

## Analysis Of The Availability Of Sports Employees In Papua Post XX PON

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**Abstract:** Analyzing the policy regarding the availability of sports personnel in Papua post-XX PON is a critical necessity. Human resources for sports personnel play a pivotal role in the advancement of sports activities in Papua. The central objective of this study was to scrutinize the policy on the availability of sports personnel in Papua post-XX PON. To achieve this, qualitative research techniques, such as interviews, observations, and the collection of documentary evidence, were utilized. The policy analysis methodology employed in this study comprises problem formulation, forecasting, provision of recommendations, monitoring, and evaluation. The study participants were 16 individuals from the Indonesian National Sports Committee (KONI) Papua, Papua Sports and Youth Service (DISORDA), Papua Provincial Sports Administration, coaches, and athletes. The findings indicate that the policy on the availability of sports personnel in Papua post-XX PON has demonstrated that the availability of top-tier sports personnel in Papua post-XX PON has not been effectively integrated.

**Keywords:** Policy, Papuan Sports employees, Post XX PON.

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### INTRODUCTION

Policy refers to a collection of principles and ideas that serve as the foundation for plans and actions in various domains such as leadership, work, and conduct, (Sinambela, 2016). Generally, the term policy is employed to describe the behavior of officials, groups, government institutions, or multiple actors in a specific area of activity.

Public policy refers to a government's decision to address public problems, (Madjid, 2018). The effective implementation of policies is considered to be more crucial than the policy-making process in the field of public policy. To ensure that public policies are executed efficiently, several elements of good governance must be taken into account, such as: (1) transparency in decision-making, (2) accountability, (3) the responsibility of public servants, (4) enhancing the quality

of implementation, (5) mechanisms for community participation, (6) tools for reaching consensus, (7) a strategic vision for policy-making, and (8) instruments for evaluating public policies, (Kresnaliyska, Gergana, 2015).

Government policies in sports development are one of the pillars for maintaining health and fitness, and can support the productivity of human resources, (Rahadian & Ma, 2018). At the micro level, the development of a sport in order to successfully achieve the goals and objectives that have been set must consider three main things, namely: sports development stakeholders, sports development strategies, and sports development pathways which are summarized in good planning, (Sotiriadou, 2013).

The fundamental issue with sports policy is that the process of formulating policy is insignificant and its execution is unproductive, (Khasnis et al., 2021). Consequently, autonomy in sports has emerged as a critical concern for policymaking and politics, (Hammond et al., 2022).

A national system for sports management, coaching, and development has been established to promote regional autonomy in developing capabilities, maximize regional potential, and encourage community engagement in sports-related activities. Both the public and private sectors play a role in this endeavor, (Kay, 2013).

The national sports policy issued by the central government serves as a guideline for the implementation of sports at provincial and district/city levels. This policy aims to achieve national sports goals and serves as a reference for regional governments, (Amali Zainal, 2022). It is indisputable that government policies that provide full support for sports can significantly impact athletes' success at all competition levels, (De Bosscher et al., 2006).

RI Law No. 11 of 2022 concerning Sports Article 69, paragraph 1, states that sports employees consist of coaches, assistant coaches, teachers/lecturers, referees, judges, managers, promoters, administrators, guides, instructors/motivators, instructors, health workers, biomechanical experts, psychologists, doping control staff, volunteers, and technical employees, or other appropriate designations

Article 69, paragraph 2, states that sports employees who serve in each organization's sports and/or sports institutions are required to have qualifications and certification competencies issued by the concerned parent sports organization and/or other sports employees' competency certification bodies. Human resource with the adequate ability and skills is of decisive importance in all organizations, irrespective of the field of activity in which they operate. It is no different with the life of sports organizations, (Dajnoki et al., 2018).

