

CAREER ORIENTATION AND EDUCATION BADMINTON ATHLETES CENTRAL JAVA

Agus Wiyanto

AgusWiyanto7@gmail.com

Abstract

Career planning is a deliberate thing where, through effort, effort, hard work planned high morale and unyielding will contribute and make ammunition within reach of his career. Not a few people who began his career through education and the world of sports especially in the sport of badminton. In Central Java one part of Indonesia there are some who do the badminton club coaching process and nurseries. Not a few parents who put their confidence to engage their children in the badminton club, and even sometimes the child is willing to leave the world of formal education by not going to school because the championship in the sport of badminton. The results of observations and the observations made in some there are a badminton club badminton athletes who do a good workout process from an early age and even into adulthood but it becomes propaganda for himself. Where because of his work to pursue the field training of athletes is often left the world of education that are not finished formal education that he traveled. On the other hand these athletes sometimes can not perform to the level he wants. The problem that arises is how the career of athletes is expected to meet their needs. Through these basic studies required an evaluation study of the actions that can provide breakthrough on career orientation and education for badminton athletes Central Java.

Keyword: Career Orientation, Education, Athlete Badminton Central Java

INTRODUCTION

A paradigm shifting in the world of sport and education is based on how each person will face a problem, which is how to get a proper job with what is expected in order to meet their needs. This problem is increasingly being experienced in line with there is no proportional job available with the population growth. Each progress achieved in the field of science and technology is not only brings advantages, but also disadvantages. One of the disadvantages caused by increasing science and technology is the decreasing number of employment opportunities, which is formerly done by human power, but now are being replaced by tools based technology. Another problem that commonly faced by some people who have been accepted in certain job are they do not suit with their talents and abilities, which makes some among them unable to carry out tasks or jobs entrusted to them well. Of course, such situation is very detrimental not only for employment is concerned but also for the individuals themselves.

In the future, these problems at least can be decreased if the young people prepare themselves as good as possible through understand theirself, environment and able to adjust with it. Along with the development and progress of era, people increasingly aware of the importance of education and sport for themselves. Even through education someone can define what the goals to be and would be pleases, so does in sport. Someone who study a certain sport in the world of sport is not only to channel their hobby alone but also to improve their living standards in the realm of sporting achievement.

Education for a nation is a very valuable asset in order to prepare the future generation who will be able to face the challenges and the progress of era. In preparing the next potential generation, it can be prepared through formal education, informal and non-formal to supply and

enrich the knowledge, skills, technology and art in the facing the progressing era. Formal education consists of primary education, secondary education, and education high implemented in stages, both held by the government or private. For non-formal education, it organized for the citizens who require educational services that act as substitutes, enhancer, and/or complement of formal education in order to support lifelong education. Meanwhile, informal education done by families and it formed in environmental learning activities independently.

Education and sport both have an important role in human life, through education a person can educate himself useful to earn a decent living while through sport someone can form a human being physically and mentally healthy and have the discipline character that will ultimately form a human quality, so people increasingly pay attention to sports activities and education in his life.

Someone's career or achievements are very desired by the majority of people both in the field of education and sports in which it is in tune with Simamora statements (2001: 505), a career is a sequence of activities associated with work and behaviors, values, and aspirations of a person during the person's life span. Career planning is a deliberate process in which the person becomes aware of attributes or requirements relating to personal's good careers and life-long series of steps that are expected to contribute to career fulfillment.

Nowadays many people are trying to pioneer his career through the world of sport as badminton is of one its example. Badminton is a sport that is very popular in Indonesia. Both in big cities and in villages, badminton game is a highly favored game by almost all-level society, old, young, male, and female. One person against one or two against two can play badminton. This game can be played indoors or outdoors and very easy to get supporting infrastructure facilities.

It obviously appeared from the number of existing badminton clubs and even not a few athletes who are good at it from an early age classification, novice, youth, teens, adults and even to veterans. Within the scope of Central Java, we can see some big clubs done the coaching and nurseries such as clubs, which are located in Kudus: Djarum Kudus, Champions, Taurus, Master and others. In Semarang: Star Perkasa, Pendowo, Healthy, Sunrise, USM Tri Star then in Kendal, there are, Hamas, SBR, Legend, achievements and so forth, and also in Tegal there are Sinar Mutiara, Guides Talent, Champions and others.

