

Organization of Diving Sports Branches at the Indonesian Diving Sports Association in Central Java Province



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ABSTRACT: This study aims to determine the Organization of Diving Sports Branches at the Indonesian Diving Sports Association in Central Java Province. This research is a qualitative interpretative research. Data collection techniques using interviews and document analysis. In this study, the chairpersons, administrators and athletes of POSSI Central Java were used as samples. Data analysis in this study has 4 stages, namely: data collection stage, data reduction stage, data presentation stage, conclusion drawing stage. Based on the results of the research that In addition, POSSI Central Java's efforts and commitment in developing diving can also be linked to sport development theory. They organize various activities and trainings to improve the skills of athletes and coaches, as well as actively holding championships and recreational events for the community. A holistic approach that includes coaching young athletes and underwater environment conservation campaigns also reflects the organization's efforts to develop diving sports sustainably. Research on sports development strategies and the role of organizations in encouraging community participation in sports can also be a reference to discuss the success of POSSI Central Java in developing diving sports in the region. Based on the results of the research and the results of the data analysis conducted, it shows that the Organization of Diving Sport Branch POSSI Central Java Province: POSSI Central Java Province shows a well-organized management structure, with experienced and competent leaders. This leadership structure provides a strong foundation for the development of diving in the region. The history of the development of diving and the innovation of scuba equipment are important parts in developing modern diving. POSSI Central Java also shows effort and commitment in developing diving sports with a holistic approach that includes the development of young athletes and underwater environmental conservation campaigns.

KEYWORDS: Organization, Diving Sports

INTRODUCTION

Sport is a type of regular and continuous physical exercise where the limbs perform repetitive movements in accordance with the rules with the aim of improving physical fitness (Nugroho et al., 2021). Sport is any form of physical activity that is carried out in a planned and systematic manner to improve and develop physical, spiritual, and social potential (Bangun, 2016). In general, the definition of sport is one of the physical and psychological activities of a person that is useful for maintaining and improving the quality of a person's fitness after exercise (Nugroho, 2021). In everyday life, exercise can increase endurance so as not to get sick easily. Exercise can be done anywhere and anytime. There are many sports to choose from, different people have different goals for participating in them, and each person's hobbies will obviously influence the activity they choose. Engaging in sporting activities entails developing a range of skills needed to survive in a society that is becoming more active (Iwandana et al., 2021). Sport development strategies that support the growth of the sport industry as a whole should reflect an awareness of the strategic importance of sport (Agus, 2012).

Sport should be given high importance based on the ideals associated with it because a nation needs these values to progress (Falaahudin et al., 2021). Achievement sports are sports that develop sports in a long-term, systematic, and tiered manner, with achievement competitions assisted by advances in science and technology in their fields (Indonesian Law No. 3 of 2005 concerning the National Sports System article 1 paragraph 13) (Akhir & Wulandari, 2021). One of the elements that can raise the degree of a country in the eyes of the world community may be driven by the greatness of its sports (Mukrimaa et al., 2016). If the current coaching system can be properly organized and practiced, then sports achievements can be realized.

An organization can be defined as a collection of people who actively coordinate their efforts within clear boundaries to achieve a single goal or set of goals (Panggabean et al., 2022). That the unity consists of individuals or groups that interact with each other is implied in the term "consciously coordinated organization", which refers to management and organization as a "social unity" (unity). Every organization has goal-oriented principles, so the organizational structure must also have goals and be directed

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towards them (Effendhie, 2011). Since sports organizations are semi-formal organizations, a high level of human resources is required when implementing management (Hidayana & Rumini, 2020). The achievements made are used to measure the success of the organization (Darmawan, 2014). Good management is essential for organizations to achieve their missions in a timely and efficient manner, as measured by the results they produce and their evaluation against appropriate criteria (Ardana, Komang, Mujiati, Ni Wayan, Mudiarta Utama, 2012). Sport organizations dedicate their time and resources to the challenge of fostering better athlete performance (Sari, 2013).