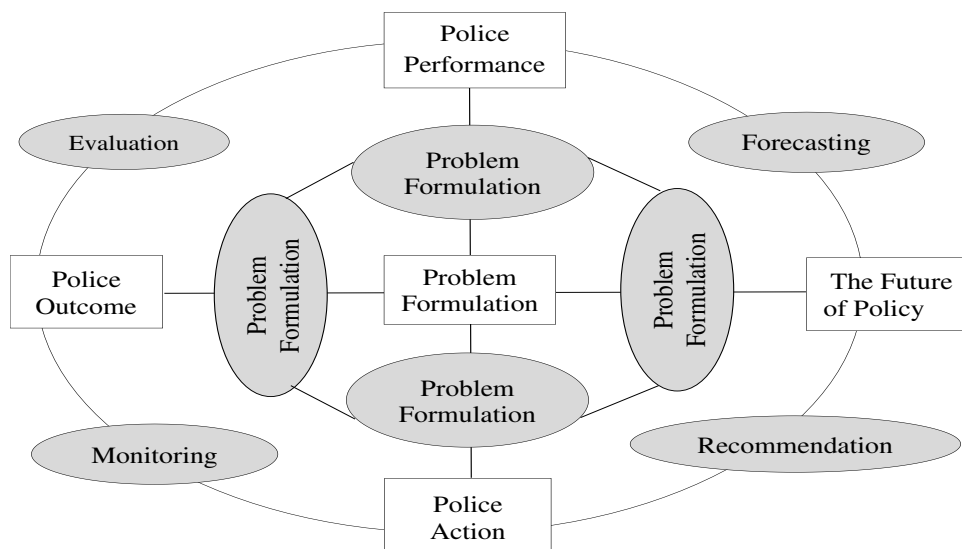
Human resources (HR) for sports employees play a very important role in the successful implementation of sports policies. The Papua provincial government must formulate policies and revise existing policies. Matter: This will analyze

whether it is implemented right on target according to long-term needs development in Papuan sports or needs revision.

Policy analysis has been used as an evaluation tool, (Firmansyah et al., 2021) to measure the level of policy success. If existing policies are ineffective, a review is conducted, and recommendations from various studies on the policy literature are adopted.

## METHOD

Analyze information from various sources to determine the policy availability of sports employees in Papua after PON XX. This research employs a qualitative approach, collecting data through interview, observation, and documentation techniques. The problem solving process employs the policy analysis methodology, which includes problem formulation, forecasting, recommendations, monitoring, and evaluation, (William N. Dunn, 2018). We conducted structured and unstructured interviews with 15 individuals from the problem unit under study, including 1 administrator from KONI Papua province, 5 DISORDA administrators from Papua province, 4 sports administrators from Papua province, and 5 trainers, using the purposive sampling technique. The researcher conducted interviews with each informant in the designated room, as agreed upon by both parties. The duration of the interview for each informant varied from 30 minutes to 90 minutes, according to the informant's information needs. A total of three questions were asked during the interview, which led to an analysis of the policy availability of superior sports employees in Papua after PON XX. The research took place in December 2023 in Jayapura, the capital of Papua province. We employed various stages or procedures for



Picture 1. Problem-oriented policy analysis, (Dunn, William N., 2018: 55)

Problem formulation is producing information about the conditions that give rise to policy problems. Forecasting is providing information about the future consequences of implementing policy alternatives, including not doing something. A recommendation is to provide information about the relative value or usefulness of the future consequences of a solution to a problem. Monitoring is generating information about the present and past consequences of implementing policy alternatives. Evaluation is providing information about the value or usefulness of the consequences of solving or overcoming a problem, (Dunn, William, N., 2018).

Semi Structured Interview Questions

1. How do qualifications and certifications become available to sports employees?
2. What strategies are in place to enhance the credentials and certifications of sports employees?
3. What are the obstacles to providing qualifications and certifications to sports employees?

**RESULTS**

The policy analysis of the availability of elite sports employees in Papua following the XX PON is based on key indicators, including the qualifications and certification of sports professionals. To evaluate these indicators, we employed five policy analysis methodologies: problem formulation, forecasting, recommendation, monitoring, and evaluation. It is important to note that no changes to the content, including citations, references, and online citations, are permitted. Additionally, the tone of the revised text should remain formal, strictly adhering to American English spelling, terms, and phrases, and refraining from modifying numbers in the original text

