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Policy analysis building sports achievement in Serang City

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Abstract--The research objective is to find out (1). Policy determinants, (2). Policy substance (3). Impactxpolicy. The method uses qualitative research to describe the phenomena that occur. Data collection techniques: (1). Field survey (2). In-depth interview (3). Documentation study to complement the previous data. The results of the study indicate that formal policies use written decisions and are approved by the Regent, DPR, and related agencies. Serang City has a policy direction in the development of sports, human resource development and infrastructure to increase achievement. Policy development in the field of sports through coaching and development programs with a system to stimulate growth in order to improve regional achievements. Policy documents are adequate and meet the requirements to become public policy documents. As a policy document for the development of sports achievements, the City of Serang already has an achievement target every year. There is a need for additional program implementation guidelines and performance guidelines.

Keywords---Policy Analysis, Building Achievement, Sport.

Introduction

Sport is a phenomenon that has a major impact on all life and has had an impact on both the social and economic fields and even culture. This teaches athletes also helps to excel. Sport has become a part of today's life, and a very important embodiment of the modern world. Ahmad, Zul. F., (2016). With sport having value in its physical activity in the field, sport has other values, namely economic value, theoretical value, professional value and much more. Building sports achievements is an integral part of the national development process, the quality of human resources. Development in improving the physical and spiritual health of the community, shaping the character and personality of the nation, discipline and sportsmanship, as well as increasing achievement.

Building sports achievements as stated in the Law on the National Sports System (UUSKN) No. 3 of 2005, that the scope of sport has three pillars, namely educational sports, achievement sports, and recreational sports. Damian, Hatton., et. al., (2019). The embodiment of the three pillars is supported by sports players. Sports actors are individuals or groups who are directly involved in sports activities, including sportsmen, sportsmen, sports coaches, sports personnel, and the community. The task of UUSKN (verse: 3) is as a regulator, education, training, management, coaching, development, and supervision in order to achieve national sports goals.

- a. The definition of the task is relevant to the notion of a sports coach. Sports coaches (UUSKN article 1 paragraph 8) are people who have interests, knowledge, insight, leadership, managerial abilities, and funding who dedicate their competences for the benefit of sports coaching and development. The coach referred to (article 11 paragraph 2) is that every citizen has the right to get services and facilities from the local government without any discrimination. Hadjarati, H., (2009). Law vNational Sports System v3 of 2005 page 37 states that sport is one part of the realization of national development goals to its existence and plays an important role in the life of the nation. The complexity of UUSKN in relation to dynamics. Sport has the potential to increase the Index. The picture shows the spearheads and foundations of sports development, namely the community, the education office, local government and families.
- b. Regional governments will have various ways of developing each, because Indonesia adheres to a decentralized system or often called regional autonomy. Autonomous regions according to Law no. 32 of 2004 states that autonomous regions have the right, authority and obligation to regulate and manage the government and the interests of the local community in accordance with statutory regulations. The above law states that the government is fully responsible for the development and development of sports. Ajun, Khamdani., 2010. The government's most basic responsibility is policy-making for the community and sports players.
- c. The local government is tasked with implementing policies and coordinating development in accordance with the UUSKN standardization no. 3 of 2005

for sports development. The current government assigns its development tasks and authorities through regional autonomy regulations, the Serang government is part of the regional autonomy located in the province - Banten. The given authority includes tools (policies) to plan and regulate the implementation of a regional development. The basis for the development of sports in Serang City comes from the regional policy documents used, the Regional Medium Term Development Plan (RPJMD).

- d. The Strategic Plan of the Office of Tourism, Youth, and Sports 2016-2021, and the Regional Regulation of the City of Serang Number v2i of 2019 concerning the Implementation of Sports. The city/municipality strategic plan (renstra) is made based on the strategic plan from the provincial government. The preparation of strategic plans and other documents will be different for each region and based on their respective characteristics. Suprasono, Rahmad., (2019). This shows that according to the Sport Development Index (SDI) Serang City already has a fairly qualified open space, because the open space is intended for sports and is free to be used by the public. According to SDI, participants in Serang City in the 2016-2021 RPJMD document consist of 25 sports organizations, 21 sports activities, and 251 sports clubs per 12,000 residents.
- e. The data can be said to be good, considering that Serang City is a small city. Position, Structure, Organization, Duties, and Functions as well as Work Procedures of the Office of Tourism, Youth, and Sports paragraph 10 paragraph 1 contains technical implementation units) as operational implementation and as supporting activities. Christina, Romer., (2014). The duties of the UPT mentioned are as managers of government facilities. As the square already has a UPT, the square has futsal, basketball, soccer, skatepark, tennis courts for use by the public. The Serang City sports building itself is also located in the sports area.