Through the number of badminton club, which undertake the process of fostering and nurturing athletes, it expected to produce the athlete who able to raise nations' reputation. Many parents hope to send their children, or to include them exercise in the badminton club. In fact, some athletes prefer to join certain badminton tournaments and willing to leave their formal education. A symptom arises to the athletes whether he persistent in formal education process or to choose badminton as pioneer to his future career. Of course, it is expected it can run together both in education or sport, but there is no doubt difficult to achieve both simultaneously because otherwise have to sacrifice or leave one of them. Moreover, if the events or tournaments were often arranged, it would pose a considerable impact.

The observations result and inspection conducted in several club of badminton, it revealed that athletes do the exercise from an early age and even progressed into adulthood but it becomes propaganda for himself. In one side, because of his persistent to pursue his career, the athletes often leave the world of education, so that is possible not finished formal education that he through. On the other hand, in badminton career, these athletes sometimes cannot perform to the level he wanted because of the intense competition that exists. The problem that arises is how the career

orientation and education that athletes expected can meet their needs. Based on this background, it is necessary to study the career orientation and education badminton athletes in Central Java.

Research Problems

Based on the background of study, it can be formulaic the research problems as follows:

- 1) How does the career orientation and education for badminton athletes in Central Java.
- 2) How does the evaluation model given to handle career orientation and education for badminton athletes in Central Java.

METHOD

Research background

This is a qualitative research, one of this type is evaluation research. Evaluation research is a part of decision process to compare a certain events, programs, and product with standards and programs that have been set. (Agung dan Sihombing, 2011: 8).

This type of research is using a program evaluation. A program evaluation is an attempt to examine the effectiveness of the program components in supporting the achievement of program objectives. Evaluation of the program refers to the gathering of information to determine the effectiveness and making recommendations for a program component. Therefore, evaluation can support a desired achievement of program objectives.

Research Fokus

This research will be held in several badminton clubs, which is located in Central java of Indonesia, the research target are badminton athletes who currently exists in the adult age categories so that the researcher can review the data taken from these athletes.

Data Resources

The data resources used in this research is athletes, coaches, and club badmintons' stakeholders who can give any information in relate to this research or as a *key person* who understand the relationship with research object to give information about situation and the background of research condition. To obtain the data research accurately and sufficiently, the researcher assign some people as resources based on the data research purposes.

Instrument and Data Collection Technique

In qualitative research, the main instrument in this study is the researcher himself. In the process of collecting data, researcher as a key instrument directly come to the field or as an observer as well as a member of the group observed. In interviews and documentation, researcher used an instrument that has been prepared for each source of data information, but he do not rule out the possibility to be flexible and reflective in obtaining complex answers taken from resources side information. Beside as the main instrument in obtaining the data, the researcher also use supporting instruments that guidelines for observation, interview, and documentation. The supporting research instruments used to obtain data accurately.

Data Test Validity

The credibility test is used to test the data validity with aims to achieve the research credibility. Mechanical examination of data credibility is done in several steps, as below:

1. Conducting observation persistently, accurately, and continuously.
2. Data triangulation
3. Colleague discussion
4. Time extension study

Analysis Techniques and Data Interpretation

An evaluation research through qualitative data obtained from various sources using data collection techniques assortment (triangulation) and carried out continuously until the data is saturated. The data analysis is through drafting and interpreting for making conclusion. Because of the connection with phenomena for being interpreted in accordance with the natural background, it must be filled with qualitative data analysis, namely naturalistic, induction and holistic analysis. Naturalistic, the data analysis should be based on real situations that change naturally, open and no manipulating control variables.

Induction analysis, that is with the fundamental thinking induction procedures, disclose specific data, details, to find categories, dimensions, relationships important and original, expressed in open-ended questions. Holistic, means the totality of the phenomenon must be understood by the researcher as a complex system, a comprehensive relationship and not be seen partially. In general, data analysis in this study can be seen in the figure below:

