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Analysis of Elite Sports Development Patterns through Sports Education

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Abstract

Elite sports are one of the keys to developing sports as enshrined in the Sports Law. In this law, sport is positioned as an instrument for national development. However, it is more dominated by the sports development paradigm, even though Indonesia's sports achievements have significantly developed in several international sports competitions. It is contributed through the coaching factor through sports training education from an early age under the auspices of sports education at the school level. However, the impact has not been able to influence other aspects of national development more broadly. It has become a gap between what is stated in the Sports Law and practice in the field. Therefore, this research aims to examine the implementation of elite sports policies as part of the Sports Law to realize development through sports. To achieve the objectives of this study, we designed eleven semi-structured interview indicators based on the essence of the elite sports section of the sports law. This study found that the implementation of applied elite sports policies was close to conformity with the sports law. However, on the other hand, there are still shortcomings and inequities in several aspects. Inequality in several aspects occurs due to a lack of understanding of the importance of the role of sport as an instrument of national development. Therefore, the government as a stakeholder must immediately act decisively to deal with the problems. The implications of this research can be considered for evaluating the implementation of policies that will be implemented in the future.

Introduction

The dynamics of sports development will not be separated from sports policy on a macro scale (VD Bosscher et al., 2015; Houlihan & Green, 2007). This policy will be based on the constitution in force in a country (Jung et al., 2016). In Indonesia, a particular constitution regulates sports nationally, namely the Law on Sports. One of these laws regulates the scope of elite sports as an essential aspect of the development of sports (Law on SKN RI, 2005). Elite sports success is often considered a valuable resource because of its flexibility and capacity to help achieve various non-sporting goals (Green & Houlihan, 2005; Houlihan, 2009). It will undoubtedly touch on a broader development paradigm through sport (development through sport). Elite sports success can be generated by investing strategically in elite sports (Harris & Houlihan, 2016). The investment in question is in the form of a

budget which is the estuary of an implemented policy.

The paradigm of 'development through sport' has become a topic of discussion at the global issue-level and has become a developing concept in several developed countries. The 'development of sport' paradigm has shifted (Black, 2017). 'Development through sport' has become a sporting discourse that has become a significant issue in various parts of the world, including the Asian continent. South Korea is one of the countries in Asia that has started the concept of nation-building through sports (Ha et al., 2015). As it is known that South Korea has become a developed country with all its aspects, one of which is in the aspect of elite sports, which have many achievements in the international arena. Implementing the policy concept of 'development through sport' is hoped to impact the broader community by living a healthy, quality life through sports, especially in the 'Dream Together' program launched by the South Korean government. Of course, the program is a concrete step for the government to reflect the 'development through sport' paradigm (Ha et al., 2015). In line with this, another impact of the concept of development through sport, such as developing life skills integrated into sports, means improving the skills of the sport itself and social skills (Gould & Carson, 2008; Kendellen et al., 2017).

Another developed country that has conducted studies related to sports policy is Japan. At that time, the main focus was to describe how political momentum in upholding the basic constitution in the form of the sports law (Yamamoto, 2012). In this momentum, Japan divided into three parts related to the implemented sports policy. First, it shows the government's interest at the political level in developing global sports issues. Second, explain the main points in enforcing the law on sports. The third is a fragmented mapped sports administration structure (Yamamoto, 2012). Besides, Won & Hong (2015) describe sports policy in South Korea with a focus on four studies, namely government involvement in sports, administrative and funding structures for sports, the importance of the non-profit and commercial sector in sports, and the importance of sport as a political issue. Next, Green & Collins (2008) evaluate government efforts to realize two current sports policy priorities: support for developing elite athletes; and increasing participation in sports and physical activity in the broader community. From some of the results of these studies, no one has studied more specifically related to implementing the basic rules of the law on sports as the highest constitution that focuses on elite sports policies in the context of development through sports.

Speaking of the fundamental constitution in a sports law, Indonesia has had a law on the national sports system since 2005 (Ma'mun, 2019). The law on the national sports system has been drafted with an amendment to the law on sports. It is a step for the Indonesian government to implement development through sports more broadly. That way, conceptually, Indonesia is not so far behind other developed countries, especially on the Asian continent related to global sports issues (Ma'mun, 2016). In addition, the Sports Law as a basic rule/guideline has a vital role in achieving the paradigm of 'development through sport.' However, what needs to be underlined is related to the implementation conditions of the law on sports from the time it was ratified until now, especially on sports policies that lead to a paradigm shift from 'sports development' to 'development through sport.'

Health is directly related to sports in developing a nation (Barnett et al., 2016). By exercising, individuals can maintain health (Paramitha et al., 2022b). If each individual continues to exercise, the impact can increase health's

human development index, increasing the nation's development into a developed country (Rowe, 2015). To achieve the paradigm of 'development through sports,' it must be carried out at the macro level, namely policies designed, determined, and implemented by the government, which has a role as a policymaker in a country's government system (Won & Hong, 2015).

Currently, Indonesia's human development index (HDI) as an indicator of the progress of a nation is still low, at position 107 out of 189 countries with three main aspects, namely, health, education, and economy. In line with this, the sports development index in Indonesia is still low at 31%, based on the calculation of the sport's development measuring instrument, namely the Sports Development Index (SDI) (KEMENPORA, 2019). In this case, the relationship between sport and the human development index is in health, judged by life expectancy. Besides, this fact is not directly proportional to Indonesia's proud sports achievements when it ranks fourth at the 2018 Asian Games. The measurement of this sport development index refers to four primary dimensions: community participation in sports, open space, physical fitness degrees, and sports human resources (Mutohir & Maksum, 2007). Concerning elite sports, the four dimensions that are indicators of sports development to build the nation are the dimensions of community participation in sports. The hegemony of elite sports will impact people's enthusiasm for sports (Mölenberg et al., 2020). Thus, it is necessary to strengthen the basic rules, namely implementing the sports law, to build the nation (Mutohir & Maksum, 2007).

Sports law is a legal basis or basis for making sport an essential aspect in the context of national development. Of course, if it can be appropriately implemented following its scope, it will directly impact the community's quality of life and the achievement of sporting achievements. Adequate public health, both physically, spiritually, and socially can be formed through adequate and sustainable programmed exercise habits. The success of development in sports will ultimately be in contact with an increase in the Human Development Index (HDI), especially in the dimensions of longevity and healthy life as measured by life expectancy at birth (Morse & Morse, 2019). Thus, achieving the goal of sports development becomes one of the essential aspects of a country's national development (Turnnidge et al., 2014).

