



The effectiveness of professional competency certification of sports personnel in accordance with the mandatory of the Sports Law on the performance of Indonesia sports personnel

La eficacia de la certificación de la competencia profesional del personal deportivo de conformidad con la obligatoriedad de la Ley del Deporte en el desempeño del personal deportivo Indonesia

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Abstract

Introduction: This study aims to determine the impact of sports personnel's professional competence on sports personnel performance in Indonesia in several Sports selected based on the importance of professional competency certification.

Objective: This study focuses on the population of sports personnel in Indonesia which is spread across several leading sports branches following the mandate of the Grand Design of Sports in Indonesia.

Methodology: This study focuses on impact analysis using the Scriven model, namely the goal-free evaluation model (goal-free evaluation model). The sample in this study were sports personnel who already had 28 sports trainer licenses consisting of 14 leading sports, but do not yet have a professional competency certification from the National Professional Certification Agency. So, it consists of 2 people from each sport. Data was collected through direct questionnaires answered by sports personnel.

Results: The findings of this study resulted in the effectiveness of professional competency certification for sports personnel, especially coaches in leading sports branches, having a value of Sig. (2-tailed) of 0.000 on df 28. The Sig. (2-tailed) value obtained was <0.05, which means it is significant for the performance results of the trainer compared to when the trainer had not been given a professional competency certification training program.

Conclusions: Therefore, the role of professional competency certification is critical in improving the performance of sports personnel in building and developing sports in Indonesia through professional and reliable sports personnel in carrying out their profession in each field following the mandate of the Sports Law.

Keywords

Certification; competency; personnel; profession; sports.

Resumen

Introducción: Este estudio tiene como objetivo determinar el impacto de la competencia profesional del personal deportivo en el desempeño del personal deportivo en Indonesia en varios deportes seleccionados en función de la importancia de la certificación de competencia profesional.

Objetivo: Este estudio se centra en la población del personal deportivo en Indonesia, que se distribuye en varias ramas deportivas líderes siguiendo el mandato del Gran Diseño de Deportes en Indonesia.

Metodología: Este estudio se centra en el análisis de impacto utilizando el modelo Scriven, es decir, el modelo de evaluación sin objetivos (modelo de evaluación sin objetivos). La muestra de este estudio fueron el personal deportivo que ya tenía 28 licencias de entrenador deportivo que constaban de 14 deportes líderes, pero que aún no tenían una certificación de competencia profesional de la Agencia Nacional de Certificación Profesional. Por lo tanto, consta de 2 personas de cada deporte. Los datos se recopilaron a través de cuestionarios directos respondidos por el personal deportivo.

Resultados: Los hallazgos de este estudio dieron como resultado la efectividad de la certificación de competencia profesional para el personal deportivo, especialmente los entrenadores en las ramas deportivas líderes, con un valor de Sig. (bilateral) de 0,000 en gl 28. El Sig. El valor (bilateral) obtenido fue <0,05, lo que significa que es significativo para los resultados de desempeño del entrenador en comparación con cuando el entrenador no había recibido un programa de capacitación de certificación de competencia profesional.

Conclusiones: Por lo tanto, el papel de la certificación de competencia profesional es fundamental para mejorar el desempeño del personal deportivo en la construcción y el desarrollo del deporte en Indonesia a través de personal deportivo profesional y confiable en el desempeño de su profesión en cada campo siguiendo el mandato de la Ley del Deporte.

Palabras clave

Certificación; competencia; personal; profesional; deportes.



Introduction

In the world of work, one of the ways to be recognized as a worker is by having professional competence in the form of certification (Osanz & Yuba, 2019; Soeprayogie et al., 2021). This applies internationally in various fields of work, including in the field of sports (Edwards & Kloos, 2024). Sports personnel at the international level require professional competency certification that can be recognized as a person's professionalism in the field of sports (Schlesinger & Doherty, 2021). One example is the profession of a coach who is following the sport. The certification that must be obtained by the coach is a license from the parent sports organization. In addition, the importance of competency certification at the international level has advantages such as global recognition, increasing competitiveness, meeting sports industry standards, increasing credibility and trust, access to job opportunities at the international level, and continuous professional development (Domazet et al., 2015).