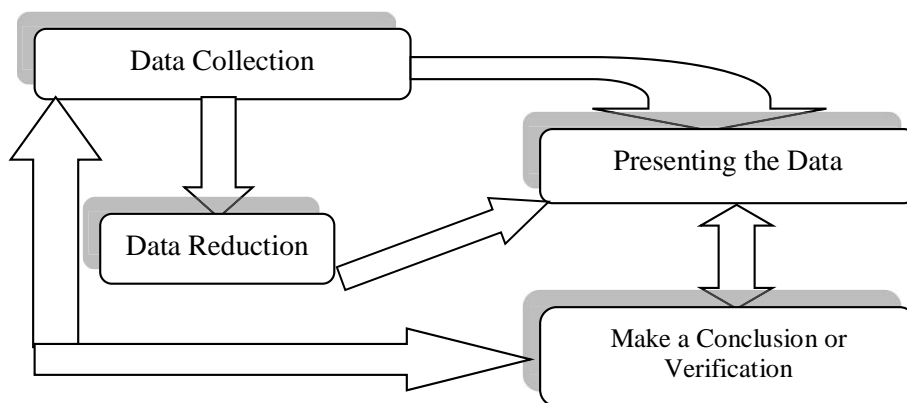


Figure of Data Analysis method (Sugiyono, 2014: 405).

Data reduction

Data reduction is defined as selecting process, focusing or simplification, and the transformation of raw data that emerged from field notes. Data reduction is a form of analysis that sharpens, classify, direct, dispose of unnecessary, and organize data to make a conclusion. Data reduction is done through make a summary, encodes the data, searching themes.

1) Data Presentation

Data presentation is compilation of a bunch of information into a matrix or a configuration that can easily understood. This configuration will allow for drawing conclusions and taking action.

Human cognitive tendency is to simplify complex information into a form of understandable unit, this is the main way to analyze the validity of qualitative data. The presentation of this data can be used through the matrix, the graph or chart, which is designed to combine the information.

2) Drawing Conclusion

Since the beginning of data collection, researcher began searching for the meaning of the data that has been collected. Furthermore, researcher will find for meaning and explanation then arrange patterns of certain relationships into a single unit of information that can easily understood and interpreted. The collected data is compiled into units, then categorized in accordance with the details of the problem. These data will be connected and compared each other to draw conclusion easily as the answer of every problem.

RESULTS AND DISCUSSION

Career Orientation and Education for Badminton Athletes in Central Java

Glueck (1997: 134) states that a sequence of individual career experience related to the job that a person experiences during his tenure. So that, an individual's career involves a wide selection of various occasions, but from the standpoint of career organization, it is the regeneration process of a new job. Ekaningrum (2002: 258) describe the career is used to explain people of their role or status. Career is all positions (jobs) that people have responsibility on it. Therefore, it can be concluded that a career is a sequence or job, which is attained by person in a certain period associated with personal attitudes, values, behaviors and motivations.

Experts in accordance with discipline of science interpret career defition. According to Simamora (2001: 505), career is "Sequence activities related to employment and behaviors, values, and aspirations of a person during the person's life span". Career planning is a deliberate process in which the person becomes aware of through the attributes associated with personal career and a series of lifelong steps, which contributes to career fulfillment.

Ekaningrum (2002: 256) stated that careers are no longer interpreted as an institutional award to improve the position in formal hierarchy that has been established within the organization. In the traditional paradigm, career development is often considered as synonym with preparation for mobility to a higher level, so that careers will support individual and organizational effectiveness in achieving its goals.

In the Javanese badminton, athletes are essentially do the intensity of routine exercise that starts at an early age to steps out achievement in his career, even in adolescence or adulthood they are still preoccupied with high exercise intensity. This real event was found in the field. Despite they steps out to reach achievement in his sport career, they do not leave the world of formal education. So that, atheletes has to be clever and careful in distribute his time efficiency and effectively. There is no doubt that in some occasion, a clash between academic process in formal education and tournament events are held together so that athletes sometimes tend to choose his sport branches.

Athletes expect for both situation can run well together, but sometimes they feel left behind in formal education so it will be difficult for them to complete the study. Sport career orientation that he concentrates also will be a problem when the athlete is not able to achieve a higher performance in sport due to the intense competition that exists, on the other hand in the formal education they also have missed.