Observing the meaning behind the presence of the Sports Law, of course, cannot be separated from the role of the government, both at the center and at the regional level, which has the authority and the obligation to implement it into a policy (Akib, 2012). Elite sport is one of the keys to developing sports as enshrined in the Sports Law. In this law, sport is positioned as an instrument for national development. However, it is more dominated by the sports development paradigm in practice. Although Indonesia's sports achievements have developed significantly, their impact has not influenced other aspects of national development more broadly. It has become a gap between what is stated in the Sports Law and practice in the field.

Based on the brief description above, with Indonesia's proud sporting achievements, the level of the sports development index should be high. However, it turns out that the SDI level is still low, and the impact on the human development index is still low. Therefore, researchers are very interested in researching the implementation of elite sports policies based on the sports law as the basis for policy implementation guidelines in the importance of sport being one aspect of achieving national development. In addition, the researcher's observation that the

analysis of elite sports policy based on the Sports Law has never been studied. Thus, this research is a novelty in research in sports, especially in Indonesia.

Theoretical Framework

Elite sports in Sports Law

The Law on Sports is a policy product in the form of laws or regulations governing national sports, as enshrined in the general provisions of the sports law field (Law on SKN RI, 2005). In the general provisions of the sports law, four aspects are explained: sports that require regulation, education, training, coaching, development, and supervision. Second, national sports based on Pancasila and the 1945 constitution are responsive to the demands of sports development. Third, the national sports system is the same as the sports aspect but is at the national level. Fourth, the sport systematically fosters and develops social and physical potential. From these four aspects, sports law aims to maintain and improve health and fitness, achievement, human quality, instill moral values and noble character, sportsmanship, discipline, and strengthen and foster national unity and integrity.

In the sports law, elite sports are contained in article 20 regarding the elaboration of elite sports, which are very well known by all circles because elite sports can bring the region's name to the country field (Law on SKN RI, 2005). It pushes athletes who pursue and get achievements in sports tournaments to be very well known in the region to their own country. These athletes have talent, ability, and potential to get the achievement. In elite sports, the government, local government, and society are obliged to facilitate elite sports, which can develop elite sports with sports science and technology support. To advance elite sports, those obligated to elite sports can develop sports associations, coaching, training, infrastructure, and facilities and conduct trials with other regions, up to other countries as needed.

Elite sports are further explained in Article 28, which focuses on coaching and developing elite sports that aim to achieve achievements at the regional, national, and international levels to make the nation proud (Law on SKN RI, 2005). The coaching and development of elite sports are carried out by coaches or sports personnel who already have expert competence in each sport, which is assisted by sports science and technology to streamline training in sports (Paramitha et al., 2022a). The parent organization of sports, both regional and central, responsible for developing and developing elite sports, is obliged to organize competitions in stages and continuously by involving potential young athletes by monitoring, scouting, and talent development.

A Conceptual Model of Elite Sports Development

Within the scope of elite sports, the relationship with fostering one's talent in sports is facilitated so that it can be developed to a more optimal level to be encouraged in various local, national, regional, and international competitions so that, in time, it can raise the dignity and honor of the nation field (Ma'mun, 2014). In the country of Australia, described by Gulbin et al. (2013), the sport's development concept is called FTEM (Foundations, Talent, Elite, Mastery). FTEM introduces the sports and athlete development framework that multidisciplinary practitioners have produced. By combining current theoretical research perspectives with extensive empirical

observations from one of the world's leading sports agencies, the Australian Institute of Sport (AIS). There are three objectives of FTEM: first, a practitioner sports development framework, FTEM (Foundations, Talent, Elite, Mastery), which combines the insights and experience of a world-leading high-performing sports institution with the theoretical perspectives offered in the sports development literature. And athletes. Second, in developing this new framework, Several gaps are discussed and identified in the athlete development literature. Third, explore how various sports stakeholders can apply this innovative framework in sports and governance systems.

FTEM consists of four macro stages of skill development and performance of sports participants, further divided into ten micro phases. The stages are Foundations (F1, F2, and F3); Talents (T1, T2, T3, and T4); Elite (E1 and E2); and Mastery (M) (JP Gulbin et al., 2013). The Foundations (F) stage is the basis of all sports movements. At the foundation stage, this is the principal strategic pillar to determine whether children are starting to learn to move, directed at sports specifications suitable for these children. Three pre-eminent F elements have been designed to offer clear and distinct transitions and reflect developmental order levels (Branta et al., 2007). Then, the Talent (T) stage is divided into four stages: the critical processes of the characteristics of athletes categorized as having talent. The adopted definition of talent is consistent with the view (Gagne, 2005). Talent is an expression of skills developed systematically resulting from the Interaction of nature and treatment. Meanwhile, at the Elite (E) stage, the athlete has become a professional, which means that at this E stage, the athlete only focuses on his work as an athlete who competes at the international level, either representing his country or competing in major international competitions such as the Olympics. or world championships. The last is the mastery (M) stage, where the athlete has participated in all the championships and has won the championship several times.

Method

In achieving the research objective, namely, to identify sports policymakers' views, experiences, realities, and perspectives, we used semi-structured in-depth interviews. In-depth interviews can obtain helpful information for research based on detailed information from respondents. Interviews allow researchers to question various things related to the object under study, where each of these questions can develop during the conversation process (Cresswell, 2008). In the context of in-depth interviews, the interviews were conducted using interview guidelines that were deliberately made based on the data needs of this research, as illustrated in the problem formulation. The contents of the interview guide used during the research were then developed in the field according to the dynamics of data needs. The interview planning is done by compiling an Interview Guide that contains the main open-ended questions. The main questions were then developed at the time of the interview.

For the current study, we selected five provinces to conduct research using a semi-structured interview technique to obtain more in-depth reality information and better understand the implementation of elite sports policies based on sports law. In this study, the sampling technique used is purposive sampling, namely, parties considered to provide information related to the objectives. We selected five provinces judged to have more attention to the applied sports policy. In addition, the five provinces with a history of achievement are in the top five positions in the national sports week in the last five times. Some of these provinces have budgets for regional expenditures that are pretty large compared to others with a larger population. It impacts the focus of political dynamics in

Indonesia, dominated by the five provinces. Therefore, the province is determined based on focusing on the characteristics of the population, provincial budget/income, particular budgets for sports purposes, achievements at the national sports week, and of course, the Health aspect as an aspect that is affected by the benefits of implementing sports (see Table 1). We interviewed the Youth and Sports Office (DYS) leadership as the agency responsible for implementing elite sports policies in each province. Apart from the leadership of DYS, Of course, we interviewed practitioners (beneficiaries) on implementing the implemented policies, namely representatives of three sports coaches from each province. The trainers are representatives of martial arts, measured sports, and game sports. Although the sample size is relatively small, the additional information obtained is reduced to a sample of the five provinces because, indeed, from each province, we interviewed more than one individual. Thus, we conclude that saturation has been reached. Although the sample size is relatively small, the additional information obtained is reduced to a sample of the five provinces because, indeed, from each province, we interviewed more than one individual. Thus, we conclude that saturation has been reached. Although the sample size is relatively small, the additional information obtained is reduced to a sample of the five provinces because, indeed, from each province, we interviewed more than one individual. Thus, we conclude that saturation has been reached.