The importance of this professional competency certification will always have an impact on ensuring that coaches, referees, athletes, and other professionals in the sports industry adhere to globally recognized standards (Portenga, 2014). This creates consistency in training methods, safety protocols, and ethical practices across countries (Domazet et al., 2015). Then, Certified individuals are perceived as more credible and trustworthy. For example, certified coaches demonstrate a higher level of expertise, which is crucial for nurturing athletes and ensuring their development aligns with international standards (Duclos-Bastias et al., 2023). Achieving and maintaining certifications often involves ongoing education. This helps professionals stay updated on the latest trends, techniques, and technologies in the sports world (Acharya, 2010). Thus, this professional competency certification, will contribute to sports development, one of the contributing factors of which is the existence of maximum performance from sports personnel who have competency certification (Edwards & Kloos, 2024).

Developmental Sports in the context of Sports Coaching and Development in Indonesia should be an important concern for the government (Ma'mun et al., 2022; Ramadhan et al., 2020). This has become a strategic issue among developed countries in the world (O'Brien et al., 2019; Prikhodko et al., 2021). The development of a nation can be expedited through the medium of sports, as they have the potential to contribute to a variety of disciplines, not just the realm of sports (Muhlisin et al., 2021; Purnomo et al., 2024). Concrete evidence is that exercise can have a positive impact on a person's health condition and fitness level (Paramitha et al., 2022). By doing sports, a person will have a fit body condition in carrying out daily activities.

The development and coaching of sports is part of the formation of the nation's character and personality towards a cultured society, strong in facing challenges, and having skills and abilities in the field of sports (Ramadhan, Paramitha, et al., 2022). The formation of attitudes, character, and mentality as well as skills, is capital for all humans to be able to contribute and play a role in the development of the nation and state in increasing dignity and honorarium through sports (Bean & Forneris, 2016; de Subijana et al., 2022). Coaching and development today has begun to shift paradigms from sports development itself to development through sports (Green & Collins, 2008). This means that sports can have an impact on the development of other aspects. For example, in the formation of attitudes, character, and life skills that can influence someone in living a national and state life following the Constitution (Ramadhan, Ma'mun, et al., 2022).

Law No. 11 of 2022 concerning Sports in Indonesia is a legal umbrella for the community in carrying out various sports activities both individually and in groups that have various goals according to the needs of the community (Law of the Republic of Indonesia No. 11, 2022). Sports Law is an inseparable part of the system and regulations that have been produced or will be produced as a basis and guideline in society and organizations/institutions to play a role in efforts to raise the dignity and honorarium of the nation and state through the field of sports (Dashkovska et al., 2021).

Article 17 of the Law on Sports states that there are three (3) scopes of sports if the community or organization/institution can play a role in advancing sports both as groups and individuals, the three (3) scopes are: (1) Community Sports, (2) Educational Sports, and (3) Achievement Sports (Law of the Republic of Indonesia No. 11, 2022). The three sports areas support each other and complement each

other and are integrated to support better sports development as an effort to improve fitness, and welfare and increase sports achievements in various international events (Ma'mun, 2019). To achieve national development goals in the field of sports, whether in the form of educational sports, community sports activities, or competitive sports, it can run well and according to the needs and goals of sports, a driver is needed so that it runs according to the goals of sports development in a system (Ramadhan, Paramitha, et al., 2022), therefore, there is a great need for quality sports personnel who have expertise in their fields.

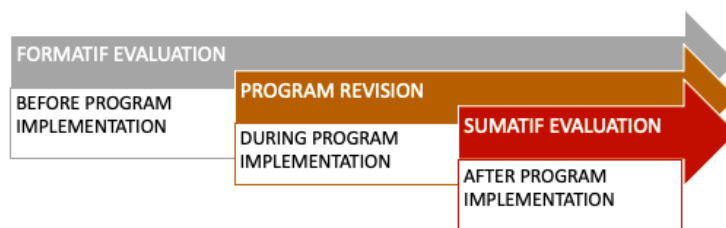
Sports Personnel in Law No. 11 of 2022 is a person who has qualifications and competency certification in the field of sports, meaning having qualifications and competency certification can be obtained through educational institutions and training institutions carried out by national or international organizations that are recognized by legally authorized bodies (Thayeb & Santosa, 2021; Law of the Republic of Indonesia No. 11, 2022). In Indonesia, there is an authorized institution in the context of professional competency certification, namely the National Professional Certification Agency (Hasanudin & Budiharjo, 2021). A person who has qualifications and certification in the field of sports is an expert and can be used as a profession to earn income. The results of the certification are in the form of competency certificates and certificates of eligibility issued by the Central Government and/or authorized independent institutions and the relevant Sports Branch Organization as a form of public accountability (Edwards & Kloos, 2024; Osanz & Yuba, 2019). The central government according to the Sports Law, Article 95 paragraph 3, in this case can also delegate to an independent institution that has the authority to conduct testing and issue certificates to the community through training and education.

