

Effectiveness Of Training Programs And Human Resource Management At The Merangin Swimming Club

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ABSTRACT

This study uses a qualitative approach with descriptive methods. Data was obtained through in-depth interviews with three main sources, namely the club owner, coach, and athletes. Data analysis was carried out through a process of reduction, data presentation, and conclusion drawing, which was then visualized in the form of a Word Tree, Word Cloud, Bar Chart, and Project Map to strengthen the interpretation of the research results. The results of the study show that athlete training at the Merangin Swimming Club not only focuses on improving technical aspects but also involves social support, motivation, and character building. The coach acts as a role model who provides technical and moral guidance, while the family is a source of emotional and financial support for the athletes. The main obstacles faced by the club include limited funds, uneven parental participation, and limited facilities. The results of this study show that the Merangin Swimming Club has succeeded in creating a collaborative and sustainable training system, which not only produces accomplished athletes but also shapes a healthy, disciplined, and characterful younger generation.

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INTRODUCTION

Sports play an important role in improving the quality of life of the community, both physically and mentally. Swimming, as one of the increasingly popular sports, is not only beneficial for health but also as a means of character and social skills development. According to (Supriyadi, 2020), swimming can improve athletes' performance and contribute to the development of regional potential. Furthermore, according to (Karunia, 2024) physical activity or sports are not only beneficial for the physical health of children and adolescents, such as increasing lean body mass, muscle and bone strength, improving heart health, blood circulation, and controlling weight, but sports also have non-physical benefits, including increasing self-confidence, learning and training abilities, improving psychological health, and helping children reduce stress.

Furthermore, with the advancement of sports, sports are not only for improving the fitness of the participants but can also be used to achieve achievements.

In Merangin Regency, the existence of swimming clubs, such as Merangin Swimming Club, plays a strategic role in the development of swimming in the community. However, to achieve this goal, good management of the club is necessary. Effective sports management includes planning, organizing, implementing, and supervising training programs, as well as developing human resources (Hidayah, 2021).

In Merangin Regency, Merangin Swimming Club plays an active role in developing swimming talent among children and adolescents. However, to achieve this goal, effective management is essential. (Hadi, 2011) states that good management can improve the quality of training programs and the performance of athletes. The challenges faced by this club include a lack of adequate facilities and trained human resource management. Emphasizing the importance of qualified coaches in the development of swimming athletes, this study aims to analyze sports management at the Merangin Swimming Club, focusing on aspects such as training programs, resource management, and athlete development.

Based on research by (Nugroho 2025), good management in sports organizations contributes to increased community participation in sports activities, which also applies to the Merangin Swimming Club. In addition, (Abadi, 2018) shows that effective management can increase athlete motivation and performance.

Research by (Rahman, 2019) reveals that structured and systematic training programs can produce high-performing athletes. Merangin Swimming Club, despite its potential, still requires in-depth analysis of management aspects to improve athlete performance and achievements. Through good management, swimming clubs can improve the quality of training and create an environment that supports athletes' development. According to (Rahman, 2019), many swimming clubs experience difficulties in management, resulting in low training quality and athlete performance. Therefore, it is important to analyze and understand how sports management at Merangin Swimming Club can be optimized.

Another challenge faced by Merangin Swimming Club is financial problems and lack of support from the community. This study aims to explore the management aspects applied at the Merangin Swimming Club, as well as identify the challenges and potential faced in club management. Thus, it is hoped that the results of this study can provide recommendations for improvement and development of sports management at the Merangin Swimming Club in Merangin Regency.

METHODS

The research design used was qualitative research with a phenomenological approach. According to Sugiyono (2020:9), qualitative research is a research method based on postpositivism or interpretive philosophy, used to study natural conditions of objects. The research used two types of data sources, namely primary and secondary

data sources. In this study, the researcher used three sources as primary data sources, namely swimming pool owners, trainers, and participants. Meanwhile, secondary data is data used to supplement primary data.

This study uses non-probability sampling/purposive sampling, which is a technique for determining samples based on specific considerations. For example, when conducting research on the quality of club swimming, the sample data source would be experts. The three informants were selected using purposive sampling because they were considered capable of providing relevant and in-depth information related to the research topic, namely the role of the Merangin Swimming Club in developing young athletes in the region. The analysis was conducted using NVivo 12 Plus software, which serves to organize, group, and visualize data from interviews, observations, and documentation in a systematic manner. Activities in data analysis included data collection, data reduction, data display, and conclusion drawing/verification.

