

Training of Trainers and Athlete Achievement

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Abstract: Training and development for trainers are something rarely done. In fact, training of trainers improves the quality of coaches that affect the development of athletes' skills. This study aims to investigate the impacts of training of trainers towards athletes' achievement. The study employs cross-sectional design promoting survey to collect data. The samples, which are 55 students, are selected purposively. The instrument used in this study is a 40-question questionnaire distributed to all the samples of the study. In the meantime, statistical computation is analyzed using SPSS version 17. The results show that coaches who participate in training of trainers transform the knowledge and skills they receive in the training to their athletes so that it affect athletes' achievement. In addition, the training also refreshes the knowledge and skills of the coaches.

1 INTRODUCTION

The performance of the sporting organization is measured by the success of the athlete in achieving each match. To achieve the achievement, it takes long process and long-time (Duda and Nicholls, 1992). Therefore, training activities are very important because they can enhance skills in the sports that followed (Baker et al., 2003). The process of coaching will not be separated from the role of trainers who take a hand directly in the field to oversee the implementation of training programs that have been made. Certainly from time to time the development of knowledge and technology is very dynamic (Gould, 1999). Insight development is urgently needed by trainers to improve athlete performance.

Training improves job performance (Nkebem, 2009; Sergio et al., 2002) Training will enhance capabilities, knowledge and skills (McKinsey, 2006), and managerial skills (Robart and Frank, 1998). Training and development improve the performance of health sector organizations (Iftikhar and Sirajuddin, 2009), the appearance of the workers improves the overall appearance of the organization. (Qaiser Abbas and Sara Yaqoob) the appearance of workers depends on job satisfaction, knowledge and management factors (Chris, 2010).

Previous studies have focused more on improving the skills of trainees and development. While in this

study, the subject matter that wants to be appointed is the training of the product that is athlete's achievement. Training impacts on services. (Dhar, 2014). Organizational commitment (Hanaysa and Tahir, 2016). Job satisfaction (Hanaysa and Tahir, 2016), work performance (Mangkunegara and Waris, 2015) health and safety.

The aforementioned studies show that training and development will impact on the performance of employees rather than lead to the resulting product. Researchers agree with this because in the training and development of trainees will increase its ability, especially in terms of knowledge, and skills provided in the implementation. Through his knowledge and skills, he will give all his potential to improve his athlete's skills and achievement.

In accordance with the aforementioned explanation, the hypothesis in this research is: trainer training has a significant influence in improving athlete performance. The aim of the study is to know and analyze the effect of trainer training on sports achievement.

2 RESEARCH METHODOLOGY

The study employed a cross sectional survey design. The research was done by going to the respondents. Subsequently, the respondents were interviewed using the prepared interview format about the training

and achievement of the athletes they had developed. Interviews were conducted to each sample for + 30 minutes.

Documentation study conducted by collecting data of championship results, data of training results in the form of technical development and achievement result of improvement of physical condition of athlete. Other data collected were data on trainers, among others, training that has been followed by trainers, certificates (coach licenses), and experience of training.

The population and samples taken were trainers who had followed the development of human resources from five cities / regencies in West Java. The sample of the research was taken by using purposive sampling technique, the trainer's sport fitness which had the characteristics as mentioned: 1) available in all districts / cities where the research was conducted, 2) had followed the training, 3) followed the development process, and 4) were still active in the athlete coaching process.

Based on that, the samples come from five sports with HR trainer. Instruments used in this study are interviews, questionnaires and documentation studies. Data analysis using path analysis. The calculation process using SPSS software ver.17.

3 FINDING'S

Data analysis performed by using path analysis using SPSS software version 17, obtained the result that training can improve athlete's achievement. Viewed from the results of research with the age group of trainers can be detailed as follows figure 1:

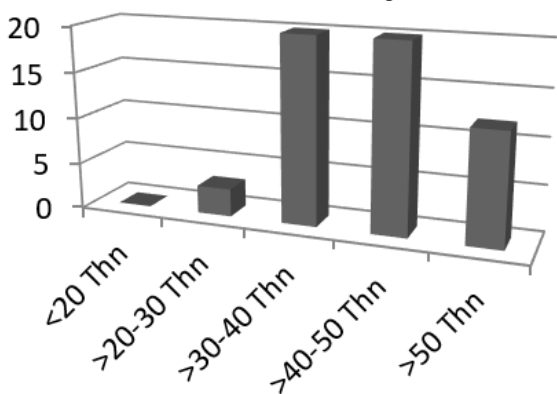


Figure 1: Trainers by age

Trainers in all five sports were focused on age > 30 - 50 years. This can be seen from the number that numbered 40 people. This age is a productive age. At

this age knowledge and insight and experience are already owned by the trainers so as to improve the performance of the sport consistently. Meanwhile, from sex side can be seen in figure 2.