Diving or finswimming itself has the meaning of "swimming" refers to the activity of moving through water with the help of monofins or fins, either on the surface or while diving in a race where speed is the main factor (Satrio Sakti Rumpoko, 2013). Swimming is a completely muscular sport. The use of breathing apparatus, or equipment designed to take in air to breathe underwater, can improve the efficiency of underwater fin swimming (Januar Abdilah Santoso, 2020).

According to (Reza et al., 2020) "Finswimming is a type of fast swimming that can be done both above and below the water. Although finswimmers use monofins or bifins (also called strophins in certain countries for more on this topic, see the equipment section), the technique and form are identical to regular swimmers (Narlan et al., 2020). There are four categories in Finswimming surface, apnea, immersion, and bifin. There are no land-based events all contests take place in the water.

Persatuan Olahraga Seluruh Indonesia abbreviated as POSSI is a non-profit organization recognized by the Indonesian Olympic Committee (KOI) as a National Sports Agency, as well as a member and member of the World Diving Federation (CMAS). In 1973 with the approval of the Chairman of PEROPI diving sport stood alone as the Parent Organization to become POSSI. On August 4, 1977 POSSI officially became the Parent Organization of Diving in Indonesia. POSSI became a member of the Indonesian Aquatic Sports Federation (FOPINDO). As well as being accepted as a member of the Central KONI and the World Diving Federation namely Confederation Mondiale Des Activities Subaquatiques (CMAS), and the Asian Diving Federation (AUF).

The first step in achieving achievement in diving as a sport is to increase training in this area (Kholik, 2018). Central Java has experienced rapid growth in recent years. The Central Java diving team struggles in a number of events. Therefore, improving standards for coaches is essential for optimal results (Gani, 2020). The success of diving depends on several elements that must be considered by the management of the organization, including motivation, qualified teachers, adequate facilities and infrastructure, government and community support, and the quality of athletes (Tanlain et al., 2019).

Because of the many variables that influence it, sporting success is a very complex concept (Susanti Johan, 2014). One of the efforts to increase maximum success in diving is through coaching at an early age (Susanti Johan, 2014). Good physical condition is very important for achievement, including in diving sports (Mislaha Elmi, Purnomo, 2021). Therefore, every diver who competes in the competition must be in excellent physical condition in achievement sports in addition to having professional skills. Physical fitness is one of the most important requirements for any attempt to improve the performance of an athlete, in fact it can be said that it serves as the basis for the beginning of pre-achievement sports (Bryantara, 2016).

RESEARCH METHODS

This research is a qualitative interpretative research. Data collection techniques using interviews and document analysis. In this study, the chairpersons, administrators and athletes of POSSI Central Java were used as samples. Data analysis in this study has 4 stages, namely: data collection stage, data reduction stage, data presentation stage, conclusion drawing stage. Interpretative qualitative research is used because the data generated is descriptive, coming from people's own words both written and spoken, from observing their actions through interviews and document analysis, and from a focus on longer, thorough sentences. Benefit assessments based on qualitative research seek to maintain structure by examining the nuances of human behavior (Moleong, 2012). Qualitative studies aim to provide a comprehensive, in-depth, and scientifically explainable description of the uniqueness that occurs in people, groups, communities, and organizations in everyday life. The goal of this research strategy is to provide observable explanations for the speech, writing, and behavior of a particular person, group, community, or organization. Finding authentic details about circumstances is at the heart of the interpretive approach.

RESULTS AND DISCUSSION

Based on the results of an interview with the general chairman of POSSI regarding the history of diving as follows:

“Scuba diving is an activity of diving below the surface of the water using scuba equipment, which allows divers to breathe underwater without the need for a connection to the surface. In this sport, the diver uses an air tank connected to a regulator to inhale air during the dive. Diving has various uses, such as underwater exploration, observing underwater beauty, research, and participating in recreational activities and competitions. The history of the development of diving begins with human efforts to dive underwater longer and more efficiently. The invention of the air tank, which allowed divers to carry their own air reserves, played an important role in the advancement of diving. In 1943, Jacques-Yves Cousteau and Emile Gagnan created modern scuba gear that allowed divers to breathe underwater without relying on the surface. This innovation opens up great opportunities for the development of the sport of diving as we know it today” (OS, June 2023).

