

## **Optimization of Athlete Management (Regional Student Sports Training Education Center) to Become a National Athlete Barn in the Youth, Sports, and Tourism Office of Musi Banyuasin**

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**Abstract:** Basic Training for Civil Servant Candidates is held to form professional Civil Servants with character, namely civil servants whose character is formed by the attitude of state defense behavior, basic civil servant values, and knowledge of the position and role of civil servants in the Republic of Indonesia, as well as mastering their fields of duty so that they are able to carry out their duties and roles professionally as public servants. The actual issue that I raise is the lack of optimal management of athletes (Regional Student Education and Training Centers) To fulfill the task of administering the government, it is necessary to have reporting from related parties so that the data obtained can be accounted for and in accordance with the expected time. It needs to optimize management. So that currently the Youth, Sports and Tourism Office has not been able to maximally fulfill its duties in organizing government in the field of sports, especially the community sports section. For this reason, the Youth, Sports and Tourism Office through the author considers the need to optimize the management of athletes at the Youth, Sports and Tourism Office to fulfill their duties optimally. Therefore, in order to carry out actualization by applying the basic values of civil servants, the author raises an actualization plan entitled optimizing the management of athletes.

**Keywords:** Basic Training, Civil Servant Candidates, Optimizing the Management of Athletes

### **A. Introduction**

The Department of Youth, Sports and Tourism (DISPOPAR) of Musi Banyuasin Regency has the task of carrying out the implementation of regional government in the field of youth, sports and tourism in accordance with the division affairs and applicable laws and regulations. Sports Development in Musi Banyuasin Regency is among the most intense with optimal utilization of ex PON venue with the presence of PPLPD (Regional Student Education and Training Center) which has the most in Indonesia, namely 19 sports including the newly inaugurated branches in 2021, namely motor racing and e-sport.

The actual issue that I raised is the lack of optimal management of PPLPD athletes to fulfill the task of administering the government (Drew et al, 2023), it is necessary to have reporting from related parties so that the data obtained can be accounted for and in accordance with the expected time (Gordon et al, 2007). Then the need to optimize management. So that currently the Youth, Sports and Tourism Office has not been able to maximally fulfill its duties in organizing government in the field of sports, especially the community sports section. For this reason, the Youth, Sports and Tourism Office through the author considers the need to optimize the management of PPLPD at the Youth, Sports and Tourism Office to fulfill their duties optimally. Therefore, in order to carry out actualization by applying the basic values of civil servants, the author raises an actualization plan entitled Optimization of Athlete Management (Green, 2005; Ducher et al, 2011; Ranaweera et al, 2022) (Regional Student Sports Training Education Center) to Become a National Athlete Barn in the Youth, Sports, and Tourism Office of Musi Banyuasin.

## **B. Methods**

The Youth, Sports and Tourism Office has the task of carrying out the implementation of regional government in the field of youth, sports and tourism. To fulfill the task of implementing the government, the optimal management of Regional Education and Training Center athletes is needed, but the management of PPLPD athletes has not been carried out properly. So that currently the Youth, Sports and Tourism Office has not been able to maximally fulfill its duties in implementing government in the field of sports. For this reason, the author considers it necessary to optimize the work of PPLPD athlete management (Peachey, 2018; Patatas et al, 2020; De Schepper, 2018) so that the Youth, Sports and Tourism Office can fulfill its duties to carry out regional government administration in the field of sports optimally. To carry out its duties optimally in optimizing PPLPD athlete management, it can be done as follows: collect data, socialize the results of the PPLPD athlete management data inventory study and evaluate the results of socialization.

Issue resolution ideas:

1. Convey ideas to immediate supervisor;
2. Organize meetings to discuss the topic of study with superiors and peers;
3. Collecting the administrative database of PPLPD athlete management;
4. Compile an inventory of PPLPD athlete management data;
5. Socializing Standard Operating Procedures (SOP) that are correct in carrying out activities;
6. Implementing related to a good way of working according to the SOP athlete management; and
7. Evaluate the results of the socialization of function and SOP as PPLPD athlete management.

### **C. Results and Discussion**

The implementation of the Actualization Design by practicing the basic values of the ASN profession at the Musi Banyuasin Regency Youth, Sports and Tourism Office was carried out from 3 May to 9 June 2021. In designing actualization activities, the author is guided by the main issue or Core Issue selected using the USG analysis instrument (Urgency, Seriousness, Growth). The Core Issue in actualization is "Lack of Optimal Management of PPLPD Athletes in Musi Banyuasin Regency" (Utomo et al, 2020).

The Musi Banyuasin Regency Youth, Sports and Tourism Office has the task of carrying out the implementation of regional government in the field of youth, sports and tourism. To fulfill the task as government administration, optimizing the PPLPD Athlete Management is very necessary, but the management has not worked well (Drucker, 2012; De Dreu, 2004; Robbins et al, 2014). For this reason, the author considers the need to optimize the management of PPLPD athletes in Musi Banyuasin Regency.

The actualization activity of Optimizing PPLPD Athlete Management has 7 (seven) activities with the following stages of completion:

#### Activity 1

The actualization report of the basic values of the ASN profession for this first activity is a consultation with a mentor related to the title, namely Inventory Optimization of PPLPD Athlete Management.

#### Activity 2

The report on the actualization of the basic values of the ASN profession for this second activity is to hold a meeting to discuss the study with the internal team in the Sports Division.

#### Activity 3

The report on the actualization of the basic values of the ASN profession for this third activity is to collect a database of Athlete administrators. Implementation of actualization of basic values.

#### Activity 4

The report on the actualization of the basic values of the ASN profession for this fourth activity is to compile an inventory of athlete data.

#### Activity 5

The report on the actualization of the basic values of the ASN profession for this fifth activity is to carry out data recapitulation and sorting.

#### Activity 6

The report on the actualization of the basic values of the ASN profession for this sixth activity is to implement the SOP with the management of PPLPD athletes and coaches.

#### Activity 7

The report on the actualization of the basic values of the ASN profession for this seventh activity is to evaluate activities

### **D. Conclusion**

The application of the basic values of the ASN profession is carried out in all actualization activities totaling 7 (seven) activities which are all related to the main tasks and functions of the PPLPD athlete management coordinator team at the Youth, Sports and Tourism Office.

All of these activities have been successfully implemented to solve the problem of the core issue raised, namely the Lack of Optimal Management of PPLPD athletes at the Musi Banyuasin Regency Youth, Sports and Tourism Office. It is hoped that this actualization activity will also be able to strengthen organizational values, especially the vision and mission of the Musi Banyuasin Regency Youth Sports and Tourism Office. Based on the habituation activities that have been carried out, it can be concluded, namely:

1. The PPLPD Athlete Data Inventory at the Musi Banyuasin Regency Youth, Sports and Tourism Office has not been compiled. The stages of this activity can
2. The planned activities can be carried out properly according to the schedule that has been scheduled, namely:
  - a. Consultation with mentors regarding actualization title
  - b. Carry out internal meetings in the field of Sports
  - c. Collecting the PPLPD athlete database
  - d. Compile an inventory of PPLPD athletes
  - e. Conduct socialization of activities
  - f. Implementing the SOP
  - g. Evaluation of activities
3. It is hoped that this activity will realize the maximum performance of the Management in carrying out the task of presenting accurate data.

4. It is hoped that athlete data can be used properly for data analysis guidelines and realize good performance in the internal Youth, Sports and Tourism Office.

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