Method

This study uses a qualitative approach. Qualitative research intends to describe the phenomenon of the research subject holistically by describing it according to the actual situation. Arikunto, S., (2010).

Data collection technique

The data collection technique used in qualitative research is using observation and documentation. Sugiyono (2017:223)

- a. (Documentation studies are data collection through documents in the form of newspapers, papers, office reports, and private documents such as emails, meeting notes. This is to complement the data obtained from interviews and observations. That qualitative research relies on collecting information on participation in setting, direct observation,
- b. In-depth interviews, and document review. Burhan, Bungin., (2012). The data obtained are in the form of written records, manual book records, official reports, daily notes, meeting minutes
- c. A field survey to find the occurrences of the phenomena found. as a complement to the data obtained from interviews

Results and Discussion

Policy Analysis to Build Sports Achievement in Serang City

As a basis for building sports achievements, documents are the 2016-2021 Regional Mid-Term Development Plan for Serang City, 2016-2021 Office of Tourism, Culture, Youth and Sports Strategy Plan. Gilang, M. Ramadhan., (2020). Serang City Regional Regulations Number 2i of 2019 iRegarding the Implementation of Sports, and Regional Regulations Number 5 of 2018iRegarding Retribution for Recreational and Sports Places as well as Serang Municipality Regulations Number 9 of 2009iRegarding Changes to Regional Regulations Number 5 of 2018 concerning Retribution for Recreational Places, need to be analyzed and for sport.

Plan Development Term Medium Region

As a guideline and strategic plan, its importance as a development document needs to be considered carefully. Whereas the Medium Term Regional Development Plan (RPJMD), as a meso policy of Serang City, has a role to be a mecca in a certain period. Suprasono, Rahmad., (2019). Documents as an overview of policies in one period which are translated into objectives and correlated so as to create the Serang City strategic plan. The document also contains people's habits that may become opportunities and even problems because the government at that time gave figures for the achievement of related performance, in this case the Youth and Sports Tourism Office. The function of the Document as a meso policy is to clarify macro policies, macro policies. Documents will be analyzed by public policy.

Policy determinants

The establishment of the Medium Term Regional Development Plan (RPJMD) document, which is based on a review of the Regent's vision and mission to provide policy directions for political interests. The adjustment of the vision and mission of the regional head with the macro document of the Regional Medium-Term Regional Development Plan, occurs in the Serang City government bureaucracy that has links with the region, in order to synergize the goals of the autonomous region with the goals of the province. Adam, Anyebe, A., (2018). The document is a description of the general condition and financial capacity of the region. The framework for development funding and regional apparatus programs is contained in this document. before the formation of the RPJMD Document will get results. By adjusting the vision and mission of the regional head, several groups will benefit.

Policy substance

Regional Medium Term Development Plan (RPJMD), 2016-2021 which describes development according to the formulation of problems that arise, with a lack of human resource capabilities. Novie, Sagita, I., (2016). The lack of data collection, lack of quality of human resources, not yet optimal service, and community welfare are the weaknesses mentioned. In this RPJMD document, this is a

concrete manifestation of the government's efforts to build the quality of life of its people physically, spiritually, and socially with the aim of an advanced, just, prosperous, prosperous and democratic society with sporting activities.

The Regional Medium Term Development Plan (RPJMD) 2016-2021 was formed by the government to be a benchmark for success and evaluate performance for local governments in carrying out development. The existence of development achievement figures in the previous period, makes the aim of this document to increase these figures. Tri, Yuniningsih., (2019). The purpose of the sport here is realized in the mission to the 6 regions which contains "improve a culture based on local and religious wisdom in a conducive atmosphere. The policy strategy established to fulfill these objectives is to build a system that can stimulate the development of local culture and achievements in the fields of sport and the arts.

Policy impact

There is a real increase in the number of sports organizations and the number of sports facilities. The impact of the Regional Medium Term Development Plan (RPJMD). Andre, Muller, M., et. al., (2015). As a policy document, it will adjust the community's needs for development. The policy transition period each year will be easier by following the document. If all programs are true, they will improve all aspects of community welfare, including sports. A waste of funds will occur if an increase in coaching by the government on sports management and sports achievement is launched, but if successful the dignity of the City will soar in the province - Banten. Because success manages potential to achieve achievement.

