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Management of Organizational Resources at the Indonesian Tennis Association in Semarang City in 2023

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Abstract

This research aims to identify and analyze organizational resources of man, money, material, methods, machines, networking, and information systems in PELTI Semarang. This research is qualitative research using ethnographic methods. Data collection techniques with observation, interviews, and documentation. The results of this study 1) Man for planning could be better because there is no selection process while organizing, actuating, and supervising are going well. 2) money in this organization for planning, organizing, and supervising is going well, while the actuating could be better because there are needs that do not have a budget. 3) The planning, organizing, and actuating material could be better because this organization still needs a tennis court while supervision is going well. 4) methods in this organization for planning, organizing, actuating, and supervising goes well. 5) machine for this organization from planning, organizing, actuating, and supervising activities are going well. 6) networking for this organization for planning, organizing, actuating, and supervising is running well. 7) the information system for planning, organizing, and supervising is running well, while the actuating could be better.

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INTRODUCTION

The development of the world of sports must be connected to various interrelated

supporting disciplines. Court tennis is a sports game that uses rackets played in singles and doubles. Played on a court that has a hard court

of cement, grass court, and clay. The field is divided into two sides, separated by a net. One of the tennis organizations in Semarang is the All Indonesia Tennis Association of Semarang City or PELTI Semarang City, one of the tennis organizations located in Central Java's capital. PELTI Semarang City has a prominent privilege because it produces outstanding athletes in the national arena, both junior and senior such as players who have the top ranks from Semarang City David and Anton.

The Indonesian Tennis Association (PELTI) Semarang City is the central tennis management in Semarang City, with members of tennis clubs in Semarang City. The Management of PELTI Semarang City is under the auspices of PELTI Central Java and PELTI Central Management. The Chairman of the Indonesian Tennis Association (PELTI) in Semarang City, Mr. Gunawan Saptogiri, was democratically elected by the Association/Club Management through city deliberations with a term of five (5) years. So many tournaments are held by PELTI Semarang City, ranging from children and teenagers or TDP Junior for achievement sports to tournaments for adults to maintain fitness and recreation.

The success of an organization can also be seen by the ability of Management to see opportunities and opportunities in the future Management is an inseparable part of an organizational activity of a tennis club. Management here is a way to implement a work program by the goals that have been planned and want to be achieved previously and supported by the characteristics and talents of managers in achieving goals. Based on initial

observations made by the author to PELTI Semarang City regarding resource management activities in the organization, it is known that the development of Semarang City athletes is carried out by tennis clubs under the auspices of PELTI, so here, PELTI Semarang City does not directly supervise coaching activities. In addition, PELTI Semarang City does not have a tennis court so they will rent a court for match activities.

METHODS

This research was carried out through four stages. The first stage is to conduct data collection. Then proceed to reduce the data that has been obtained. Next, the data is presented, and finally will present the data to answer the main questions on the problems presented in advance. This research approach uses qualitative methods because, in this research process, researchers try to actively interact or relate with the subjects or respondents studied with the conditions as they are and not engineered so that the data obtained later is a condition or phenomenon that is truly original and natural. This study uses a survey research design which means research to describe the actual field conditions, where the primary purpose of this study is to know and describe a situation regarding the Resource Management of the Indonesian Tennis Association (PELTI) Semarang City in 2022 in 2021.

Data analysis in qualitative research is carried out inductively; the interpretation applies specifically (idiographic) because of the limits determined by the focus. The qualitative

research method used is ethnography, which is one type of qualitative research where researchers study group culture in natural conditions through observation and interviews (Sugiyono 2021: 5). The analysis itself is carried out from the beginning of the research which can be done in a participatory manner without disturbing the course of research. Qualitative research presents the results descriptively after first checking and tracking for the suitability of existing data. Data sources in this study include the 3Ps, namely person, place, and paper. Persons in the data source are interviewees, the place in this research data source is the place of activity, and the paper in this research data source is the existing documents.

FINDINGS AND DISCUSSION

Based on interviews and observations conducted in the Semarang City PELTI organization related to human resource planning, it is known that the initial process carried out in this organization is to conduct recruitment activities to find management members. The background of this activity is that the PELTI Semarang City organization is an official organization that oversees tennis. Hence, tennis clubs in Semarang City are under the auspices of PELTI Semarang City, so members or administrators are needed for this organization. So this recruitment process is needed to find the right members to take care of the Semarang City PELTI organization. In its implementation on the court, board members

are generally selected from Semarang City tennis clubs.