The final stage is to draw conclusions based on the patterns and themes that emerge from the data. Researchers interpret the meaning contained in each theme and relate it to the theories used. Verification is carried out by rechecking the data, triangulating between sources, and matching the findings with the theory to ensure the validity and authenticity of the research results.

RESULTS AND DISCUSSION

The researchers conducted interviews with three key informants, namely the club owner, coach, and athlete. Based on the interview results, five main themes were identified that describe the roles, challenges, and expectations in coaching swimmers at the Merangin Swimming Club. From interviews with the owner and athletes, it is known that the club was founded based on a collective spirit to promote swimming in Merangin Regency.

Parents and administrators took the initiative to establish the club so that children would have a place to practice in a structured manner. The club owner emphasized that the vision and mission of Merangin Swimming Club is to continuously nurture young athletes. The coach explained that the training process is carried out in stages, starting from water familiarization, basic techniques, to a combination of movements and breathing. Athletes feel the positive effects in the form of increased physical strength, body growth, and better health. This theme shows a comprehensive coaching approach, not only focusing on technique but also on character building, health, and discipline.

Both the owner and the coach acknowledge the significant challenges in managing the club, particularly regarding funding and parental support. The club's funds mostly come from athlete contributions, which are still limited for supporting participation in events outside the region. Additionally, some athletes do not yet have full discipline in attending training. The three sources share the same view on the importance of family support and athlete spirit. The owner and coach hope that the athletes will continue to

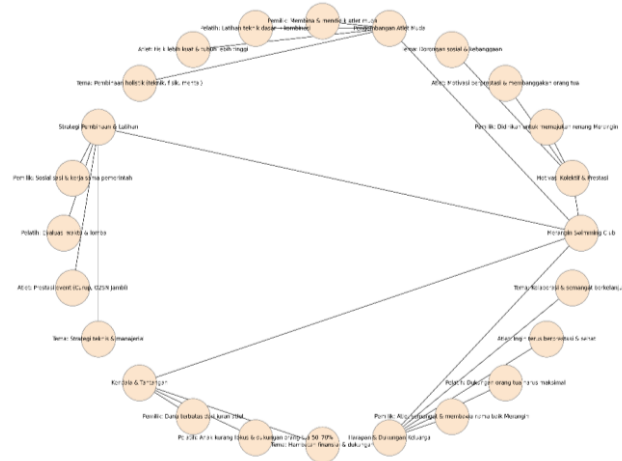


Figure 2.
word tree swimming club

The Word Tree image above shows the interrelationships between the main elements in swimming coaching at Merangin Swimming Club. From its initial motivation, the club grew with a planned coaching strategy, facing various challenges, but maintaining a spirit of collaboration and family support to achieve success. This visualization clarifies that the success of development does not only depend on technical training, but also on social support, parental commitment, and adaptive club management.

The Word Tree serves to illustrate thematic relationships and hierarchical meanings in qualitative data. In this study, the Word Tree helps clarify that the coaching system at Merangin Swimming Club is the result of interactions between social factors, personal motivation, training strategies, and interrelated performance outcomes. This visualization makes the data interpretation process more structured, contextual, and easy to understand, while strengthening the theoretical basis of research using a social and motivational behavior approach.

Project Map

Concept map of the relationship between themes from the research results, illustrating the flow from motivation to future expectations.

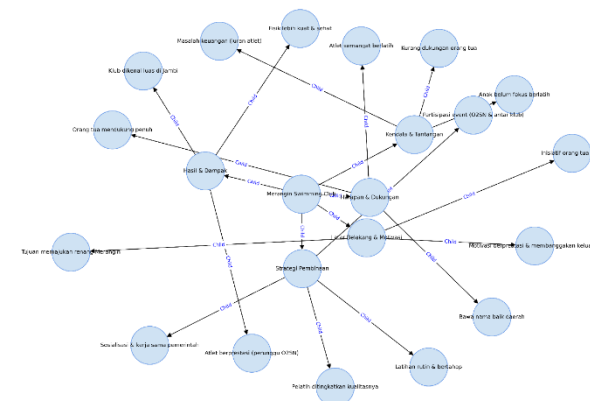


Figure 3.
Project Map Merangin Swimming Club

The Project Map in the figure above illustrates the thematic relationships found in qualitative research on the role of the Merangin Swimming Club in coaching young athletes in Merangin Regency. The model used is a radial structure (center in the middle), where the Merangin Swimming Club is the main center that radiates five major branches. Each connecting line between nodes is labeled "Child" to indicate that each main theme has derivative concepts or sub-themes that emerged from interviews with owners, coaches, and athletes. This pattern of relationships shows the interconnection between aspects that form the coaching system in the club.