Evaluation Model Provided to handle Career Orientation and Education badminton Athletes in Central Java

Evaluation by Orthen and Sanders in Suharsimi Arikunto and CEPI Safruddin (2009: 1-2) is searching for worthwhile activity about certain things, it includes seeking information useful in assessing the existence of a program, production, procedures, and alternative strategies proposed to achieve certain goals. *Evaluation is the process of delineating, and providing descriptive and judgmental information about the worth and merit of some object's goals, design, implementation, and impact in order to guide decision making, serve needs for accountability, and promote understanding of the Involved phenomena* (Stufflebeam 2003: 10). Evaluation is a process of providing information that can be used as consideration for determining the rates and services (worth and merit) of the objectives achieved, the design, implementation and impact to help drawing decisions, accountability and help to increase the understanding of phenomenon. The core of the evaluation is to provide information that can be used as a material of consideration in decision making.

Many recent definitions encompass this original definition of the term. We concur that evaluation is determining the worth or merit of an evaluation object (whatever is evaluated). More broadly, we define evaluation as the identification, clarification and application of defensible criteria (According to Fitzpatrick dkk, 2004: 5). Evaluation is determined as the value or worth of an object evaluation (whatever that is evaluated), and it is defined evaluation as identification, clarification and application of the maintained criteria.

In general, the terms of evaluation can be a process of considering the value and meaning of something to consider. Whether that is people, objects, events, circumstances, or an entity/group (Roswati, 2008: 65). Based on the above description, it can be concluded that the evaluation is an activity to look for information, determine the value of the existence of a program, production, procedures, as well as the proposed alternative strategies that can help improve the implementation of the policy and its progress in achieving its intended purpose.

A program is defined as the systematic application of resources guided by logic, beliefs, assumptions identify human needs and human-related factors as a resource. It is more than just the activities that consist of several components. The important components of program can be an object of evaluation (Yarbrough, Shulha, Hopson, et-al, 2011: xxiii- xxiv).

The definition of program is a unit or entity of activities, a series of activities system that done continuously. Implementing the program is always occurs in an organization that means they must involve a group of people (Suharsimi Arikunto and CEPI Safruddin, 2009: 4). Program, according to Farida (Eko, 2014: 8) is everything attempted by someone with hopes it will bring results or influence. Program has roles as a series of carefully planned activities and its implementation takes place in a continuous process and occurs in an organization that involve many people.

Based on the above statements, it can be concluded that the program is a series of activities, which is selected and prioritized in the form of systematic application. It is created as a guide of activities that have been designed in accordance with the objectives and measurable targets. The program is the first element that must exist for the creation of an activity. Implementation of the program through any kind of plan will be more organized and easier to be operated.

Evaluation Model

Evaluation has models that can be used by the evaluators. The evaluation models based on its objective, according to Endang Mulyatiningsih (2012: 116-117) identified nine models of evaluation, as in table 2 below:

Table of Evaluation Models based on its Objectives

No	Name	Objectives	Model
1	<i>Student gainby testing</i>	To measure performance and progress of student learning, widely used in the field of psychology	Ralph Tyler, Ben Bloom, Jim Popham, Mal Provus
2	<i>Institutional self-study by staff</i>	To evaluate the employee/staff	Dressel
3	<i>Blue-Ribbon Panel</i>	To evaluate the leadership performance in providing early services	James Conant, Clark Xerr and David Henry
4	<i>Transaction observation</i>	To understand the client's activities in overcoming the conflict of values	Smith, Parlett-Hamilton, Robert Stake
5	<i>Management Analysis</i>	To improve the rationality of decision/policy by a manager	Leon Lassinger, Stufflebeam and Mary Alkin
6	<i>Instructional Research</i>	To produce the effective learning methods through experimental research	Lee Cronbach, Julian Stanley, Don Compbell
7	<i>Social Policy Analysis</i>	For the development of institutional policies by measuring the social circumstances	James Coleman, David Cohen, Carol Weiss, Mostellery
8	<i>Goal-free evaluation</i>	To assess the program impacts on consumers	Michael Scriven
9	<i>Adversary evaluation</i>	To set the best choice among several options available	Tom Owens, Murray Levine, and Bob Wolfe

Endang Mulyatiningsih (2012: 116-117)

Each of the conducted activities has a specific purpose and so did the evaluation. According to Suharsimi Arikunto and CEPI Safruddin (2009: 42-43) there are two purposes of evaluation, they are formative and summative evaluation purposes. The purpose of formative evaluation is to see how far a program designed to take place, as well as identifying barriers. The purpose of summative evaluation conducted after the program ends. The purpose of evaluation is to measure the achievement of program.