Based on the interviews and observations conducted in the Semarang City PELTI organization, each section certainly has a job description. The general chairman is tasked with being the leader and directing all board members. The secretary is in charge of making correspondence, activity proposals, reports on the results of meetings and deliberations, and reports on the activities carried out by the organization. The treasurer has the task of the finance department, preparing the draft articles of association of the household, the draft budget for expenditure income during Management, and the report on the results of financial income and expenditure. The field of coaching and achievement is tasked with capturing interested young seedlings. The field of organization is in charge of regulating the activities carried out by the organization.

Based on the results of interviews and observations made during the study. The head of the organization can move its members to carry out tasks according to their job description. The Management is tasked with responsibility while carrying out organizational activities, such as when managing national and regional championships. The head of the organization has guaranteed leadership experience because, in addition to being the chairman of the Semarang City PELTI organization, he has also served as Chairman of the Semarang City Education Office. The organization's chairman provides members guidance, direction, and motivation in organizational activities.

Based on the results of the research, it is known that the supervisory function in the Semarang City PELTI organization has been going well. Leaders carry out direct staffing to determine how an activity runs by directly observing the implementation of activities. Like championship activities, the chairman implements these activities and observes the course of activities. In addition, the chairman of PELTI is also assisted by the chairman in each field to supervise each organization member. After the activity, an evaluation will be carried out, namely a meeting after the activity.

Based on the results of research in the form of interviews and observations related to budget planning in the Semarang City PELTI organization, it is known that the source of funds comes from various sectors, namely from contributions from members of the Semarang City PELTI board, base money, donations from the community, assistance from local governments every year, business entities by empowering facilities or carrying out certain activities, and other sources that do not conflict with both laws and regulations with PELTI's code of ethics.

Based on the research results related to budget organizing at PELTI Semarang City, it is known that the source of funds obtained will be allocated for needs in the organization, athlete coaching, and greater allocation for competition/championship activities. Organizational needs come from the dues of board members. The match or championship comes from registration money for competition participants and sponsorship from private parties. The development of athletes and

coaches comes from funds provided by KONI and the government, which are distributed to tennis clubs under the auspices of PELTI Semarang City.

Based on the results of research related to budget mobilization at PELTI Semarang City, it is known that the implementation of competition/championship activities requires funds obtained from participant registration and sponsorship from private and government parties, such as during the tugumuda cup and mayor's cup matches. The allocation of funds is also used to implement the organization derived from the dues of management members. However, for infrastructure, it needs more budget. Funds for coaching athletes and coaches come from KONI and the government, which are given to tennis clubs under PELTI.

Based on the research results related to budget supervision at PELTI Semarang City, it is known that the supervision technique is indirect. The responsible member will provide a report on the income and expenditure of the budget made by the organization during a specific period and submitted to the organization's chairman.

Based on the results of research on infrastructure planning of PELTI Semarang City. Infrastructure is a facility that cannot move; for that, the facilities needed are tennis courts. Implementing PELTI activities requires a tennis court for championship activities and daily tennis sports training. As well as office facilities for the implementation of organizational activities such as the implementation of monthly meetings. PELTI Kota Semarang does not have a tennis court.

For championship activities, you will rent a tennis court that has often collaborated with PELTI, but PELTI Semarang City has office facilities behind the Semarang Polrestabas in the Kalisari area.

Based on the results of research related to organizing infrastructure by taking into account the results of interviews and observations, it is known that PELTI Semarang City consists of two types of infrastructure to carry out organizational activities. The closed space infrastructure is the office of the PELTI organization. The open space infrastructure is a tennis court. The organization's office is used for administrative activities and monthly meetings for PELTI management. The open infrastructure is a tennis court, but PELTI Semarang City does not have such a court. PELTI Kota Semarang will rent a tennis court as needed for match and coaching activities. Of course, renting will cause obstacles because it could be that, at any time, the place has been rented first by another party.

Based on the results of research related to infrastructure development in PELTI, Semarang City is known only to have the infrastructure in the form of offices. The office facilities owned are good. Strategic office location in the middle of the city so that it is easily accessible by members. At the same time, this organization still needs infrastructure in the form of tennis courts. Of course, this can be an obstacle for the organization because every match will be held must rent a tennis court. If this organization has its field, this will facilitate activities. This court can undoubtedly

be used to develop the ability of tennis athletes in Semarang City.