Overall, this Project Map shows that Merangin Swimming Club acts as the center of the swimming coaching ecosystem in Merangin, which grows through interactions between motivation, coaching strategies, social support, structural challenges, and tangible results. The Child Model in this diagram helps readers understand that each main theme is a direct derivative (child) of the larger system called the Merangin Swimming Club, and that they are all interrelated in shaping the success of youth athlete development.

Based on the above findings, it can be concluded that athlete training at Merangin Swimming Club does not only focus on improving technical aspects, such as swimming training, mastering basic techniques, and improving physical abilities, but also emphasizes social support, internal motivation, and the development of character and discipline in young athletes.

The training process implemented by the club is holistic, as it combines physical, mental, social, and emotional elements into a mutually supportive whole. Coaches not only act as instructors who provide technical guidance, but also as role models who instill the values of sportsmanship, responsibility, and fighting spirit in the athletes. On the other hand, the athletes show high enthusiasm and strong motivation to train, driven by moral support from their families and the sense of togetherness built within the club.

However, this study also found significant obstacles and challenges, especially in terms of finances and parental participation. Financial support still comes mostly from membership fees, while assistance from local governments is not yet optimal. In addition, the level of parental involvement in supporting their children's training is not yet fully uniform, with some still lacking an understanding of the importance of sports training from an early age. However, the collective spirit between administrators, coaches, and athletes is a strong social capital in maintaining the club's sustainability and maintaining the motivation of members to continue training and achieving.

These findings are in line with (Bandura's, 2002) Social Cognitive Theory, which explains that human behavior is shaped through social learning and reciprocal determinism between individuals, the environment, and behavior itself. In this context, the training behavior of athletes at the Merangin Swimming Club did not arise spontaneously, but was formed from observation and interaction with their social environment—both with coaches, fellow athletes, and parents. Coaches act as role models who exemplify discipline and fighting spirit, while social support from families and the club environment strengthens athletes' desire to continue participating in training.

In addition, the findings of this study also reinforce the principles of the Health Belief Model developed by (Maiman & Becker, 1974), in which a person's participation in sports activities arises from a belief in the health benefits and achievements that can be gained from these activities. The athletes believe that by training regularly, they can improve their physical fitness, maintain their health, and open up opportunities to achieve at the regional and provincial levels. Belief in these benefits encourages strong intrinsic motivation, which is the basis for their continued participation in coaching activities.

Furthermore, the coaching carried out at the Merangin Swimming Club also has a strong social dimension. The support and cooperation between coaches, administrators, and athletes show that success in sports is not only determined by individual ability but also by social cohesion and group solidarity. The club functions as a social space for positive interaction, exchange of experiences, and the formation of collective values that encourage athletes to motivate each other and grow together.

Thus, the results of this study confirm that effective sports coaching must involve a balance between technical and socio-psychological aspects. Social support, motivation, and environmental influences play an equally important role as physical training in shaping the character and achievements of young athletes. In the context of the Merangin Swimming Club, this is evident through the synergy between coaches, athletes, and families, which forms the foundation of a successful sustainable coaching system.

CONCLUSION

Based on the results of the research and discussion outlined in the previous chapter, it can be concluded that the training program at Merangin Swimming Club is carried out in stages with a coaching strategy that focuses on swimming technique as well as character building, discipline, and athlete motivation. Club management plays a role in setting schedules, managing funds, and maintaining the continuity of training despite limited facilities and funding. Parental support is crucial, both morally and financially, although not all parents are actively involved. The main obstacles faced by the club are limited funds, inadequate facilities, and uneven parental support. Nevertheless, the shared enthusiasm of the coaches, administrators, athletes, and most parents ensures that training continues to be effective, thereby improving the athletes' performance and achievements.

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