Strategic Plan of the Office of Tourism, Culture, Youth, and Sports 2016-2021

The unitary planning system is in development to produce long-term, medium-term, and short-term plans by state/government administrators at the central and regional levels. The Importance of the Medium Term Regional Development Plan (RPJMD) for the City of Serang. As a reference for the drafting of the SKPD Strategic Plan draft in sports development, it belongs to the Department of Tourism, Culture, Youth, and Sports. Douglas, Hartman., et. al., (2011).

Functions of Regional Medium Term Development Planning Serangi City 2016-2021. As a guideline for the draft Strategic Plan for the Department of Tourism, Culture, Youth, and Sports. The sports coaching government will carry out the authority and responsibility as a city regional government and or as a community.

As an effort to improve the quality of human life physically, spiritually and socially in realizing an advanced, just, prosperous, prosperous and democratic society, development will include the following activities: (1) Sports and education, (2). Recreational sports, (3) Achievement sports. The results of the analysis mention the strategic content of the plan from the City of Serang in the period 2016-2021 as a micro policy in the Strategic Plan document of the Youth and Sports Tourism Office, Riant, Nugroho., (2017).

Policy Determinants

The strategic plan of the Department of Tourism, Youth, and Sports as the flagship document of the SKPD to carry out a series of documents that have been regulated by the Serang City Medium-Term Regional Development Plan (RPJMD). To fulfill the duties of local governments based on the principle of autonomy and assistance in the fields of tourism, youth, and sports, which lasts five years.

Jaitman, Laura., Et, al., (2017). Renstra serves as a guide in preparing SKPD plans in order to create effective and efficient synergy between fields. Administratively the strategic plan must be formed based on Law number 25 of 2004 on the Organization of regional apparatus, so this document is formed only based on a series of documents and is indicative. This is relevant to the vision of the RPJMD, which is to build a system that can stimulate the development of local culture and achievements in the fields of sports and the arts.

Policy Substance

The strategic plan of the Office of Tourism, Youth, and Sports of Serang City emphasizes the issues and strategies of sports development in chapter three. Sports problems that occur in Serang City are found in the number of achievements, because it is said that the name of the region can be seen from the number of sports achievements. Whalsen, Lauh, D. A., (2014). Potential is infrastructure, in sports problems it is also said to be infrastructure. So it can be seen that there is no consistency in the document, but it is understandable because the infrastructure will always be said to be lacking if you want to get achievements in many sports.

The Strategic Plan of the Department of Tourism, Youth and Sports contains sadness, because in the analysis there are very deep weaknesses regarding the lack of Human Resources to manage. Muhajir., (2016). The tasks of the SKPD in the strategic plan are to plan, implement, and manage policies. Functionally, there will be defects in implementing policies, especially in improving the development of superior achievements involving all aspects.

Policy Impact

The targets created from year to year put pressure on the Department of Tourism, Youth, and Sports as regional SKPDs to uphold sports achievements. Excessive expectations but not accompanied by Human Resources to realize these policies will have an impact on difficulties in building sports policies themselves. If observed, the effectiveness and efficiency of the policy will be burdensome for the sports sector itself because of the existing weaknesses.

Sports achievements are an integral part of development, seeking all regional potentials is obligatory towards development. Badriah, D. Lailatul., (2013). Towards development that is in accordance with shared expectations, synergy between stakeholders, implementing interests, and the community who are aware of the influence of sport for development must actively participate in developing sports. Hopefully Serang City can implement the policy without any difficulties in

implementing it and easily accepted by the Serang community at large. Regional leaders through the SKPD of the youth and sports services will provide an attachment to the community to become supporters of sports development by facilitating the affairs of sports organizations in licensing or even financial assistance.

Regulations Regionq City of Serang About Organizing Sports

Regional regulations can be used as a benchmark for seriousness in regional development, especially in the field of sports. The law as a legal document is made to limit and regulate everything that is included in order to realize the aspired goals. Aji, Sukma., (2016). The Serang City Regional Regulation No. 5 of 2018 concerning the implementation of sports was established by the House of Representatives and the Serang Regent, so it can be said that it is a policy. Policy is a document that is formed to realize opportunities and realize the desired goals. Because the regional head (Bupati) and the regional DPR were formed, this document can be said to be a meso policy. As a meso policy, the target in the regional regulation document no 5 of 2018 is the implementation of sports.