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The history of the development of diving begins with human efforts to dive underwater longer and more efficiently. The invention of the air tank became an important milestone in the progress of diving, because it allowed divers to carry their own air reserves and not depend on the surface. In 1943, Jacques-Yves Cousteau and Emile Gagnan created modern scuba gear that allowed divers to breathe underwater without relying on a connection to the surface. This innovation opens up great opportunities for the development of diving as we know it today. Thus, diving has become an important means for humans to explore the underwater beauty and wealth, and contribute to research and exploration of the underwater world. The scuba equipment invented by Cousteau and Gagnan has opened access to more free and safe diving activities, so diving has become popular and in great demand for various purposes. Furthermore, the interview regarding the development of diving in Central Java, the general chairman answered the following:

"As Chairman of the Indonesian Diving Association (POSSI) in Central Java, I am proud to see the development of diving in our area. In recent years, the sport of diving has experienced a significant increase, marked by the increasing number of members and athletes who are actively involved. The role of POSSI is very crucial in the development of diving in Central Java. We act as managers and coordinators of diving sports activities, as well as providing assistance and support to athletes and coaches to achieve their best performance. As an organization, we are committed to continuing to advance the sport of diving. We have made various efforts, such as organizing training and courses for athletes and coaches to improve their skills. We also routinely hold diving championships and recreational events that are of interest to the public, so as to increase the participation and popularity of diving among the public.

Our work program covers various aspects, starting from increasing the number of members and diving clubs, to coaching young athletes so they can grow into outstanding athletes at the national and international levels. Apart from that, we are also voicing the importance of conserving the underwater environment as a shared responsibility, through campaigns and educational activities for the public.

To achieve our stated goals, we collaborate with other parties, including local governments, tourism agencies, universities and environmental organizations. Together, we strive to create a conducive environment for the development of diving and maintaining its sustainability.

Of course, there are challenges faced in the development of diving. However, we do not give up and continue to look for solutions to overcome these obstacles. With dedication and hard work, we hope to achieve the set targets and make diving an integral part of the life of the people of Central Java. The supervision process carried out by us is very important to ensure the implementation of the development program goes according to plan and has a positive impact on the development of diving in our region" (OS, June 2023) Based on the results of the interview above, the chairman expressed his pride in the development of diving in the Central Java region. In recent years, diving has experienced a significant increase with the number of members and athletes actively involved increasing. POSSI's role is considered very crucial in the development of diving in the area. This organization functions as the manager and coordinator of diving sports activities and provides assistance and support for athletes and coaches to achieve the best performance. POSSI Central Java confirms its commitment to continue advancing the sport of diving. Various efforts have been made, including organizing training and courses for athletes and coaches to improve their skills. In addition, diving championships and recreational events are routinely held to increase the participation and popularity of diving in the community. POSSI's work program covers various aspects, including increasing the number of members and diving clubs as well as coaching young athletes to excel at national and international levels. In addition, this organization actively voices the importance of underwater environmental conservation as a shared responsibility through campaigns and public education. POSSI Central Java also seeks to collaborate with various parties, including local governments, tourism agencies, universities and environmental organizations, to create a conducive environment for the development of diving and environmental preservation.

Despite facing challenges in the development of diving, POSSI Central Java does not give up and continues to look for solutions. With dedication and hard work, this organization hopes to achieve the set targets and make diving an integral part of the life of the people of Central Java. The supervisory process carried out by POSSI is very important to ensure the implementation of the development program goes according to plan and has a positive impact on the development of diving in the region.

Furthermore, regarding the existence of the organization are as follows:

1. History of the Establishment of POSSI Central Java: The Indonesian Diving Association (POSSI) Central Java was formed on May 15, 1995 with the aim of developing diving in the Central Java region. Since its establishment, this organization has played an active role in training athletes and coaches, as well as organizing various quality diving activities and competitions.
2. Vision and Mission of POSSI Central Java: POSSI Central Java's vision is to become a quality, independent and competitive diving organization at the regional and national levels. We are committed to developing diving holistically, including coaching athletes and coaches, improving diving infrastructure and facilities, and raising awareness about the importance of conserving the underwater environment.
3. Goals of POSSI Central Java: Our main goal is to increase diving achievements at the regional and national levels. In addition, we also focus on developing talented young athletes, so that they can become the next generation who excel in diving.