Some evaluation program practitioner who well known as an inventor of evaluation program model are Stufflebeam, Metfessel, Michael Scriven, Stake dan Glaser (Suharsimi Arikunto and Cepi Safruddin Abdul Jabar, 2009: 40-41), where they divide the evaluation into eight models membedakan model evaluasi menjadi delapan, namely (1) *Goal Oriented Evaluation Model*, (2) *Goal Free Evaluation Model*, (3) *Formatif Summatif Evaluation Model* (4) *Countenance Evaluation Model*, (5) *Responsive Evaluation Model*, (6) *CSE-UCLA Evaluation Model*, (7) *CIPP Evaluation Model*, and (8) *Discrepancy Model*. On the other hand, according to Farida Yusuf (2008: 13-21), there are four evaluation models (1) CIPP evaluation model, (2) UCLA evaluation model, (3) *Brinkerhoff* model, and (4) *Stake or Countance* model.

Based on the above statements, it can be sum up that the evaluation models consisted of (1) *Goal Oriented Evaluation Model*, (2) *Goal Free Evaluation Model*, (3) *Formatif Summatif Evaluation Model* (4) *Countenance Evaluation Model*, (5) *Responsive Evaluation Model*, (6) *CSE-UCLA Evaluation Model*, (7) *CIPP Evaluation Model*, and (8) *Discrepancy Model*.

Evaluasi Context, Input, Proccess and Product(CIPP)

In term of Stufflebeam's CIPP evaluation model, one very useful approach to educational evaluation is known as the CIPP, or Context, Input, Process, Product approach. Basically, the CIPP evaluation model requires that a series of questions be asked about the four different elements of the model on context, input, process, and product (Tiantong & Tongchin, 2013: 159).

The concept of CIPP evaluation model (*context, input, proccess and product*) offered by Stufflebeam with the view that an important purpose of evaluation is not to prove, but to improve. CIPP evaluation model can be applied in various fields such as education, management, companies, etcetera, and in various stages of both projects, programs and institutions (Eko, 2014: 181).

Classification of evaluation model is based on the objectives, including CIPP evaluation model management analysis that aimed to evaluate the decision/policy of manager. CIPP evaluation model is being conducted comprehensively to understand program activities started from the emergence of the idea of the program until the results achieved after the programs are being implemented. The CIPP evaluation model systematically conducted to evaluate whether the program that has been implemented with the correct steps. The context of evaluation is done to look back on the considerations underlying a proposed program in order to know whether the proposed program, which related to the needs and objectives of the program are appropriate to meet the needs.

Input evaluation is conducted to study whether the program design has been considering the resources available. The process evaluation is conducted to learn whether the program is in conformity with the plan. The product evaluation is performed to determine whether the program objectives have been achieved by either (Endang Mulyatiningsih, 2012: 124).

This research uses a CIPP model to evaluate the career orientation program during in the training club badminton. The CIPP evaluation model is widely used in various fields. This evaluation model has components of context, input, process and product.

1) Evaluation of *Context*

The evaluation of context is looking back on the basic considerations for the proposed program. It aims to be able to know the needs and suitability program to meet the purposes.

2) Evaluation of *Input*

The evaluation of input is conducted to study the program design that used to consider the resources available.

3) Evaluation of *Proccess*

The evaluation of process is conducted to study the achievement of program implementation.

4) Evaluation of *Product*

The evaluation of Product is conducted to determine the achievement the objectives program that has been implemented.

CONCLUSION AND SUGGESTION

Program evaluation is a method to identify and assess the effectiveness of a program by comparing the predetermined criteria or objectives to be achieved with the results achieved (Djemari, 2012: 34). In this case, reassess the career orientation and education of badminton athletes in Central Java. The evaluation should also provide sufficient information to the results of the object evaluation. In order to minimize the errors in the evaluation process, program evaluation needs to be

planned (Sukardi, 2014: 47). Cronbach & Stufflebeam (Suharsimi Arikunto, CEPI Safruddin, 2009: 5) argues evaluation program as an effort to provide information to be submitted to the decision makers. Evaluator provides information not a decision maker about a program. From the above opinions, it can be concluded that the evaluation is given in education and careers orientation for badminton athletes in Central Java by using evaluation program.

SUGGESTION

The program requires a plan. It is used to provide the results of the information and decision-making regarding the objectives to be and has been achieved. So it can be seen more clearly on how badminton athletes will measure the path to his career.

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