The development of sports in Serang City will not be able to achieve the best results in the expected achievements if there are no synergized supporting policies so that this regional regulation is important in its role as a micro policy. Smith, S., (2014). Regional Regulation of Serang City Number 5w of 2018 concerning the Implementation of Sports as a policy, of course

Policy Determinants

Kotai Serang Regional Regulation Number 5 of 2018. Regarding the Implementation of Sports, it was formed to continue the macro policies established by the state, namely Government Regulation Number 16 of 2007 concerning the Implementation of National Sports. Nawi, M., (2015). The policy that was formed by the Mayor and DPRD of Serang has funding regulations in article 42 to article 45. Sports funding for the city of Serang is the responsibility of the government and the community which is determined based on the principles of adequacy, priority, and regional spending. Funding for the implementation of sports comes from the community and the results of the sports industry. Periodization of funding must be attached to the liability report and published in accordance with the provisions of the legislation.

The relationship between these policy documents is intended for SKPD and the community as sports players who are aware of development. Through local officials and community assistance, development supervision will be created whose authority is handed over to the Tourism, Youth and Sports Office. Supervision of SKPD is assisted by parties who take part in the process of sports development, such as sports clubs and organizations. Nala, I. G. N., (2011). The organization of sports and the organization of sports championships as regulated in this document provides regulations from upstream to downstream, where in sports coaching it is expected that the office has adequate facilities for all state and private employees. The hope of this regional regulation is to form relationships in every line of society and form a sports culture so that it can

improve physical welfare for the community. In addition, the local regulations here are able to have an impact on certain groups to seek community credibility.

Policy Substance

Like policies, local regulations are formed to provide certain limits or program management in order to achieve the aspired goals. Government RegulationwSerang City Region Numberw5w2018. Ramdan, Abdullah., et. al., (2017). wRegarding the implementation ofwSports is a micro policy embodiment of the Regulation of the Government of theRepublic ofIndonesia Number16 ofw2007wAbout wOrganization ofwSports and Number 17iNumber 2007iRegarding the Organizing of Pekanidan and Sports Championships. The actions of a policymaker can become real with the existence of this regional regulation, even though this regional regulation has only been passed in 2019. There is a great hope that the community should be able to realize it with this regional regulation on the implementation of sports.

Government regulations here have a very complex task. Lhaksana, J., (2011). In order to realize superior and quantitative regional achievements, local governments are tasked with drafting and implementing policies, developers and coaches, standardization of sports science, sports facilitators, and as possible so that the development and development of regional sports in Serang City should be taken into account in Indonesia. The community has a sports culture is the general goal of this local government regulation, it is the obligation of each region to promote sport until it becomes a culture.

Regional Regulations of Serang City concerning vretributionsv places for recreationv and sports

The development of sports cannot be separated from the development and growth of sports infrastructure. Sports infrastructure facilities or in general are often referred to by the community as facilities requiring management, maintenance, and development. By providing a levy or payment for using government facilities, the community also takes part in the development and development of regional sports. This regional regulation was revised in 2018 number 5 regarding changes to regional regulations number 9 year 2009. Harbani, Pasolong., (2010). About v Venue Retribution v Recreation and v Sports. This regional regulation, which means that it was formed by the Regent and the People's Representative Council, can be said to be a meso policy, which exists to serve as a bridge between the bureaucracy and the community.

The relationship between the documents in this study supports each other in the development of sports in Serang City. Athoillah, Anton., (2010). If there is no one of these documents, Serang City's sports development will be crippled. As information for all literate connoisseurs later, the document of Regional Regulation No. 5/2018 concerning Retribution, Venues, Recreation and Sports, will be interesting if analyzed in a literate manner. Documents governing the management of infrastructure payments can develop sports development directly or indirectly. Directly with the funding, indirectly by providing training or experience for the community in cultivating sports.

Policy determinants

The need for sports development will always be followed by the financial capacity of a region. The quality and quantity of achievement is usually followed by standardized infrastructure. Suherman., Wawan, S., (2014). The establishment of Regional Regulation Number v5 of 2018 concerning Retribution for Recreation and Sports based on Law Number 28 of 2009 on Regional Taxes and Retribution for Regional Taxes. The manifestation of the government's concern for the welfare of sports workers is contained in this regional regulation, with the existence of a retribution, it is hoped that people who are in the environment of sports infrastructure can improve welfare.