Table. 1. Characteristics of National Development through Sports Aspects

DYS	Provincial of Department Youth and Sport (DYS)	Population	Human Development Index	Sports		
				Sports budget from RREB	Sports Health Aspects	Sports Development Index
A	JBR	49,935,858	72.45%	1.9%	77.8%	0.39
B	JKT	10,644,986	81.11%	0.4%	83.3%	0.33
C	JTR	39,886,288	72.14%	0.2%	57.9%	0.5
D	JTH	34,940,078	72.16%	0.3%	62.9%	0.55
E	KTR	3,793,152	76.88%	1.4%	10%	0.4
Average			74.95%	0.84%	58.38%	0.43%

Note. RREB: Regional Revenues and Expenditures Budget

Interviews were conducted between July 2021 to November 2021 using semi-structured topics. The questions were designed to determine sports policies carried out by the Provincial Government, especially the Youth and Sports Office (DYS). The questions posed to this key informant focused on, among other things, the process of establishing sports policy, its technical implementation, and the results obtained. Then the supervision is carried out by the government to ensure the implementation of the policy. In addition, questions related to the role of the socio-cultural environment.

Interviews were conducted in the personal offices of the interviewees. The interviewed informant, of course, serves as the institution head responsible for the implementation of sports in each province, namely the Youth and Sports Office (DYS), which is under the coordination of the Ministry of Youth and Sports. The characteristics of informants have a history of having been directly involved in sports, such as former national athletes and former

national coaches. Some have been physical education and sports teachers. The rest have been involved in sports clubs, such as managers, volunteers, or board members.

In conducting interviews, the writer takes an average of one hour. In order to provide convenience in conducting interviews, interview guidelines were used in this study. In addition to using interview guidelines, this research also uses interview tools in a notebook that records all conversations with data sources and a tape recorder that records conversations during interviews. The interviewee is guaranteed anonymity for the information provided to achieve openness and free conversation and avoid bias of social interests. The results of the interviews that have been obtained will be analyzed using the theory of policy implementation presented by Korten (2016).

The policy analysis of the implementation of the sports law in elite sports will use the theory developed by Korten, known as the "policy implementation conformity model" (see Figure 1). This model is based on the compatibility between the three elements in the implementation of the policy: namely, the policy itself, the implementation of the policy, and the target group of the policy (Korten, 2016).

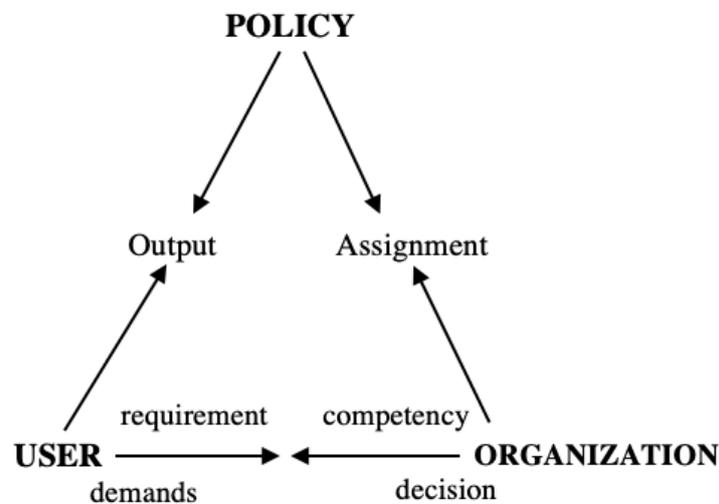


Figure 1. David C. Korten Policy Implementation Conformity Model

Korten (2016) states that a policy will be successfully implemented if there is a match between the three policy implementation elements. The first compatibility is between the policy and the beneficiaries and between what is offered by the policy and what is needed by the target group (beneficiaries). Second is the compatibility between the policy and the implementing organization, namely the compatibility between the tasks required by the policy and the ability of the implementing organization. The third is the compatibility between the beneficiary groups and the implementing organization, namely, the conditions the institution decides to obtain policy outputs and what the target groups can do.

In Table 2, a description of Korten's theory on the implementation of sports law on sports development is provided. From the key analysis table for the implementation of the Korten model above, it can be explained that the three elements are crucial to implementation, namely the policy regarding the scope of elite sports offered and must follow what is needed by the community (the object of the program) which is the National Sports Committee for

sports coaches, the general public, and athletes. The policies required in the scope of elite sports must follow the Youth and Sports Office's (DYS) ability to implement the program. The Youth and Sports Office (DYS) decides the conditions needed to obtain policy outputs following what can be done by the community (the program's object), which is the Indonesian National Sports Committee for coaches for student sports and the general public.

Table 2. Key Analysis of Korten Model Implementation

1)	A (what is offered)	\Leftrightarrow	C (what is needed)
2)	A (what is required)	\Leftrightarrow	B (ability)
3)	B (determined terms)	\Leftrightarrow	C (what can be done)

Note. A: Program (elite sports policy), B: Institution (Department of Youth and Sports (DYS), C: Beneficiary (Indonesian National Sports Committee, sports coach)

Furthermore, we carried out word processing and repeated reading of the transcript with a literature review and the problems found to identify concepts, patterns, linkages, similarities, and differences between those contained in the sports law and the reality of sports policies implemented in several provinces that be the study population. The analysis results are contextualized with the coaching and developing referral elite sports pattern.

