data reduction stage, data presentation stage, conclusion drawing stage. The results showed that the management role of Lawn Bowls was already good. This has been proven in the application of the four main functions in management including Planning, Organizing, Directing, Controlling. The condition of the infrastructure owned by Lanw Bowls Indonesia is good even though the field does not meet the standards. Lawn Bowls Indonesia coaches have done a good job as a trainer. Lawn Bowls Indonesia coaches also prioritize discipline towards athletes or players. Aside from being a motivator for athletes to always be diligent in practicing, maintaining body condition and stamina as well as the drive to continue to excel. The source of coaching funds is still supported by the Ministry of Youth and Sports through the Indonesian National Paralympic Committee (NPC). The nutrition law for Indonesian bowls has been fulfilled. This is because the athlete's diet has been prepared and controlled directly by Lawn Bowls Indonesia's management. Meeting energy needs through carbohydrate consumption, through protein consumption and through fat consumption. Lawn Bowls Indonesia's Achievements In the event, the Lawn Bowls sports branch won 15 medals consisting of 5 gold, 4 silver, 6 bronze. It has been proven that Lawn Bowls Indonesia is ranked 2nd in the 2018 Asian Paragames event in Jakarta.

Keywords: management, Indonesian National Lawn Bowls, Asian Para Games

Introduction

Management is a process carried out to get results through other people (Chelladurai, 2013). This is consistent with Robbin's opinion that management is the process of getting results efficiently and through others. This shows that the management of the organization achieves the goals of the organization through the arrangement of other people to carry out various jobs that are needed, or in other words by not doing their work alone (Piekarz, 2013).

Management is the science and art of regulating the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal (Dowling

¹ Chandra Febriyan Fitriawan, e-mail: chandrafebry7@gmail.com, ORCID: 0000-0001-6159-4381

² Muchsin Doewes, e-mail: mdoewes2000@yahoo.com, ORCID: 0000-0001-5820-4119

³ Sapta Kunta Purnama, e-mail: saptakunta_p@yahoo.com, ORCID: 0000-0001-7198-1385

et al., 2014). Management as a set of activities designed to achieve an organizational goal by using resources effectively and efficiently in changing the environment (Symonds & Tapps, 2019).

Management is closely related to the organization, where management takes place within the organization (Court et al., 2011). As a social process, management does its function in interpersonal interactions, both within and above the operational position of a person in the organization (Minikin, 2012). This illustrates that management has elements of cooperation and leads to goals to be achieved and is only applied to groups of people who have clear goals. To produce these objectives supported by management as a function (Andrew et al., 2011).

Lawn Bowls is a precision sport with low impact, where people with physical disabilities can participate equally with able-bodied or normal competitors (Sayers et al., 2015). There are no changes to the standard competition rules from Lawn Bowl applied. This game involves a radial asymmetrical radial ball called Lawn Bowls (grass bowls) towards smaller white ball targets called Jacks (Sayers, 2019). This game originated in England in the 13th century. The oldest existing bowling ground is the South Hampton Old Bowling Green, opened in 1299. The ball for athletes with cerebral palsy and vision impairment was introduced in 1984 at the Paralympic Games and was later dropped from the Paralympics in 2000.

The Lawn Bowl Sports was played at the 2014 Commonwealth Games (Zou, 2013). The inclusion of the Para-Sport Lawn Bowl at the Commonwealth Games helps improve sports and integrate these athletes into healthy-bodied sports organizations (Kardiyanto, 2017). Lawn Bowls is played on a large, rectangular, manicured field or synthetic surface known as Bowling Green which is divided into parallel playing parts called Rinks (Silk et al., 2006). The aim of the game is to get one or more of your team's balls closer to Jack than your opponents. The game starts with a coin toss and the winner puts down the mat (Met) and rolls the small ball (jack) to the other end of the field to become the target. After stopping, the jack is parallel to the center of the arena and players take turns throwing their balls from the small mat towards the jack and thus forming a crowd (a group of bowls around the jack).

Lawn Bowls is open to women and men. In the Lawn Bowls game, players with physical impairments compete in the B1-B8 sports class while athletes with visual impairments use special rules. Athletes who compete in class B1-B4 are blind athletes (Blind) and B4-B8 with disabilities (Physical) (Misener & Darcy, 2014).