Based on the introduction above, until now there has been no analysis related to the effectiveness of the professional competency certification on the performance results of sports personnel to contribute to the progress of Indonesian sports, especially in contributing to broader development through sports (Darajat et al., 2024; Ha et al., 2015; Lindsey & Darby, 2019). Therefore, a more in-depth study is needed regarding the impact of this professional competency certification on the performance results of sports personnel. In addition, this study can provide an overview of the progress of implementation in accordance with the mandate of the Sports Law on certification and also as an evaluation to provide a basis for review towards the next steps in a better future.

Method

This research is a type of impact evaluation research, using the goal-free evaluation model by Scriven (Scriven, 1996). This model is suitable for revealing the impact of the implemented program. This model is divided into two, namely formative evaluation and summative evaluation. The contrast of the two, formative evaluation and summative evaluation, is often used as a basis for separating and distinguishing the two activities even though they are one unit of the Scriven Model (Scriven, 1996). However, it can be described in the flowchart of the occurrence of formative evaluation and summative evaluation related to its implementation as follows:

Figure 1. Goal Free Evaluation Model (Scriven)



In the goal-free evaluation model, this model starts from the first stage consisting of two sequential-simultaneous activities consisting of formative program evaluation carried out before and during program implementation. The formative evaluation stage focuses on conducting a pre-test on research subjects. Then continued with the provision of professional competency certification training programs and

continued with Summative evaluation carried out simultaneously-sequentially during and after program implementation. The summative evaluation stage focuses on the implementation of the post-test.

Participants

The data population is sports personnel in 14 leading sports branches based on the Grand Design of Sports in Indonesia. The subjects in this study were 28 sports trainers who already had a sports trainer license but did not yet have a professional competency certification from the National Professional Certification Agency. So, it consists of 2 people from each sport. The selected sports personnel focus on the coaching profession. This is because currently in Indonesia, the availability of competency schemes at the National Professional Certification Agency only has the coaching profession.

Instrument

In measuring the performance results of sports personnel, especially coaches, the Integrated Performance Measurement System (IPMS) instrument is used which focuses on indicators of punctuality, understanding of work, use of resources, ability to work together, ability to adapt, and leadership in the scope of coach performance quality. The instrument has a calculated r value of all questionnaire items $> r$ table 0.374, and overall, the instrument is declared valid and can be used. In addition, the Cronbach's Alpha value of 15 items is $0.850 > 0.5$, so the basis for decision making in the reliability test is declared reliable or consistent. IPMS uses a numeric scale to assign numbers to the level of sports personnel performance. IPMS is given to research subjects during the pre-test and post-test. In addition, interviews were conducted with research subjects to further explore the study, especially during the summative evaluation stage, namely when the training program has been given to research subjects. The interviews conducted focused on the views of coaches when they had undergone a professional competency certification training program on their performance results in their respective sports.

Procedure

In the implementation of this research, several steps are carried out. The first step is to provide a pre-test to the research subjects in the context of a formative evaluation that looks at the performance results of the trainer's abilities before being given the program. Second, the research subjects were given a professional competency training program by the National Professional Certification Agency for seven days. This professional competency training program aims to improve the level of professionalism of trainers in carrying out their work in their respective sports. During the training, the focus given to the trainers includes forming consistency in implementing the training methods given to athletes, work ethics, and improving abilities by always updating themselves on the knowledge that continues to develop, such as training techniques and technology used in the world of sports. Third, a post-test was carried out in the context of the summative evaluation stage, which is an indicator of whether this professional competency training program has a positive impact. Both the post-test and the previous pre-test used instruments Integrated Performance Measurement System (IPMS) is a numeric scale questionnaire. Data were collected through direct questionnaires answered by sports personnel. Fourth, after the performance data was obtained using IPMS, the researcher conducted interviews to further explore the study conducted regarding the performance results of sports personnel, especially coaches, concerning the views of the professional competency certification training program provided.