**Table 1.** Formulation of the problem

Qualifications and certification of sports employees:	<ol style="list-style-type: none"> <li>1. Each sport typically has a restricted number of nationally-or internationally accredited coaches, referees, and judges. Unfortunately, most referees and judges have yet to achieve S1 status, which is a prerequisite for their positions. Consequently, those who have not yet reached this level are often relegated to lower positions.</li> <li>2. Due to constrained budgets, there is yet to be an optimal improvement in the qualifications and competence of sports employees.</li> </ol>
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**Table 2.** Forecasting

qualifications and certification of sports	<ol style="list-style-type: none"> <li>1. The absence of strategies to ensure the availability and enhancement of sports employees</li> </ol>
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employees:	<p>qualifications in the future may impede the growth of national sports competition.</p> <p>2. Currently, there is no Regional Regulation on Sports and DBOD in Papua Province that provides specific guidelines on how to implement the availability and improvement of sports employees qualifications as a means to achieve sports success in line with the principles of sports development.</p>
<b>Table 3. Recommendation</b>	
qualifications and certification of sports employees:	<p>1. Evaluation of the policies of the Papua regional government, DISORDA, and KONI Papua is necessary to improve the qualifications of sports employees.</p> <p>2. It is crucial for the Papuan government to establish a policy that harmonizes its programme to provide and enhance the qualifications of sports employees with the central government's programme. Enhancing human resource capacity in sports can be achieved through various means including training, workshops, upgrades, and high-quality competitions.</p>
<b>Table 4. Monitoring</b>	
qualifications and certification of sports employees:	<p>1. The provincial government has not yet addressed the lack of qualifications for sports employees in Papua. Although the regional governments of Disorda and KONI have implemented a program to improve the qualifications of sports employees, there are still limitations due to the absence of a Regional Regulation on Sports and DBOD in Papua Province. Despite this, the Papuan government issued Regulation of the Governor of Papua Number 29 of 2020, which outlines the duties and functions of the Papua Province Sports and Youth Service. However, implementation of this regulation has been hindered by limited sports funding.</p>
<b>Table 5. Evaluation</b>	
qualifications and	1. The current policies in Papua regarding the

certification of sports employees:	enhancement of sports employees qualifications have not proven to be effective; consequently, new policies should be devised by PERDASUS Sports and DBOD in the province. These policies should consider the aspects that foster long-term, structured, systematic, quantifiable, and lasting improvements in athletes' qualifications.
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## DISCUSSION

Sports development in Indonesia, particularly in Papua Province, can be assessed using the following four aspects of the sports development index: (1) open space, (2) human resources, (3) sports participation, and (4) sports fitness. The role of human resources (HR) in sports employees is crucial for the successful execution of sports policies. A lack of funding, inadequate coaching, limited human resources (HR), and insufficient access to science and technology, (Soan, 2017). are factors that contribute to the decline in national and regional sporting achievements. On the other hand, Canada has a wealth of sports human resources, including sports doctors, sports administrators, and sports coaches, which can aid in the development of sports in the country, (Kidd, 2008).

If Canada's sports human resources model, which includes standardization, accreditation, and certification, was adopted in Papua's sports human resources system, it could gradually enhance the quality and competence of sports employees. Improving the quality and caliber of sports employees has a significant impact on sports development in Papua. Utilizing a region's own sports, human resources can contribute to advancing sports in that region, (Setiawan et al., 2019).

The importance of enhancing the quality and quantity of sports employees in the contemporary era cannot be overstated, particularly considering the increasingly sophisticated coaching systems that are now in place. To keep pace with these advancements, it is essential that sports employees adapt to modern management, training, organizational, and coaching systems.

Improving the capacity, caliber, and quantity of sports employees requires substantial financial resources. Various educational and training platforms, workshops, and similar avenues can facilitate this enhancement in qualifications. Sports employees, including coaches, judges, referees, and other individuals who are directly involved in athlete training, must possess the necessary qualifications and certifications from accredited institutions. Unfortunately, not all sports employees who contribute to the development of sports in a region have the required qualifications and certifications. Therefore, it is crucial for regional governments to implement regulations such as the Regional Sports Regulations for Papua Province and the regional sports grand design (DBOD) for Papua Province,

which can serve as a model for the DBON, in order to promote the development of Papuan sports.

## CONCLUSION

The general policy regarding the provision of elite sports employees in Papua following the XX PON demonstrates that the plan to ensure the availability of such individuals in Papua Province after the event has not been adequately integrated.

## Conflict of Interest

No conflicts of interest have been declared by the authors.

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