Based on the research results related to the supervision of existing infrastructure in PELTI Semarang City, it is known that the organization's office is owned. Related to the field of organization, carries out the maintenance and Management of the organization's office. This field is tasked with managing and providing organizational needs, one of which is related to office facilities. A clean, neat, and cool office will comfort members to move. The process of supervising infrastructure at PELTI is direct supervision. The chairman of the organization saw firsthand the state of the office. If the office is not neat and clean, the chairman will give a warning to members to clean the office. It can be concluded that infrastructure supervision is going well; the chairman supervises the infrastructure owned by the organization.

Based on the results of research in the form of interviews and observations related to the planning of the work program of the PELTI Semarang City organization, it is known that there are 2 types, namely long-term planning and short-term planning. The long-term planning of PELTI Semarang City is to hold a national tennis championship every year. As for short-term planning, it is to hold a tennis pop in Semarang City. This activity aims to capture new athletes, especially in Semarang City. With these new athletes, it is hoped that they will develop better to participate in national competitions.

Based on the results of research in the form of interviews and observations related to

the organization of the PELTI Semarang City organizational work program, it is known that there are two work program plans, namely, long-term and short-term. For a long-term work program, PELTI Semarang City held a championship match at the national level and the Semarang Tugumuda Cup tennis national championship. As for the short-term work program, PELTI Semarang City held a regional-level tournament, namely the men's team court tennis tournament. This tournament aims to capture superior tennis seeds owned by the region so that they can compete with national athletes. A professional committee carries out this implementation, and he understands the job description given to him. Implementing the match already has its system making it easier for the committee to carry out its duties.

Based on the research results through interviews and observations related to the movement of the Semarang City PELTI work program, it is known that this organization has long-term and short-term activity plans. To realize the work program, the chairman will form committee members in each work program. Members of this committee are selected based on their ability in their field. Then the chairman will direct the members to carry out their duties. In addition, holding committee meetings to coordinate activities between committee members. So that the activity runs as desired. The tangible manifestation of this is that PELTI Semarang City has held national championships, namely the tugumuda tennis tournament, and at the

regional level with men's team tennis tournaments.

Based on the results of research in the form of interviews and observations at the Semarang City PELTI organization related to work program supervision, it is known that there are two ways, namely, directly and indirectly. Directly, the chairman is at the place of work program activities; the chairman attends tournament activities, which are the organization's work program. The chairman observes the course of tournament activities. After the tournament activities, an evaluation will be held where members explain the obstacles that occur during the tournament activities. The chairman will receive an activity report prepared by the secretary for indirect supervision.

Based on the results of research on facility planning at PELTI Semarang City, it is known that there are two facilities owned, namely office facilities and sports facilities. Office facilities are computers, printers, paper, tables, and chairs. Sports facilities owned are rackets, tennis balls, nets, and scoreboards. Sports facilities that are often purchased are tennis balls because the use of tennis balls is relatively frequent and requires a significant amount. For the purchase of tennis rackets is done at any time when needed. Nets and scoreboards are rarely purchased; only perform maintenance by cleaning to avoid dust.

Based on the results of research related to the organization of facilities in PELTI Semarang City consists of two facilities, namely office facilities and sports or field facilities. Office facilities are facilities that

support office work. Office facilities owned by PELTI Semarang City are computers, printers, internet, paper/documents, tables, and chairs. Sports facilities are facilities that support sports activities. Sports facilities owned by PELTI Semarang City are tennis rackets, tennis balls, nets, scoreboards, and P3K tools. The facilities owned by PELTI Semarang City are complete enough to support the work of its members. For maintenance of office facilities, it is enough to clean them so that it is not dusty and serviced if electronic items have problems. To maintain sports facilities by cleaning them so they are not dusty and dirty.

Based on the results of research related to the movement of facilities, by taking into account the results of interviews and observations, it is known that the facilities needed to implement PELTI activities occur when going to matches or tournaments. The means needed when tournaments, such as tennis balls, are in large quantities for matches. The scoreboard is needed when conducting matches. Athletes usually bring their own rackets for racket facilities, but PELTI Semarang City still provides spare rackets. Field rental places already have nets for net facilities, but PELTI Semarang City provides them just in case. In addition, additional means, such as medical equipment or first aid to treat injured athletes. While office facilities needed such as computers, printers, and paper are needed before and after the tournament.

Based on the results of research related to the supervision of facilities at PELTI Semarang City, it is known that for the supervision of these facilities, members are

responsible for these facilities, keeping office facilities functioning correctly, and carrying out maintenance if office facilities have problems by servicing electronic devices. In addition, members are also responsible for maintaining and maintaining sports facilities so they can be used properly. The chairman supervises the condition of the office and sports facilities; problems can be discussed with members to find solutions.