Data Analysis

The data analysis technique used to answer the problem formulation in this study is by using descriptive analysis obtained from the results of the Integrated Performance Measurement System (IPMS) questionnaire answered by the trainers (sports personnel). The collected quantitative data will be analyzed statistically with the t-test which aims to see the effectiveness between before and after the professional competency certification training program is carried out for trainers. The statistical data processing of the t-test uses SPSS (Statistical Package for the Social Sciences) software with a one-group pretest-posttest design research design (Jack R. Fraenkel et al., 2012). In addition to quantitative data analysis, qualitative data analysis was also carried out, especially those related to the implementation of certification and the description of the trainer's performance conditions. The collected data were qualitative using interview techniques, then transcribed by looking at the flow of answers from the research subjects until the collected data was saturated (the condition of the respondents' answers that were seen as interrelated), and given a code on the results of the answers of the research subjects' views. The results of



quantitative and qualitative data analysis were triangulated so that conclusions could be drawn regarding the impact of certification on performance.

Results

Certification of sports personnel professional competency is something new to be studied in the field of sports in Indonesia. This needs to be studied more deeply, especially in its impact on the performance results of sports personnel. Coaches are one of the professions in the field of sports that are most often highlighted in the process of sports development. Therefore, the role of coaches is very important to build sports in a better direction. This study aims to test the effectiveness of professional competency certification for coaches on the results of coach performance.

The results of data processing and analysis based on the instruments used, presented in the form of a table, can be seen in Table 1.

Table 1. Statistics Description

	Mean	N	Std. Deviation
Pre-test	61.88	28	4.035
Post-test	72.78	28	4.867

Based on Table 1, it can be seen that before being given treatment (training), the performance of sports personnel had an average value of 61.88 with a standard deviation of 4.035. However, after being given professional competency certification training, the performance of sports personnel had an average value of 72.78 with a standard deviation of 4.867. The increase occurred before and after being given treatment with an average difference of 10.9. Furthermore, the author conducted a normality test to determine the approach that can be used in conducting hypothesis testing. The normality test was carried out using the Shapiro-Wilk Test and obtained a $p > 0.05$ so that the data was declared normally distributed. The t-test was carried out and can be seen in Table 2.

Table 2. Effectiveness Test of Professional Competency Certification on Trainer Performance (t test)

Pair	Mean	Std. Deviation	df	Sig. (2-tailed)
Pre-test - Post-test	20.9	22.713	28	0.000

Based on Table 2, the Sig. (2-tailed) $p < 0.000$ on df 28. The Sig. (2-tailed) $p < 0.05$. So, it can be concluded that there is a significant influence of sports personnel professional competency certification training on the performance of sports personnel, especially coaches.

In the interview analysis from the research subjects are the findings of several indicators consisting of: (1) Punctuality, which is related to the discipline of coaches in starting and ending training programs, is as expressed by coach SA1 "with this competency training, I am more motivated to always be on time in starting and ending training programs." (2) Understanding of work, which is related to the process of coach performance in providing appropriate training programs for athletes according to what is needed, as expressed by coach MG3 "This competency training makes me understand more in terms of Limitations and understanding of my position as a coach." (3) Use of resources, which is related to resources, especially the use of technology in supporting coach performance, following what was said by coach AW2: "The use of technology is very helpful in the athlete training process in supporting the best achievement." (4) Ability to work together, which is related to the combination of coaches in running training programs, this is in line with what was expressed by coach SI9, "by working together which was studied during professional competency training, we can work together more in completing training programs." (5) Adaptability, which is related to science and technology, this was revealed by coach MBR7 "by being given an understanding that we must continue to be able to adapt to developments in conditions, especially science, and technology, of course, we can maximize the athlete's abilities". (6) Leadership, which is related to the leadership process when giving training instructions, as revealed by coach NA17 "Of course, coaches must have leadership that must be understood by all coaches in leading training programs, this is studied in depth during professional competency training".