Results

This section begins by describing the results related to how elite sports policies have been implemented following the sports law from the time it was passed in 2005 to the present. In the law on sports, especially in articles 17 and 20 regarding elite sports and article 28 regarding the coaching and development of elite sports, several aspects must be observed in researching the implementation of elite sports policies. Some of these aspects are indicators of elite sports policy implementation. The following are the results that the researcher translates into the findings of each indicator (see Table 3), based on the results of interviews conducted by researchers, including:

The Goal of Elite Sports is to Improve the Abilities and Potential of Athletes

The goal of elite sports is to improve athletes' abilities, and their potential has been done well. It is proven by the achievements, especially at the 2018 Asian Games, which occupies the fourth position. Besides that, mainly the badminton won gold at the 2020 Olympics in Tokyo, Japan. As stated in the sports law document, article 20, paragraphs 1 and 2, and article 28, paragraph 1, it is in line with what was stated:

Reflecting on the 2018 Asian Games results, Indonesia was able to rank 4. At the 2020 Olympics in Tokyo, they won gold in badminton, which means their achievements are much better than the previous Asian Games, and they have stable results. The most significant contributors to the media are Pencak silat at the Asian Games and badminton at the Olympics. The role of the government must support the development of athletes to achieve better achievements. Starting with talent search, then infrastructure support and, of course, funds and qualified trainers with good competency qualifications. (DYS A, JBR)

Elite sports achievements are based on discipline and solidarity with each other. Create programs for athletes from various deficiencies and others for athlete progress. Adjusting the management in the main branch of sports organizations and instilling a sense of solidarity in athletes to improve the athlete's abilities. (CCH1, martial arts coach)

Implementing this elite sport not only focuses on the athletes' achievements but also instills values such as discipline and cohesiveness. This exciting thing should be applied to all sports so that athletes, apart from focusing on their goals to achieve the best performance, can get more values developed in these athletes (Anggraeni et al., 2022; Holt et al., 2017; Mwaanga & Prince, 2016; Vella et al., 2013). Then in line with that, the goal of elite sports, as expressed by Gulbin et al. (2013), which explains in the framework of FTEM (Foundations, Talent, Elite, Mastery), that the development of elite sports has a goal to create potential athletes to excel through combining theoretical research perspectives with extensive empirical observations.

Planned, Tiered, and Sustainable Coaching and Development

The current elite sports coaching and development process has a structured and tiered system. It is a process of achieving the achievements that have been achieved so far, as stated in the sports law document, article 20 paragraph 3 and article 28 paragraph 1 and paragraph 2. It is stated that:

apply the pyramid principle from an early age, from junior to senior. Multilateral system (12 years and under), specialization (13-15 years), achievement (15-17), professional (excellence). (DYS C, JTR)

The process of measurable sports development has been carried out in stages. Nearly 27 have been trained, and the regions have constantly developed through clubs to branch management athletes who will be prepared for regional and national sports weeks through selection. (CCH2, scalable sports coach)

The policies that have been implemented by the Youth and Sports Office and the coaching and development system carried out by several sports. It is evidence of a planned system because it is implemented from an early age, implemented at the secondary school level in the Student Education and Training Center format, and sustainable, and carried out until the athlete becomes a professional athlete. Then in line with that, the process of coaching and developing elite sports, as expressed by Gulbin et al. (2013), explains that in the process of coaching and developing elite sports, there are levels and, of course, structured. This process starts from the primary stage of the foundation, then the verification process for selecting sports, and after that, the representation of elite sports. It ends with mastery, namely maintaining the achievements that have been achieved.

There are Elite Sports Organizations, Clubs, and Societies

One of the keys to running the coaching process in the context of elite sports development is the existence of an

organization or sports club that becomes a training center for athletes practicing to continue to improve their abilities, as stated in the sports law document, article 20 paragraph 5a and article 28 paragraphs 2 and 4. In addition, respondents revealed:

The contribution of sports organizations or sports clubs, so far, is undoubtedly significant because the concept is a collaboration between the Youth and Sports Service, the Indonesian National Sports Committee, and also the parent organization of sports to sports clubs, as evidenced by the achievement of sports achievements. (DYS B, JKT)

The contribution of elite sports is the existence of a college/club coach. However, now it has grown with colleges and elite sports clubs. Taking part in an elite sports club is considered more important than just the program. (CCH1, martial arts)

As a parent organization for sports, a sports club fosters sports achievements. Few potential athletes come from private clubs participating in sporting achievements. Then in line with that, the role of sports organizations is crucial for developing sports achievements, as expressed by de Bosscher (2016), which explains several important pillars influencing the development of elite sports, one of which is the existence of sport and its policies. The critical role of the existence of a sports organization will impact the athlete's performance, resulting in regional and national pride.

Having a Licensed Trainer

In conditions in the field, although the current coaches can train because of their experience, some trainers still do not yet have a trainer's license. This problem must be corrected immediately, especially the parent sports organization, which has full authority to issue coach licenses as stated in the sports law document, article 20 paragraph 5d and article 28 paragraph 3. Therefore, training of trainers must continue to be encouraged:

For now, most existing coaches already have a license by the qualifications of the sport because there is constantly training for trainers. Then he added that training for trainers who do not have a license has always been carried out yearly; for example, this year, training was held for coaches for six sports. The point is that coaches who have been given training can print more athletes who excel again. (DYS D, JTH)

not all trainers have licenses, but the government has intensified ownership of licenses on trainers. (CCH 3, game sports coach)

A coach must have sufficient knowledge and experience to be applied to his athletes. It is, of course, aimed at the athletes being trained to achieve the best performance. This coaching license is essential because it is one of the requirements a coach must own so that the trainer can carry out the training process by applying the knowledge obtained (Thieme & Wallrodt, 2018). As expressed by de Bosscher (2016), which explains several important

pillars that influence the development of elite sports, one of which is the critical role of a coach who will achieve the goal of elite sport, namely increasing the ability of an athlete to achieve the best performance. Of course, the vision of a coach and the development system that is planned and structured will impact improving the athlete's performance.

There is a Research and Development Center for Sports Science and Technology

The availability of research and development centers for sports science and technology is currently still in universities. However, referring to the importance of sports science and technology in achieving sports achievements, the government, through the Youth and Sports Service (DYS), can provide sports technology owned by the local government itself, as stated in the sports law document article 20 paragraph 3 and paragraph 5b and article 28 paragraph 3. Thus, the influence of the use of science and technology is very significant:

The effect is significant because, with science and technology, the analysis needed for supporting elite sports is more accurate and efficient. It supports the achievement of sports achievements. (DYS B, JKT)

Personally, the influence of science and technology is significant, with science and technology being able to combine and develop broader techniques. (CCH2, scalable sports coach)

It is an effort to achieve sports achievements that can be even better. Using science and technology and supporting aspects of achievement can be obtained more accurately and effectively (Nigg, 2003; Ringuet-Riot et al., 2014). One example is by testing and measuring the ability of athletes. As expressed by de Bosscher (2016), which explains several important pillars that influence the development of elite sports, one of which is the availability of scientific research centers in sports. As is currently known, the role of science and technology is very significant in sports in terms of tests and measurements and training methods for athletes to improve their performance further.