Based on the research results in the form of interviews and observations related to network planning (networking) at the Semarang City PELTI organization. It is known that this organization plans cooperation with several government and private agencies or organizations to achieve the goals of PELTI. The network between PELTI Semarang City and the government is known that PELTI collaborates and is a member of the KONI organization (Indonesian National Sports Committee) and the KOI organization (Indonesian Olympic Committee). While the collaboration between PELTI Semarang City and the private sector is when a national championship or tournament is held, this organization will submit a proposal to a private company.

Based on the results of research from interviews and observations related to organizing networks, in the Semarang City PELTI organization, there is a grouping of networks based on their functions. First, PELTI Semarang City established cooperation and became a member of KONI and KOI; these two organizations are sports organizations throughout Indonesia that oversee various types

of sports organizations. The two collaborated with the government and private sector for the development of tennis PELTI Semarang City. Third, cooperate with regional and international tennis organizations to develop tennis in PELTI Semarang City.

Based on the results of research related to the movement of networks in PELTI Semarang City, it is known that PELTI is a member of KONI and KOI; this shows that PELTI is the only organization that has the authority to manage, guide and develop tennis in Indonesia. PELTI also needs to collaborate with government and private institutions. In addition, in establishing cooperation with government or private agencies, it is necessary to submit proposals for the activities of the PELTI organization, which is the secretary's duty to make these proposals. If cooperation is established with government or private agencies, this is a forum to promote tennis to the community and obtain coaching and development.

Based on the research results related to network supervision at PELTI Semarang City, it is known that the chairman is tasked with supervising the running of network cooperation. Indirectly supervising the network, the chairman will receive reports from members regarding the running of the network. Members may report orally or in writing to the chairperson. In addition, the benefits of this network for PELTI are that it has protection and ease in participating in competitions because it is a member of KONI and KOI. PELTI Semarang City obtains marketing, coaching,

and development of tennis by collaborating with government or private agencies.

Based on the results of interviews and observations conducted to find out how the information system is planning in PELTI Semarang City. It is known that this organization provides planning in procuring information technology tools, namely in the form of computers, printers, and internet networks. The use of this printer and computer is to print notification invitations for organizational activities. In addition, there are also social media owned by organizations in the form of websites and Facebook. This website contains several articles related to tennis in Semarang City. Information notification to board members is also carried out using WhatsApp social media.

Based on the results of research in the PELTI Semarang City organization, information systems are grouped into 3 parts; the first is for information and communication relationships with fellow organizations or certain parties who need official documents, then the use of technological tools in the form of computers and printers is used to make letters or official documents. Second, WhatsApp and social media are used for communication between organizational administrators. This social media can send information and documents between board members in the form of Word or pdf data. In addition, this social media can send pictures related to organizational activities. The third is the information relationship between the organization and the broader community by

utilizing social media through websites and Facebook.

Based on the results of research related to the movement of information systems at PELTI Semarang City for correspondence activities for official organizations or agencies, the secretary will carry out the task using the help of computers and printers, besides that the secretary will record every critical document in the form of activity reports on computers by utilizing information technology. At the same time, the information center manages the website and Facebook to make it easier to inform PELTI activities such as competitions and championships to a broad audience.

Based on the results of research related to information system supervision at PELTI, it is known that the head of the organization is in charge of supervision and evaluation. The general and publication sector and the secretary will provide the chairman with a report on implementing the information system at PELTI Semarang City. The benefits of information systems for PELTI are to make it easier to inform information to specific organizations or parties and the broader community by utilizing computers, printers, websites, and Facebook. In addition, it facilitates work between members by utilizing WhatsApp and social media. The information system supervision took place well because the chairman received a report related to the implementation of the information system at PELTI Semarang City. Sil studied court tennis.

CONCLUSION

Based on the results of this study, human resources for planning are running poorly because there is no selection process, while organizing, mobilizing, and supervising are going well. The budget in this organization for planning, organizing, and supervision goes well, while mobilization is not good because there is a need that does not have a budget. The infrastructure for planning, organizing, and mobilizing is not good because this organization still needs to have a tennis court while supervision is running well. The work program in this organization for planning, organizing, mobilizing, and supervising is going well. The means for this organization from planning, organizing, mobilizing, and supervising activities go well. The network for this organization based on the functions of planning, organizing, mobilizing, and supervising works well. Information systems for planning, organizing, and supervision activities run well, while mobilization runs poorly because the information systems owned by this organization are incomplete.

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