The government has provided a forum so that people with disabilities can express themselves in accordance with their desire and exercise (Hendri & Supriyono, 2019). NPC (National Paralympic Committee) Indonesia is one of the parent organizations of sporting achievements for people with disabilities in Indonesia (Wijayanti, Dwi Gansar Santi, Soegiyanto, 2016). Thanks to the efforts of disability athletes under the auspices of NPC Indonesia who competed in the Asean Para Games 2017 Indonesia event has become the overall champion, from this, people with disabilities like or hobbies with disability sports (Herlian et al., 2017).

At the 2018 Asian Paragames event, lawn bowls were competed for the first time. Lawn Bowls competes in several competition classes including B1-B8, men's and women's singles and MIX. Class B1 is a class filled by athletes with total blindness, B2-B4 is filled by athletes with low vision or limited vision, B5 is a classification for people with disabilities paraplegi, B6-B7 is filled by wheelchair and disabilities in the legs and B8 is filled by athletes with disabilities hand part. In this event, Lawn Bowls won 15 medals consisting of 5 gold, 4 silver and 6 bronze. Therefore, the author will examine how

the management of the Lawn Bowls sports branch so that it can achieve its best performance considering Lawn Bowls is a new sport in Indonesia and was first competed in the 2018 Asian Paragames event.

Methods

Research on the application of the management of the sports branch of the Lawnbolws at the 2018 Asian Para Games was conducted at predetermined national training venues, with the consideration that these places were expected to provide complete information and could conduct the research needed to compile this research. Another consideration is Lawnbolws Indonesia is willing to be used as a place of research and is willing to provide complete data and information needed to compile this research. Research time is a term that researchers use for research purposes. This research was conducted since the approval of the title of this thesis, which is in July 2019 and ends until March 2020.

This research is a qualitative and descriptive study. Qualitative descriptive research is research by taking problems by focusing the meaning and quality of data that exist in the present by describing the object which is the subject of the problem by collecting, compiling, classifying, analyzing, and interpreting (Colorafi & Evans, 2016).

Data collection techniques using observation, interviews, and document analysis (Sugiyono, 2016). Researchers in this study used a semi-structured interview method, namely interviews which in practice were freer than structured interviews. The interviewer gives questions to the informant but can develop and be freer according to the situation and information needed by the informant. Semi-structured interviews aim to find problems more openly. In this study, interviews were conducted directly with informants regarding the data on the condition of the Lawnbolws team in Indonesia. Researchers used direct observation or passive role observation by visiting the location that was the object of research in order to get the truth and see the reality that happened. The technique used is to analyze documents and archives about the Lawnbolws Indonesia team, by observing, recording and concluding from what is implied and implied in each document and archive that is the source of the data. Information from this method can be found books, government and private documents, and data from written archives relevant to the Lawnbolws Indonesia team.

The data validity technique uses two triangulation techniques, namely data triangulation and method triangulation. In this study, researchers used two triangulation techniques, namely data triangulation and method triangulation. Data or source triangulation is the use of multiple data sources in a study, for example, interviewing people in different status positions or from different points of view. This means that the same or similar data, as a group, come from similar sources or different types. Using data triangulation because in this study researchers collected data from various sources, both from management and management, then information from other sources, so that similar data could be tested for its stability and correctness. The second triangulation is the method triangulation. Methodological triangulation is the use of multiple methods to study a single problem or program, such as interviews, observations, structured questionnaires and documents. Using the triangulation method, because in this study the data collection was carried out by different methods, namely by using the method of interviewing, observation, and document analysis methods (Huberman & Miles, 2012).

Data analysis was carried out in four stages namely: data collection stage, data reduction stage, data presentation stage, conclusion drawing stage (Moleong, 2017).

Researchers collect data that are considered helpful in helping provide information related to research. Then the data is reduced by selecting, focusing, simplifying and abstracting data from the field notes (field notes). This process continues throughout the study until the final report to emphasize, simplify and focus, remove unnecessary things, and organize data so that final conclusions can be made. Then, after data reduction, the researcher presents the data, namely assembling the information regularly so that it is easy to see and understand in a compact form. After the data is presented, the authors draw conclusions from the data obtained from the beginning to the end of the search. In making conclusions, the researcher is open, meaning that if at the end of the study he finds inaccurate data, the researcher does not hesitate to make a re-conclusion (Nassaji, 2015).