Availability of Sports Coaching and Development Centers (Clubs, Training Centers)

There are sports coaching and development centers (clubs, training centers). It is a system used to achieve the best performance. There is a Student Coaching and Training Center; at the professional athlete level, there is a regional training center prepared for multi-sport events such as the national sports week and the national student sports week, as stated in the sports law document, article 20 paragraph 5c, and article 28 paragraph 4. Based on this, the respondents of this study said:

There is a coaching center, but trust is given to the parent organization of their respective sports branches to foster. However, some are affiliated with sports clubs to foster athletes prepared to participate in national-level championships. Speaking of the Indonesian National Sports Committee, the Indonesian National Sports Committee has a coaching system through the regional government,

whose athletes come from the parent organization of their respective sports in preparation for the upcoming National Sports Week. (DYS A, JBR)

The coaching center is always there because every championship is held nationally and nationally, for example, National Sports Week or Regional Sports Week. The athletes participating in the championship have been prepared in advance with a training center and a Student Education and Training Center. (CCH3, game sports coach)

There are three different responsibilities in sports coaching and development centers. First, the Department of Youth and Sports is responsible for fostering the Student Education and Training Center format, which accommodates student-athletes. Second, the Indonesian National Sports Committee is responsible for coordinating with the Regional Training Center, directly controlled by the leading sports branch organization that accommodates regional athletes. Third, coaching within the scope of sports clubs is usually in an Education and Training Center format that accommodates professional athletes. The coaching and development process does have different formats. However, it has the same goal: to achieve the best performance in sports and multi-event competitions (Zimmermann & Klein, 2018). Then in line with that, with the existence of a sports coaching and development center, the improvement in athlete performance will be more focused and monitored. As expressed by de Bosscher (2016), which explains several important pillars that influence the development of elite sports, one of which is the development of an elite sports system. The coaching and development center is a system that will be very helpful in improving athlete performance.

Organizing Training for Sports Personnel (Coaches and Physiotherapists)

The implementation of training for trainers has been implemented every year, but it is still not evenly distributed in every sport. Moreover, still not implemented in stages and is consistently sustainable. The document states the sports law article 20 paragraph 5d and article 28 paragraph 3. In organizing the training, it is always carried out, as revealed that:

Almost every year, training is held for coaches to create quality athletes. It is done with one of the target sports teachers, who can start training their students to bring up athletes from schools. (DYS E, KTR)

specifically for measurable sports, it has been running starting from basic training and participating in championships, for example, between clubs in collaboration with the parent management of sports organizations and provincial and national governments. (CCH2, scalable sports coach)

Training or upgrading for trainers, physiotherapists, or other sports personnel has begun to be held annually. This training is held at the city/district, provincial and national levels. Implementing training for sports personnel, including coaches, will be beneficial in increasing the achievement of elite sports. De Bosscher (2016) describes several important pillars that influence the development of elite sports through training to improve the competence

of sports personnel, including coaches. Athletic career support is a pillar that focuses on developing sports personnel who will become a support system for the development of elite sports, especially those that impact athlete performance.

Availability of Elite Sports Facilities and Infrastructure

The facilities and infrastructure available specifically for elite sports are complete and adequate. It is helped by implementing the National Sports Week, which provides much inventory to the regions to manage these facilities and infrastructure. However, a new problem has arisen, namely how to maintain the facilities and infrastructure, which is still lacking, so some sports equipment and facilities are damaged. It is as stated in the sports law document article 20 paragraph 5e. The current availability of facilities and infrastructure can be very diverse, meaning that there are not yet comprehensively and evenly available facilities and infrastructure of national and international standards. Especially the facilities and infrastructure in several sports as stated:

For facilities and infrastructure almost already meet international standards. However, what is still lacking is the maintenance of these facilities and infrastructure. For example, when many facilities and infrastructure were built when a province hosted the National Sports Week until now, these facilities and infrastructure have not been maintained evenly and thoroughly. (DYS E, KTR)

The available facilities and infrastructure are already partially owned by each sport. However, maintenance of facilities and infrastructure is not good because of the lack of stakeholder awareness to take care of them. (CCH3, game sports coach)

The availability of facilities and infrastructure has improved, but there are still shortcomings, especially in sports facilities and infrastructure maintenance. In line with that, the availability of adequate facilities and infrastructure will significantly affect the effectiveness of the training process for athletes (V. De Bosscher et al., 2019; Parnell et al., 2019). De Bosscher (2016) describes several important pillars that influence the development of elite sports, one of which is the availability of training facilities or training facilities that are adequate and, of course, nationally to international standards in order to make further the training process provided by coaches more leverage in improving athlete performance.

There is a Scouting System, Sports Talent Development, and a Sports Information System

The aspects measured in scouting athletes' talents today have indeed been adjusted to the needs of each respective sport, of course, assisted by a team of talent scouts from each sport. Especially with the use of science and technology. However, on the other hand, there are still some sports that only give the coach's prerogative, which allows talent scouting to seem very subjective. As stated in the document, the sports law article 20 paragraphs 5f and 5g, as well as article 28 paragraph 5. As stated:

Currently, the scouting and talent development process involve presenting experts. One example is

presenting experts from countries already advanced in sports, such as China, so that the talent search process can be based on their respective sports needs. Such as measuring anthropometrics, then VO2max, and others. (DYS D, JTH)

scouting and talent development temporarily conduct selections first, then take tests of physical condition, technical ability, psychology, and IQ. (CCH2, scalable sports coach)

In terms of the scouting system and talent development, the majority of several sports do it through an audition or selection system to join the team that will be prepared for the championship to be faced. This selection is carried out using a test for athletes who will join to measure several supporting aspects that athletes in these sports must possess. Then in line with that, the talent scouting process is the initial key in determining the athletes who will be projected to excel in the future (Suryadia, 2020). As expressed by de Bosscher (2016), which explains several important pillars that influence the development of elite sports, one of which is the talent identification of an athlete so that they can be fostered further to achieve better achievements. Of course, the talent identification process will be more accurate if it is supported by science and technology, one of which is assessing the athlete's ability through tests and measurements using technology (Bailey et al., 2009; Jacob et al., 2018).