The government at the sub-district, village and even environmental levels will take part in maintaining and managing sports facilities. With the intervention of the government at the environmental level, it will provide synergy in development between the City government and the technical implementation unit. Yudik Prasetyo., (2013). Sports buildings, football stadiums, Tawun baths, and several existing facilities in Serang City need careful management, so that local government regulations concerning retribution for sports venues are created. Recreational sports become a bridge between the fields of sports and tourism, licensing for the use of facilities will always involve the relevant SKPD parts with sports facilities, the SKPD here is the Youth and Sports Tourism Office.

Policy substance

It is undeniable that there will be revisions to every policy, as well as Regional Regulation Number 5 of 2018. Howlett, M., Cashore, B., (2014). About Retribution for Recreation and Sports. As development progresses, facilities will continue to be provided and budgeted for in order to obtain sporting achievements and the implementation of sports culture in the community. Financial profit is the goal and principle in setting prices. The nominal has been determined in accordance with the existing infrastructure, and even then for the sake of maintaining these facilities.

The government regulations regarding levies for places, recreation and sports as micro policies provide detailed rules for collecting user fees, because there will be accountability for each proceeds obtained or used for maintenance. Bian, Wei., (2011). The regional regulation on retribution was formed with 10 chapters containing Regional Regulation Number 5 of 2018 concerning Retribution for Recreational and Sports Places

Policy impact

The formation of sports development based on the three documents here provides evidence of the seriousness of the local government in implementing the system. Although the laws that were enacted were relatively slow until more than 5 years after the macro policies were formed. Fund coverage will be recorded every day if the sports personnel actually enter the data. Ebnezer, Oni. O., (2016). This document can influence the development of sports, at least being able to maintain sports facilities moreover being able to contribute to a decent profit.

The flow of the system that occurs in the tourism, culture, youth and sports services will always be connected with the development of sports, both from recreation and achievement. Everything is integrated starting from sports players, sports workers, sports business services, and will lead to the Youth and Sports Tourism Office, so that it will create a habit and harmonious relationship between the government and its people. Monica, Bucur, M., et. al., (2015). This not only improves economic but also social relations.

The priority of Serang City's Sports Development Policy in the coming period

Policy will continue to be dynamic in its development. Weaknesses contained in the documents that have been formed are used as a reflection when forming future policies. Kristiyanto, Agus., (2012). Although sport is not a priority in the direction of the development of the Serang City Medium-Term Regional Development Plan (RPJMD). Policy priorities regarding the development of sports achievements, based on the analysis that has been done by researchers, the proposed priority policies for sports development in the coming period are as follows:

- a. In the Regional Medium-Term Development Plan (RPJMD), the next period focuses on sports development as described in the aspect of community welfare in arts and sports.
- b. In the strategic plan document of the Youth and Sports Tourism Office for the 2021-2025 period, there is a written membership structure in dividing tasks that are tailored to their functions so that they are easily monitored in achieving the implementation of the policy.
- c. The policy in the next strategic plan provides opportunities for sports athletes to review and formulate development strategies, as well as the realization of synergy between the sports community and the government.
- d. d. Sports coaching and resource development, so that they are able to cover deficiencies in managing and can improve sports performance by increasing human resources.
- e. Provide opportunities for the sports community to cover deficiencies in order to create interaction between the government and the sports community and the implementation of sports in Serang City.
- f. Increasing the quantity of sporting events in Serang City in order to create a sports culture into sporting achievements in every sporting sphere.

Conclusion

Based on research and descriptive discussion on policy documents to build sports achievement in Serang City, several conclusions can be drawn, namely as follows:

1. The Medium Term Regional Development Plan (RPJMD) document is adequate and fulfills the requirements as a public policy document. Detailed documents have shown the government's seriousness in developing sports in Serang City using its authority as an official part of regional autonomy from the province of Banten.

2. The sports development document in Serang City is correct, which is made into a policy document and has an outcome goal of increasing sports performance.
3. Having a policy direction in building sports achievements in the development of human resources and infrastructure for improving sports performance in Serang City.
4. The Serang City development policy contains the development of sports achievements through a coaching and development program with a system that stimulates development in order to improve regional achievements.
5. Serang City policy documents on the development of sports achievements are sufficient to fulfill the requirements to become a public policy document, Serang City.
6. Development in the field is not sustainable. The Serang City government policy documents have proper use and are correlated with the policies of the surrounding area.

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