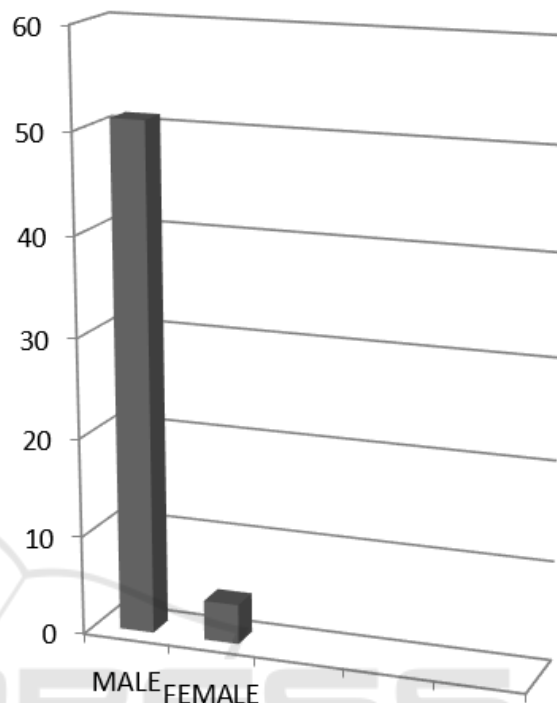


Figure 2: Total Trainers by Sex.

Empowerment of woman role in sport world was very minimal based on the data in table 2. The number of men for trainers amounted to 51 while female coaches amounted to 4 (four) people. This shows that the participation of women in sporting activities is very limited to only 7.3% of the total number of trainers studied. This means that the training followed by the trainer is mostly controlled by men. Training for women should be specifically designed to increase the number of women taking part in the world of athlete training.

4 DISCUSSION

Findings in the field resulted in training having an effect on the performance of athletes. This means that the training process for trainers related to new material delivery for new coaches will plunge into the world of sports coaching. The training given to new trainers will go into the world of athlete coaching should be able to provide extensive insight for him in improving the performance of athletes. There is a meaningful relationship between training and

individual employee capacity building, and there is a meaningful relationship between training with knowledge of worker specialization (Sarboland, and Aghayi, 2012). It also enhances organizational skills, and individual abilities (Shaheen et al., 2013)

Implementation of training which is a new material for trainers who will be involved in the world of coaching should be done professionally and directed in accordance with the field of expertise of each person. Structured training of trainers will enhance the appearance of the organization, meaning that any coaching of the athlete will successfully contribute to victory for the organization (Frost, 1971; Saleem and Naseem 2011; Ghafoor et al., 2011)

The conditions figured in the previous explanation can be understood because the training is done by the trainers are able to improve the skills and skills of trainers. In addition, the trainers on the development program receive the latest knowledge and skills as well as the latest sports developments. The knowledge is applied to the athlete so that the athlete can improve his performance.

5 CONCLUSIONS

Training and development has an important role in improving skills and ability for trainers. In addition, training and development provide new knowledge and skills. Moreover, new knowledge and skills can be provided by the trainer to the athlete so as to enhance the athlete's pretensions. The impact of improved performance will also enhance the image and appearance of the organization.

6 RECOMENDATION

Based on the conclusion that has been mentioned above, the writer recommends things as follows:

- For the organization, the equal opportunity to be involved in the training and development process should be done well. In addition to trainers the availability of sportsmanship resources involved in the athlete coaching process should be provided by each organization to support the improvement of achievement;
- For the agency / sportsmanship agencies, Data collection needs of human resources and the number of human resources available must be done in an effort to prepare and support

programs to be implemented by the agency / agency sports. Training programs of trainers and other sports personnel should be undertaken in co-operation with the sports organization;

- For the academic field, the involvement of academics in the field coaching is expected to help improve the performance of athletes, which is looking for an ideal model for the process of coaching athletes in the field. As well as conducting further research to help improve the performance of athletes, from the management side, motion techniques, the use of media coaching, injury prevention, athlete recovery due to injury, as well as the other science side.

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