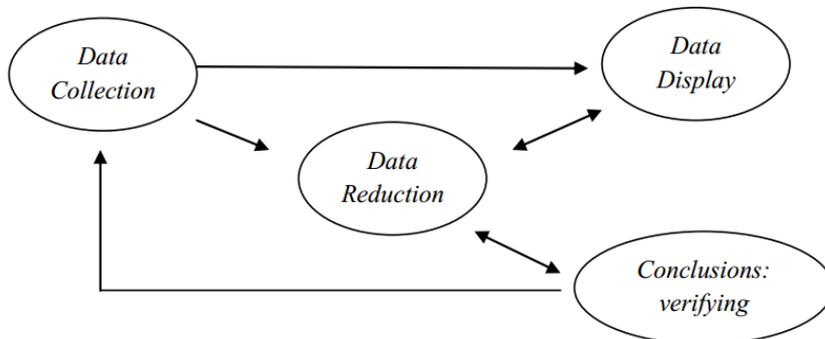


Figure 1. Components of Interactive Model Data Analysis (Lexy J. Moleong, 2019)

Results and Discussion

1. The management role of Lawn Bowls was already good. This has been proven in the application of the four main functions in management including:
 - a. Planning

Lawn Bowls Indonesia has planned training programs both short and long term and has also prepared talented athletes since the event has not been held. If the athlete has entered the team it will be fostered so that supervision can be directly controlled by the management of Lawn Bowls Indonesia, because management has prepared mess for athletes and coaches.
 - b. Organizing

Organizing in Lawn Bowls Indonesia has carried out their obligations and responsibilities in order to achieve a program that has been agreed upon and the results will be evaluated by the management of Lawn Bowls Indonesia.
 - c. Directing

Management provides direction, controlling and evaluation of the coaching team that has been formed. At the end of the training team and athlete's turn around the team is accountable to management. Management is responsible for its performance to the management
 - d. Controlling

The management always provides direct supervision to the management of Lawn Bowls Indonesia and also provides direct supervision to the athletes and their coaches. This is done by the management so that what has been programmed can be carried out, both from training, competition, nutrition, sources of funds

available, the condition of athletes and coaches as well as the existing infrastructure in Lawn Bowls Indonesia.

2. Facilities and infrastructure owned by Lawn Bowls Indonesia are as follows:
 - a. The soccer field in the regular village is intended for the routine training activities of Indonesian Lawn Bowls athletes and local and national competitions. This field is the only one that is used by Lawn Bowls Indonesia's team. But the field has not met the standards contested in international events.
 - b. Mess Player
Mess The player is in the Alana Surakarta hotel. This message consists of rooms for male and female athletes, 1 room for 2 athletes and Lawn Bowls Indonesia secretariat room.
 - c. Mess Coach
Has 1 room for 2 Lawn Bowls Indonesia team trainers.
 - d. Secretariat Office
Lawn Bowls Indonesia has a secretariat office which is in the NPC. Is an office that is used for administrative activities and other activities.
3. The existing Organizational Structure in Lawn Bowls has carried out their respective obligations and responsibilities in order to achieve the agreed program and the results will be evaluated by the management of Lawn Bowls.
4. In determining the exercise program must refer to several factors that support the success of the exercise. To produce a good training program, it must have stages of a training program that is divided into:
 - a. long-term training program
 - b. medium-term training program
 - c. short-term training programThe role of a trainer also has an important meaning in determining training programs. The main objective of the training program is to determine the athlete's ability and achieve maximum achievement.
5. Funding is one of the most important factors in an organization. It can be said, the organization can run or not be influenced by the funds they have. To support the activities in the Indonesian Bowls Lawn team, it cannot be separated from adequate funding. The source of coaching funds is still supported by the Ministry of Youth and Sports through NPC Indonesia, funds are used to motivate athletes and the need for facilities and infrastructure.
6. Fulfillment of individual athlete nutrition
In achieving athletes' achievements not only training and coaching programs must be considered, nutrition is also very supportive for the performance of the athlete's physical condition. Nutrients absorbed by the body must be really noticed and maintained. The nutrition law for Indonesian bowls has been fulfilled. This is because the athlete's diet has been prepared and controlled directly by Lawn Bowls Indonesia's management. Meeting energy needs through carbohydrate consumption, through protein consumption and through fat consumption. Athlete Lawn Bowls performs much greater physical activity so that his energy needs are also increased and require not less nutritional intake. That way the energy expended for sports must be balanced or equal to the energy that comes from food as an energy source.