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4. POSSI Central Java Principles: The principles that we uphold are transparency in organizational management, accountability for every decision and action taken, active participation of all members in the development of diving, and prioritizing the interests of diving and the people of Central Java as a whole.
5. Central Java POSSI Management Structure: The management structure at POSSI Central Java consists of a General Chair, Deputy Chair, General Secretary, General Treasurer, and various other fields that have specific duties and responsibilities in the development of diving.
6. Management Determination Mechanism: Management at POSSI Central Java is determined through an election mechanism in the Provincial Conference with a certain term of office in accordance with organizational provisions.
7. Management Term of Office: The management term of office at POSSI Central Java is 4 years, and during this period, we are committed to providing dedication and hard work in developing diving in the Central Java region.
8. Fields in Management: There are various fields in the management of POSSI Central Java, such as the Organizational Sector, the Legal Development Sector, the Presidential Binding Sector, the Education Sector, the Research and Development Sector, the Pulahta Sector, the Rena Sector, the Media & Public Relations Sector, the Health Sector, and the KPO Sector. Each field has its own responsibility in supporting diving development programs.
9. Tasks of POSSI Central Java: The main tasks of POSSI Central Java include management, coaching and development of diving in Central Java. We actively hold coaching and training activities for athletes and coaches, as well as organizing diving competitions and events for the community, in order to increase popularity and participation in diving.
10. POSSI Central Java Work Program: Our work program covers various aspects, starting from holding provincial diving championships, training and coaching young athletes, developing diving sports facilities, underwater environmental conservation campaigns, as well as social and educational activities to increase public awareness about diving. With high enthusiasm and commitment, we continue to strive to achieve the vision and mission of POSSI Central Java, and develop diving to become an integral part of the life of the people of Central Java. The supervisory process carried out by POSSI is very important to ensure the implementation of the development program goes according to plan and has a positive impact on the development of diving in our area.
11. Based on the results of the interview above, scuba diving is an activity of diving below the surface of the water using scuba equipment (Self-Contained Underwater Breathing Apparatus), which allows divers to breathe underwater without the need for a connection to the surface. In sport diving, divers carry air tanks connected to regulators, which allow them to breathe air during the dive. Diving has a variety of uses, including underwater exploration, observation of underwater beauty, research, and participation in recreational activities and competitions. This clear leadership structure is a strong foundation for the development of diving in the Central Java region. With experienced and competent leaders in place, the organization can operate efficiently and focus on achieving its goals (Kuddus, 2019). In the context of organizational management theory, the composition of the POSSI Central Java board reflects an optimal distribution of responsibilities, thus enabling organizational effectiveness in managing diving activities. The history of the development of diving presented by Jacques-Yves Cousteau and Emile Gagnan in an interview with the Chairman of POSSI illustrates how the innovation of scuba equipment became an important milestone for the development of modern diving sports (Martine, 2009). The invention of the air tank in 1943 allowed divers to carry their own air reserves and become more independent while diving, opening up great opportunities for the development of diving as we know it today. Research into technological developments and innovations in the sport of diving can provide additional perspectives on how the sport of diving has developed and flourished in recent decades. In addition, POSSI Central Java's efforts and commitment in developing diving can also be linked to sport development theory. They organize various activities and trainings to improve the skills of athletes and coaches, as well as actively holding championships and recreational events for the community. A holistic approach that includes coaching young athletes and underwater environment conservation campaigns also reflects the organization's efforts to develop diving sports sustainably. Research on sports development strategies and the role of organizations in encouraging community participation in sports can also be a reference to discuss the success of POSSI Central Java in developing diving sports in the region.

CONCLUSION

Organization of Diving Sport Branch POSSI Central Java Province: POSSI Central Java Province shows a well-organized management structure, with experienced and competent leaders. This leadership structure provides a strong foundation for the development of diving in the region. The history of the development of diving and the innovation of scuba equipment are important parts in developing modern diving. POSSI Central Java also shows effort and commitment in developing diving sports with a holistic approach that includes the development of young athletes and underwater environmental conservation campaigns.

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