The research findings using both quantitative and qualitative approaches are predominantly consistent, namely that the professional competency certification training carried out has a positive impact on the performance results of sports personnel, especially coaches.

Discussion

Based on the results of research findings conducted by researchers, the performance of sports personnel in superior sports branches which are a mandate from Grand Design of Sports in Indonesia, especially the coaching profession, it was found that from before the implementation of the performance professional certification program or in this case including formative evaluation, coaches revealed that the performance process of coaches could not be focused because it was related to welfare which had not been standardized. This is as expressed by coach HY10, *"Currently, there is no standard for the honorarium for the coaching profession, which has an impact on the lack of motivation for coaches to maximize their performance"*. However, the existence of this professional competency certification program is the basis for standardizing the performance and amount of income of sports personnel.

In the process of implementing professional competency certification, it went well, because sports personnel, especially coaches, felt they could be more focused and more motivated and felt calmer because they had clarity, especially regarding the tasks and performance functions of coaches, as well as an adequate level of welfare. This is in line with what was expressed by coach HS12, *"with the existence of honorarium standards for trainers, it certainly motivates to continue to improve their performance."* During the implementation process of this professional competency certification, there are challenges, such as having to provide more understanding to trainers to follow the professional competency certification test training, especially regarding the importance of professional competency certification which has an impact on the effectiveness of sports personnel performance.

In the summative evaluation or the post-implementation stage of the program, the research findings show that there is significant effectiveness in the performance results of coaches compared to when they did not have a professional competency certificate. So, this professional competency certification is very important in improving the quality of Human Resources for sports personnel in improving sports development in Indonesia, through good performance levels. The findings of this study are also in line with what was revealed that with the existence of sports professional competency certification, important aspects such as professional capacity, implementation of professional activities, subjects, time distribution, total teaching hours, and the proportion of theory and practice hours can be improved (Flores Chambi et al., 2024; Osanz & Yuba, 2019). These aspects certainly improve the performance of sports personnel. In addition, this professional competency certification must also continue to be developed, because the development of science and technology continues to advance so there needs to be an accreditation standard for each sports personnel profession (Darajat et al., 2024; Muhlisin, 2017).

The urgency of professional competency certification for sports personnel is an important part of national sports coaching and development (Law of the Republic of Indonesia No. 11, 2022). This is a mandate from the Sports Law regarding certification, and also functionally is standardization in determining the level of quality of sports personnel to develop sports in Indonesia to continue to grow (Naibaho & Lien, 2020). By referring to the paradigm that currently sport is not only developing the sport itself but also sport can have a broader impact on development in other aspects (Yamamoto, 2012). This professional competency certification is the basis for state recognition of a profession through the National Professional Certification Agency recognized by the state. So its impact on the standardization of the sports workforce profession can affect its performance results (Salcines-Talledo et al., 2024).

The results of the analysis of the effectiveness of professional competency certification for the quality of sports in Indonesia have an impact on professional and reliable sports personnel in carrying out their profession in each field following the mandate of the Sports Law. Based on Law number 11 of 2022 concerning Sports, sixteen sports personnel professionals should undergo professional competency certification tests, namely coaches, assistant coaches, teachers/lecturers, referees, judges, managers, promoters, administrators, guides, counselors/motivators, instructors, health workers, biomechanics experts, psychologists, Doping supervisors, volunteers, and technical personnel or other terms following

their specializations and participating in organizing sports activities (Law of the Republic of Indonesia No. 11, 2022).

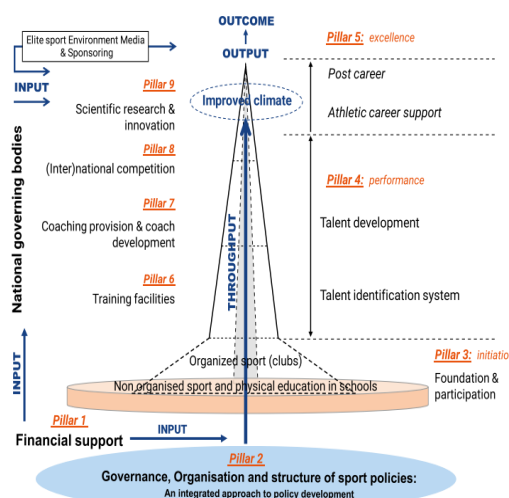
Framework for Sports Development in Indonesia