Conducting Ability Trials and Participating in Championships at Regional, National and International Levels

Ability trials and participation in championships at the regional, national and international levels have been carried out in every sport. It is also a process in the coaching and development of elite sports. This trial plays a critical role; apart from finding flight hours, it can also be used to assess the results of previous exercises. As stated in the sports law document, article 20 paragraph 5h and article 28 paragraph 4. One of the coaching and development processes for athletes is conducting trials to participate in single championships in their respective sports, each as expressed by:

Athletes who have been fostered are constantly tested because it measures the results of the athlete's training during the training period. It is usually carried out at national and international levels directly by the technical implementer, the Indonesian National Sports Committee, and in collaboration with the central sports branch organization. (DYS C, JTR)

Ability trials are always carried out in programs such as sparring, try out and try, which make programs participate in championships, for example, abroad or national championships. Moreover, invite from other provinces to come or vice versa we follow the activity to other provinces. Because the trial was deemed very important. (CCH1, martial arts coach)

Tryouts or participating in championships will be flying hours for athletes who have been trained; besides that, the coach can assess the extent of their abilities when competing in real championships (Kauppi et al., 2013). With the pilot program and the participation of athletes in several championships, it is hoped that Indonesian sports

achievements can continue to develop to achieve even better achievements. In line with that, testing abilities and participating in championships at the regional and national levels and even at the international level are fundamental aspects of measuring athletes' abilities before competing in the intended competition (Mitchell et al., 2018). De Bosscher (2016) explained that the athlete's national and international competition would significantly improve his performance, especially in the athlete's mentality. Therefore, the pilot and participation of athletes in several championships before participating in the intended competition is essential.

Availability of Medical Personnel at Each Championship Event

Medical personnel is a mandatory requirement at every sports championship held, and it is closely related to the safety of athletes, especially in martial arts championships. Therefore, if no medical personnel are at a championship, the championship cannot be held, as stated in the sports law document, article 20 paragraph 6, and article 28 paragraph 4. One of the completeness in organizing competitions in every sport must be provided with medical personnel and the necessary equipment. It is intended for the safety and comfort of the athletes when competing because the aspects of safety and comfort are the main factors for athletes who compete (Chan & Hagger, 2012). As expressed by:

Of course, it must be by the operational standards of implementation required by each sport, including medical personnel, ambulances, and the necessary equipment for medical personnel.
(DYS A, JBR)

Completeness in medical personnel is essential because the venue for the sports championship must be safe, so it is also adjusted for security, such as an adequate field, ambulance, medical equipment, and a special team for medical so that those participating in the championship feel safe. (CCH 2, scalable sports coach)

The medical team's role is crucial for the safety and health of athletes competing in a championship. This medical team has to understand the condition of the athletes who compete because each sport has its risks, which are different (Gabbett, 2016). Therefore, medical officers must always be available and ready to respond when things are considered urgent, especially in sports with direct physical contact, such as martial arts. Besides that, Medical personnel has a vital role in every championship organization because, in every championship athlete, safety is the most crucial thing (Thomson et al., 2013).

Discussion

This section will begin with a discussion related to the suitability between the policy, the beneficiaries, and the implementing agency of the policy (Korten, 2016). Then, it proceeds to discuss how the implementation results of this policy are integrated with the pattern of elite sports development (Gulbin et al., 2013). Besides that, we will also discuss the impact of the concept of developing an ideal elite sport on the paradigm of development through sport (de Bosscher, 2016; Mölenberg et al., 2020).

Conformity of the Three Elements in Policy Implementation

As explained earlier, in assessing policy implementation, it must be assessed through the suitability between the three elements, namely the policy itself and the beneficiaries or communities affected by the applied policy, as well as with the technical implementing agency that carries out the implemented policy. The policies implemented in the coaching and developing elite sports by those stated in articles 17, 20, and 28 of the sports law are actually by the community's needs. In essence, every basic rule in law during the drafting process will be based on the community's needs (Jawardi, 2016). It is evidenced by several considerations listed in the preamble to the Sports Law that foster and develop national sports that can ensure equitable access to sports, improve health and fitness, improve performance, and manage sports that can face challenges and demands for changes in national life. Moreover, globally require a national sports system (Winarno, 2018). These considerations are evidence that the sports law was formed based on the human development needs of the Indonesian people.

Given that the Youth and Sports Office is a government agency located at the regional (provincial, city/district) level, all policies implemented must follow and synchronize between central government agencies. Based on a study conducted by researchers on the results of semi-structured interviews, it was found that the direction of policy in the field of sports is still more dominant towards elite sports, while other areas such as recreational sports and educational sports are still lacking in implementation in order to achieve sports development. If it is presented using the reality ratio calculation, the policy's direction is proportional to 1:10.

In implementing elite sports development policies, the Youth and Sports Office, as the policymaker, has been carried out by the policy directions stated in the sports law, especially on elite sports development as stated in articles 17, 20, and 28. The findings obtained by the researcher are that the essential elements listed in each paragraph of articles 17, 20, and 28 regarding elite sports are what is needed by the community as user objects to the policies implemented. When conducting semi-structured interviews with users of this policy, the researchers found that coaches and athletes from several sports represented elements of elite sports.

Elite Sports Policy in Pattern Development through Sports Education based on the Sports Law

Elite sport is often said to be a real sport because sport is better known as a competitive thing that can produce achievements (Reid et al., 2004). Sports experts have developed several development concepts in elite sports development (De Bosscher et al., 2006, 2016; Gulbin et al., 2013). One of them is the concept developed by Gulbin et al. (2013), with the shape of a triangular concept that is conical to the highest achievement, namely at the international level, symbolized by an athlete's achievement at the Olympics. Besides that, Gulbin et al. (2013) also developed the concept of elite sports development called FTEM (Foundations, Talent, Elite, Mastery). FTEM consists of four macro stages of skill development and performance of sports participants, further divided into ten micro phases. The stages are Foundations (F1, F2, and F3); Talents (T1, T2, T3, and T4); Elite (E1 and E2); and Mastery (M).

Referring to the concept developed by Gulbin, if it is integrated into the concept of coaching and developing elite

sports in Indonesia, it has been carried out conceptually. However, several things distinguish it, such as its terms and objectives. This developed concept will serve as a reference for implementing the policies. After researchers collected data through semi-structured interview techniques in Indonesia, several actual conditions were found in the concept of elite sports development of the sports law.

The coaching and development of elite sports based on the sports law has several indicators listed in articles 17, 20, and 28, described in its paragraphs. As found by researchers during interviews, these indicators have been implemented entirely in their implementation. However, what is felt is still lacking in terms of equity. One of them is the focus of the policy direction implemented by the Youth and Sports Office (DYS) as the sports policy maker that has not touched the whole scope of elite sports. However, it is relatively better than the scope of sports education and community sports (Ramadhan et al., 2022).