NPC (National Paralympic Committee) Indonesia is the parent of the sports branch for the achievements of people with disabilities in Indonesia. Lawnbowls sports branch has experienced growth abroad, Indonesia is the first time the formation of the National

Sports Lawn Bowls PELATNAS in 2018. As host of Asian Paragames 2018 Indonesia embodies the existence of Lawn Bowls sports branches so that they are competed at the 2018 Asian Paragames event. 2018 is expected to get the maximum achievement.

Lawn Bowls, which was established in early 2018, is one of the first sports to be established in Indonesia under the name Lawn Bowls Indonesia. Lawn Bowls is a long journey from the history of the Asian Paragames event, so that every event has a new sport to compete. Lawn Bowls Indonesia also took part in the progress of the Indonesian team at the 2018 Asian Paragames event which took place in Jakarta where the Indonesian Lawn Bowls team managed to get 5 gold medals, 4 silver medals and 6 bronze medals.

The role of Lawn Bowls management has been good in improving and developing the achievements of its athletes. This has been proven in training and learning athletes always get motivation, knowledge, friends and experience. Because in the training process athletes do not only train with friends on the field, but sometimes athletes train outside the field. With the Try Out and Try In, athletes are able to measure their ability or development of their own abilities, are athletes ready to compete in future events.

The condition of the infrastructure owned by Lawn Bowls Indonesia is already good even though the field has not met the standards, the facilities owned include a mess of good players and coaches. Fairly good management secretariat. Although there were a few constraints on the ground related to technical problems during training. But if you review the facilities and infrastructure other than that it is suitable for matches and coaching players.

The Indonesian Lawn Bowls coach has done his job as a coach well. Coaches are not just technical coaches in Lawn Bowls. But also a friend of athletes or Indonesian Lawn Bowls players. Indonesia's Lawn Bowls coach also prioritizes discipline towards athletes or players. As well as being a motivator for athletes to always be active in training, maintain the condition and stamina of the body and encourage them to continue to excel.

In achieving athletes' achievements, it is not only training and coaching programs that must be considered, nutrition is also very supportive of athlete's performance and physical condition. The nutrients that are absorbed by the body must really be considered and maintained. Indonesian Lawn Bowls athletes have fulfilled their nutrition. This is because the athletes' diet has been prepared and controlled directly by the Indonesian Lawn Bowls management.

The development of an achievement in sports is not necessarily obtained instantly or directly, to get high achievements many factors must be met. These factors are organization or management, coaching, training programs, facilities and infrastructure, and sources of funds. All these factors are interrelated and form a unity in the achievement of high achievements. If all factors are in good condition then even high achievements can be achieved. High achievements become an aspiration of athletes, coaches and the team itself.

The smoothness and quality of training from sports activities must be supported by good facilities and infrastructure. Infrastructure and facilities that support the implementation of training can run smoothly and the quality of training increases better. Completeness of the required facilities in accordance with the branches of sports that are fostered so that the ability of athletes increases. Factors that support achievement can be developed to the maximum, so that the quality of athletes will improve and maximum achievement can be realized.

Maximum achievement is the goal of sports coaching. The maximum achievement requires a long process, because to realize the maximum achievement is not an easy job. Many factors influence the achievement of the factors that support achievement can be

developed to the maximum, so that the quality of athletes will improve and maximum achievement can be realized.

Conclusion

Based on the results of research and discussion, it can be concluded that the results showed that the management role of Lawn Bowls was already good. This has been proven in the application of the four main functions in management including: Planning, Organizing, Directing, Controlling. The condition of the infrastructure owned by Lawn Bowls Indonesia is good even though the field does not meet the standards. Lawn Bowls Indonesia coaches have done a good job as a trainer. Lawn Bowls Indonesia coaches also prioritize discipline towards athletes or players. Aside from being a motivator for athletes to always be diligent in practicing, maintaining body condition and stamina as well as the drive to continue to excel. The source of coaching funds is still supported by the Ministry of Youth and Sports through the Indonesian National Paralympic Committee (NPC). The nutrition law for Indonesian bowls has been fulfilled. This is because the athlete's diet has been prepared and controlled directly by Lawn Bowls Indonesia's management. Meeting energy needs through carbohydrate consumption, through protein consumption and through fat consumption. Lawn Bowls Indonesia's Achievements In the event, the Lawn Bowls sports branch won 15 medals consisting of 5 gold, 4 silver, 6 bronze. It has been proven that Lawn Bowls Indonesia is ranked 2nd in the 2018 Asian Paragames event in Jakarta.

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