In Indonesia, following the legal framework mandated by Law Number 11 of 2022 concerning Sports, it is stated that there are three scopes of sports that are the main focus in the process of developing sports in Indonesia. There are several important aspects in developing sports in Indonesia through three scopes of sports, namely educational sports, community sports and achievement sports. In the process of development through sports, it is very necessary to be supported by the existence of important pillars. This is following what was expressed by De Bosscher et al. (2016), that there are nine important pillars (Figure 1) in the development of progressive sports known as (Sports Policy Leading to International Sporting Success / SPLISS), namely (1) Financial Support (Budget Support); (2) Governance, Organization, and Structure of Sport Policies (Governance, Organization, and Structure of Sport Policies); (3) Initiation Foundation and Participation (Initiation and Participation Foundation); (4) Performance, Talent Development (Talent and Performance Development); (5) Excellence, Post Career and Career Support (Perfect Level, Career Support and Career After); (6) Training Facilities (Training Facilities); (7) Coaching Provision & Coach Development (Support for Improving and Developing Coach Quality); (8) Inter/National Competition (National and International Competition); (9) Scientific Research & Innovation (Innovation and Scientific Research).

The SPLISS model groups all factors in sports policy that can contribute to success (output) into nine pillars and defines 96 Critical Success Factors (CSFs) that contribute to improving a country's sports success (De Bosscher et al., 2016). The SPLISS model has become a dominant issue in comparative efforts in the field of sports through the development of scientific studies to produce a form of sports success indicator that is compared between the focus of the study and statistical data (Henry et al., 2020).

Referring to the nine pillars, one of the important pillars that must be considered is the seventh pillar, namely the coaching profession, which is included in the sports personnel section as stipulated in Law No. 11 of 2022 concerning Sports in Article 69, one of which is the coaching profession. This Sports Personnel is also related to Article 20 paragraph 5 point J that the government must "develop a welfare system for Athletes and Sports Personnel" (Law of the Republic of Indonesia No. 11, 2022). So that this will be a cultural framework that can differentiate from the context of other countries in the performance standardization system of sports personnel through the implementation of professional competency certification that can be the basis for determining welfare standards for sports personnel.

Figure 1. Theoretical Model of Nine Pillars of Sports Policy Factors Influencing International Success (De Bosscher et al., 2006)



In developing a welfare system, sports personnel must also be equipped with qualifications and competency certificates using a science and technology approach (Khairunisa, 2022; Novaliendry et al., 2023), in accordance with Article 28 paragraph 3 of the Sports Law (Law of the Republic of Indonesia No. 11, 2022). Therefore, sports personnel who are the main Human Resources in the process of coaching and developing sports in Indonesia must have the appropriate qualifications and are also recognized by having a professional competency certificate (Carranza-Bautista & Valcarce-Torrente, 2024). So that Sports Personnel in Indonesia can achieve more "decent" welfare. The novelty of this study is in terms of the analysis of the impact of professional competency certification which provides a real picture of the importance of certification being implemented as an effort that can provide an assessment of the quality of human resource performance in the field of sports while also having an impact on the quality of the economic feasibility of the sports workforce profession.

Conclusions

This study found that professional competency certification has a significant role in value Sig. (2-tailed) is 0.000 on df 28. The Sig. (2-tailed) value obtained is < 0.05 , which means it is significant for the results of the trainer's performance in the leading sports branches which are the mandate of Grand Design of Sports in Indonesia compared to when the trainer had not been given a professional competency certification training program. This is because sports personnel have clear standards and help the welfare of the sports personnel profession, especially coaches. So that in the end, it has an impact on the results of their performance. In addition, the coaches also feel calm when doing their jobs so that they can be more focused and maximized. Therefore, the role of this professional competency certification is critical in improving the performance of sports personnel in building sports at the national level which has an impact on international achievements. In addition, this study still has limitations in the number of research subjects who have only focused on superior sports. Then on the aspect of the research locus which is only at the national level, so that in further research it can be carried out at the regional level, as well as in several other sports besides the superior sports that are mandated to Grand Design of Sports in Indonesia.

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