Table 3. Analysis of Elite Sports Indicator Implementation

No	Sub Problem	Observed aspects	Findings
1	Elite sports goals	Improving the ability and potential of athletes	Applied
2	Elite sports coaching system	Planned, tiered, and sustainable coaching and development	Applied, starting from junior to senior (adult/professional)
3	Elite sports organizer	Contributions from the parent sports organization	Applied
4	Stakeholders construction and development	Trainers who have qualifications and certificates of competence	Applied
5	Research and development center	The role of the research and development center for sports science and technology	Implemented by collaborating with universities that have sports technology
6	Center for sports coaching and development	The role of clubs, education and training centers, or the like which aims and supports to foster and develop athletes in achieving achievements	Applied
7	Supporting activities in order to increase sports personnel within the scope of elite sports	Training of sports personnel (coaches, physiotherapists)	Applied, but not always sustainable and tiered
8	Facilities and infrastructure	Availability of adequate facilities and infrastructure to international standards to support athletes to achieve the highest achievement	Implemented, but maintenance is still a problem
9	Elite sports support system availability	Sports talent scouting and development system and sports information system	Implemented but still dominated by the trainer's prerogative observation system
10	Preparation program carried out before the championship, during the championship	Test the ability to participate in competitions at the regional, national, and international levels	Applied, with try-in and try out the format
11	Championship equipment	Availability of medical personnel at each championship	Applied

From the analysis table on the implementation of elite sports indicators, we can see that it is close to all of the indicators listed in the sports law in the development of elite sports. However, there are still some findings that are felt to be uneven, such as the maintenance of existing facilities and infrastructure, which is still lacking; what needs to be underlined is the standard of the available facilities and infrastructure, most of which are of international standard which incidentally is relatively expensive. Then from the table above, the researcher develops a pattern of elite sports development in Indonesia by integrating it into the concept developed by Gulbin et al. (2013), as in Figure 2.

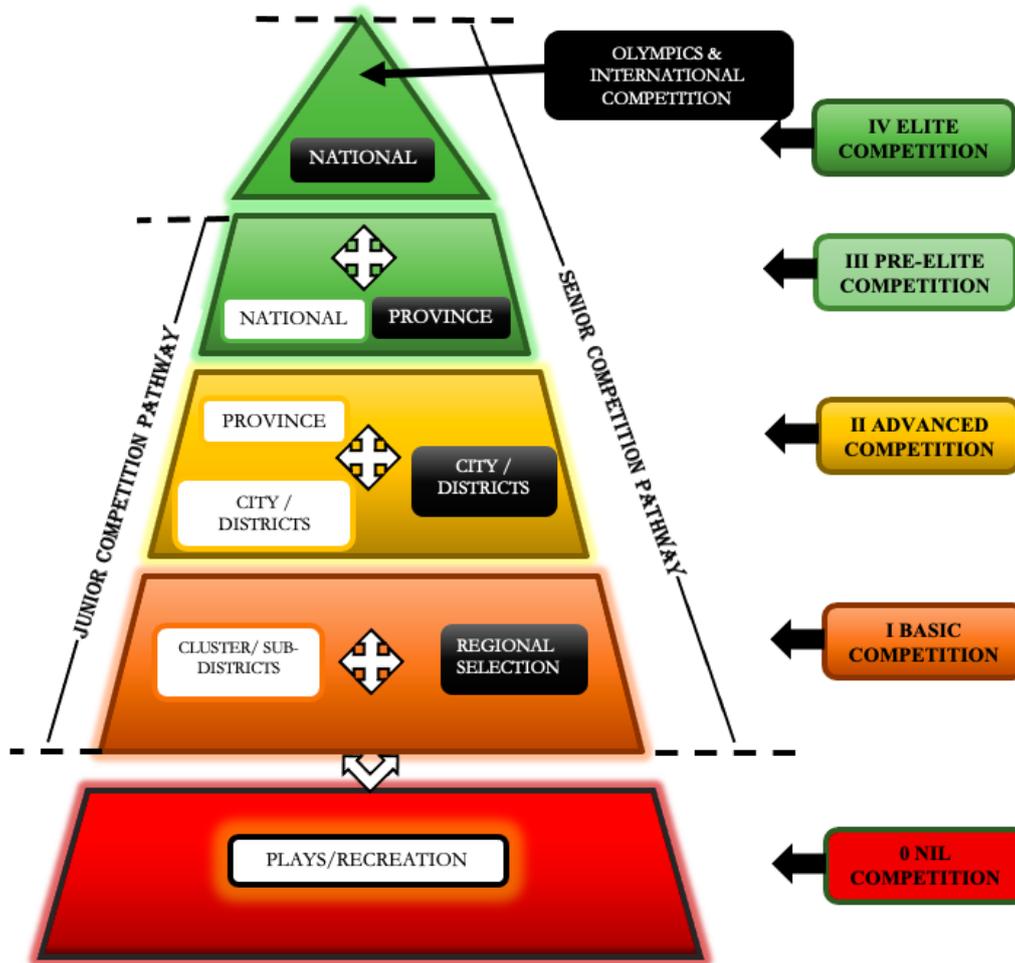


Figure 2. The Concept of Elite Sports Development in Indonesia

If translated the concept in the picture above, as has been developed by Gulbin, then the concept of developing elite sports in Indonesia is divided into five levels seen from the coaching process and the level of competition followed by the athletes. This concept has two critical axes: the junior and senior competition paths. This junior competition path is like those in educational sports that lead to achievement and those followed by students or age groups before adulthood (professional), examples of competitions such as the Student Sports Week or the National Student Sports Olympiad. Meanwhile, the senior competition route is a competition that is participated by professional athletes such as the Regency/City Sports Week competitions, Regional/Provincial Sports Weeks, National Sports Week to international level competitions such as the World Championships in certain sports, then

multi-sport events such as the Sea Games, Asian Games, to the Olympic Games. The following describes developing elite sports in Indonesia, which is integrated into the concept of developing Gulbin's sports:

- (1) The most basic level is at the Foundations stage (F1 & F2), a space for children to play and have recreation with movement activities according to the child's interests. At this level, children are not included in a competition (0 Nile Competition) because at this level it is focused on the formation of basic movement activities;
- (2) The second level is at the Foundations (F3) and Talents (T1 & T2) stages, which means that someone has chosen a specific sport and shows his talent by participating in a primary competition (I Basic Competition). At this level, it is the basis of the competition, followed by the junior path at the cluster/district level to represent the next level of competition at the city/district level. Meanwhile, the senior route is the selection stage to represent the sub-district in the Regency/City Sports Week;
- (3) The third level is at the Talents stage (T3), which means that athletes have focused on achieving achievements in each competition, followed by the advanced competition level (II Advanced Competition). At this level, competition has led to achieving the best achievements. The junior competition path at the city/district and provincial level represents the region at the Regional Student Sports Week or Regional Student Sports Olympiad. Meanwhile, the senior competition route is a competition at the city/district level, especially in the Regency/City Sports Week;
- (4) The fourth level is at the Talents stage (T4), which means that the athlete has made a breakthrough and won an award in the competition he participated in (III Pre-Elite Competition). At this level, competition has led to professional athletes. In the junior competition track, this level is the culmination of the competition followed at the national level to represent the province in the National Student Sports Week or the National Student Sports Olympiad. While in the senior competition route, this level is a provincial level competition that represents the city/regency in the Regional Sports Week;
- (5) The fifth level or peak level is at the Elite stage (E1 & E2) and at the Mastery stage (M), which means that the athlete has represented that he is a professional athlete who has succeeded in achieving the highest achievement at this level of competition and maintaining it (IV Elite Competition). This level is the culmination of competition for professional athletes on the path to senior competition. At this level, a competition represents the province at the National Sports Week, so at this level, athletes represent their country in international competitions such as single events for one sport at the World Championships, as well as in multi-event events such as the Sea Games, Asian Games—culminated in the Olympic Games.

Many theories or concepts regarding elite sports development have developed, especially those presented in research (V. de Bosscher, 2016; Hong, 2011; Houlihan, 2009). Some of them discuss how to develop elite sports using networking channels, which can also be explained using good coordination with policymakers (Gowthorpb et al., 2014). One of them is described in America regarding the relationship between the government as a policymaker and existing human resources such as sports management, coaches, and athletes (V. De Bosscher et al., 2016; Green & Collins, 2008; Lucidarme et al., 2018). The immense power of government bodies mainly influences decision-making in elite sports networks. Coordination is simplified through clear administrative procedures to address mistrust between policymakers and human resources in the field. However, coordination

problems are often the result of power plays between network partners. Some exciting things are revealed that increase the legitimacy and trust in the network, namely, increasing skills and knowledge; engaging in collaborative goal-setting; establishing a task force; and co-optation tactics (Lucidarme et al., 2018). Further, Interaction among stakeholders can significantly impact the results achieved (Harris & Houlihan, 2016). Then, sportspeople must pay close attention to, and of course, the government must also be able to directly embrace human resources in the field (West, 2019). The human resources are proactive with the government, the Department of Youth and Sports (DYS).

Another case of the development of elite sports in South Korea uses elite sports for nation-building and promoting national identity (Ha et al., 2015; Hong, 2012; Park & Lim, 2015). In this case, it has a goal, namely how he uses strategies to organize significant events; and assess these factors and the role of business as a significant contributor to South Korea's elite sport (Hong, 2011). With what South Korea has done, Indonesia has done one of the ways, as stated, namely holding a big event (Trotier, 2017). In 2018, Indonesia held the largest multi-event in Asia, the 18th Asian Games. With this, it is hoped that this can be a factor in national development through sports and promoting national identity.

Impact on Development through Sport

They shifted the 'Development of Sport' paradigm to 'Development through Sport' as developed by South Korea (Ha et al., 2015) and what Japan is doing nowadays (Yamamoto, 2012). This paradigm places sport as an essential strategic aspect of national development. In particular, what was done in Japan to develop its paradigm towards 'development through sport,' discussed and drafted the basic rules or special laws for sports as a legal basis in the dynamics of the sports field towards national development through a sports approach.

Referring to what Japan has done, Indonesia has done it. It is similar to what is stated in the Sports Law, which explains that sport will become one of the essential aspects of Indonesia's national development. In this concept, the sport will be able to positively impact national development, such as one of the dimensions of the country's Human Development Index (HDI) indicators, especially in the health aspect. As we know, Indonesia is currently ranked 113th globally, as seen by the Human Development Index (HDI) (Morse & Morse, 2019). It puts Indonesia at a medium level or a developing country. Therefore, it is hoped that by actively exercising, the Indonesian people can maintain their health and even improve their physical fitness to increase the national HDI value, especially in the health dimension or the country's life expectancy (Ramadan et al., 2020). One way to increase HDI, especially in increasing life expectancy (health aspects), is to promote sports as a daily culture in the community (sports participation) (Chalip et al., 2017). It will automatically impact the health condition of the Indonesian people to be more awake and have a higher life expectancy.

The role of elite sports, of course, is to achieve the best possible performance, with the achievements achieved will undoubtedly have an impact on the emergence of people's passion for sports (Storm et al., 2018). Then within the scope of elite sports, which is identical to the championship because it is competitive, it will also increase

community sports participation (Mölenberg et al., 2020). Of course, this must also be in line with the government, which does have a target in targeting sports participation. It means that the government must also consider implementing implemented sports policies, especially in the role of elite sports both in terms of achievement and organizing sporting events that can inspire people to exercise.

Another aspect supporting sport as an instrument for broader development is the available sports infrastructure (Mölenberg et al., 2020). It, of course, will be closely related to sports funding to increase community participation in sports, not only elite sports achievements. This situation is in line with what was said by V. De Bosscher et al. (2019); some countries in Europe prioritize funding in their elite sports, but it turns out that investing more in elite sports is not directly proportional to winning medals in multi-event sports. Interestingly, the diversified approach to funding in the sports sector has succeeded in achieving sports achievements in the international arena. It means that investment is focused on elite sports and is more effective if carried out in other sports such as educational and community sports. Not only focusing on elite sports, but it will also impact the role of other sports, especially in maintaining health and improving fitness to increase the development index of a nation. Therefore, the primary key is that the budget of each region to the state needs to be analyzed first because, indeed speaking, the budget is the estuary of a policy implemented by the government that will affect all aspects of development more broadly.

Conclusion

In elite sports, the results are relatively good; the implementation results are stated in the sports law document Article 17 paragraph (c) and Article 20 regarding the scope of sports and Article 28 regarding the coaching and development of elite sports. However, some things still need to be improved to make it even better. Such as in training sports personnel (coaches, physiotherapists, and others) and the scouting system, sports talent development, and sports information system. It is closely related to good sports human resources within elite sports. Improving the training of sports personnel and the talent scouting system will undoubtedly increase the human resources of Sports to achieve even better achievements. Then the availability of adequate facilities and infrastructure to international standards in supporting athletes to achieve the highest achievement is still lacking, especially in maintenance. This condition can be solved by implementing an ideal elite sports policy described by the researcher. Of course, the ideal conditions expected to be implemented will also affect broader aspects, especially to achieve the development through the sports paradigm.

From our research and analysis results, there are still some limitations, especially in studying other sports, as mandated in the Sports Law, which consists of community sports and educational sports. Although, from the scope of the sport, they are interrelated. Therefore, the researcher recommends, especially in further research, discussing related strategic issues in community sports and sports education more specifically.

Notes

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