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Abstract

The issue that raised in this research is to determine how is the implementation and what are the driving forces and restraining forces factors in implementing *Tae kwon do* training program by Palembang Branch Executive of *Tae kwon do* Indonesia in 2013/2014. Four variables of George C. Edward III theory: communication, resources, disposition, and bureaucratic structure, is used to examine these questions. This *research* used a *descriptive qualitative method with consideration that the researcher was intend to obtain in-depth description of the implementation aspects* by Palembang Branch Executive of *Tae kwon do* Indonesia in 2013/2014. Data sources obtained from 7 informants that have involved in the implementation of *Tae kwon do* training program. They are: one Chief of Palembang Executive Branch, one Secretary of Palembang Branch Executive, two *tae kwon do* instructors, and three Palembang *tae kwon do* athletes. The results of this research is that *Tae kwon do* training program have not been conducted properly. First factor can be seen on the instructors who have not ran the training program appropriately in accordance with the program design that have been made. Second factor is there still no building facilities that specifically intended for *Tae kwon do* training, for this reason the training process becomes ineffective and inefficient. This two factors is the restraining forces factors in implementing the *Tae kwon do* training program by Palembang Branch Executive of *Tae kwon do* Indonesia in 2013/2014, furthermore this two factors cause stagnant in performance of Palembang *Tae kwon do* athletes. The researcher expectation are that the restraining forces factors can be fixed and the driving forces can be maintained and enhanced in order to improve performance *Tae kwon do* Palembang athletes.

Keywords : Implementation, Training Program, Branch Executive of *Tae kwon do*

1 INTRODUCTION

Sports development never regardless of the situation , condition , culture , way of life and level of advancement of a nation . Sports development of a nation is the embodiment of the living standard of the nation's progress itself to change the existing physical abilities , good deeds , acts or behavior in order to be balanced. Thus the development of increasingly advanced both participation and performance in sports more so , as well as athletic competition individually or in groups . The higher their achievement , the more complex problems faced.

Tae kwon do is a modern martial sport rooted in traditional Korean martial art, which is a blend of speed, accuracy, straight motion, twisting form of attack using the foot, especially *kyurugi* party. *Tae kwon do* began to flourish in Indonesia in the 1970s , initiated by the flow of *tae kwon do* *Tae kwon do* affiliated Internasional Do Federation (ITF) . *Tae Kwon Do* is now growing in all provinces of Indonesia has even officially competed in the arena of National Sports Week (PON) . The development of *tae kwon do* to well in Palembang , only less developed due to second *tae kwon do* not have competed in O2SN , never even competed in regional student sports week (POMDA) . This is due to lack of *tae kwon do* sports berkembanganya in Palembang so that people are not so interested , a coach who is less qualified and competent , the lack of communication between coaches units with *tae kwon do* branch managers of Palembang city , yet have a well-planned training program , resulting in at least achievement in town Palembang , lack of facilities and funds so that complicates the management of motion in the development and coaching athletes in Palembang . So that the problem does not develop , the researcher will restrict problems more directly , namely the implementation of training programs *tae kwon do* Branch Board of Palembang. Formulation of the problem in this research is how the implementation of *tae kwon do* training program by the Branch Board *tae kwon do* in the city of

2 RESEARCH METHODOLOGIES

2.1. Types of Research

This study uses descriptive type by using a qualitative approach in the area of the city of Palembang Jln . Bambang Utoyo no ID Three Ilir Lemabang Palembang.

2.2. Data Source

Primary data of this study was obtained from the results of in-depth interviews were conducted to the informant, while the secondary data in the form of books, riterature, journals, print, magazines, electronic media .

2.3. Data Collection Technique

The process of data collection in this study is to conduct an open and in-depth interviews to informants Branch Board Chairman , secretary of the Executive Branch , 2 trainers , and 3 athletes using interview guidelines , then made the observation to the branch managers Taekwon do about the training program tae kwon do Palembang were documented.

2.4. Methods of Analysis

The interview and observation data analysis through data reduction which reduces the data that is not very important in the analysis purposes, after reducible do display data to the data easier to understand then be deduced from the overall data.

3 RESULTS AND DISCUSSION

This research was conducted at Jl Bambang Utoyo No ID Three Ilir Lemabang Palembang from January 12 until January 20 . This place is a multi-storey building that houses the office of the Chairman of the Board , there is one special room provided by the chairman of which is used to control all activities related to tae kwon do either branch Palembang between board meetings , meetings between officials , coaches , athletes and events -kegiatan which are the responsibility of management . The management vision of this is to increase the activity of the units as a driver training and management coaching athletes human resource development towards Palembang gold, while the mission of Building a tae kwon do Indonesia in Palembang with attitude togetherness and family.

3.1. Result of Research

1. Performance General

Management entered at level 3 with fittings:

- a. Data is processed in an orderly, net and stored
- b. The process of planning, implementation and accountability programs implemented organization.

Physical appearance entered at level 1 with fittings is disorganized. Means the organization entered at level 3 with fitting, there are adequately met, maibtened, used and stored. Development of organizational culture entered at level 2 with completeness ;

- a. Harmony: harmony and coordination insufficient personal and organizational relationships, respect each other enough support among the board to achieve the goal.
- b. Rules : agreed, defined and adhered together.
- c. Total quality management: less developed culture of quality at every stage and aspect, through cultural training, discipline.

2. Management of Organizations

Board society together entered at level 2 and 3 with the completeness ;

- a. Having a vision and mission are quite clear about the objectives , priority activities ,
- b. Less able to utilize available resources (human, facilities, funds, thoughts/ideas), exploit the potential, strengths, opportunities, weaknesses, and challenges that exist as a basic act in the development of programs and address the existing problems.
- c. Less understand and be able to implement financial management is transparent and accountable organization, and less embrace democratic principles in the management of the organization.
- d. Able to evaluate the performance of self and organization, identify weaknesses and problems.

3. Coach and Exercise Program

Trainers and training programs included in level 3 with fittings;

- mengolaborasi, explore and confirmation material with good practice.
 - c. Being able to utilize the facilities, media and the environment as a source of exercise training and are able to make simple props ,
 - d. Having a product in the form of documents, props, as well as media training ,
 - e. Quite capable of coordinating with a friend in order to improve athletic performance and quality of training.
 - f. Able to evaluate the performance of self and organization, identify weaknesses and problems.
4. Athletes and Performance
Athletes and accomplishments included in level 2 and 3 with fittings ;
- a. Less than 80 percent of the athletes can achieve a predetermined exercise program coaches ,
 - b. Quite able to work in teams to solve problems of practice,
 - c. Quite capable of receiving training materials given coach ,
 - d. Quite act of courtesy to the coaches , parents , and citizens around the training ground.

3.2. Discussion

From the analysis above, the study can be attributed to the policy of the selected researchers is according to George C. Edward III who berangakat of a number of questions about the preconditions what makes a policy , determined by four factors: communication , resources , disposition , and bureaucratic structures . From these four factors can influence the success of an implementation can even become an obstacle to the implementation of tae kwon do training programs by branch managers tae kwon do city of Palembang 2013/2014

1. Communication

According to Edward communication with respect to how a policy is communicated to the organization or the public. In this case the results are not the discovery of poor communication between the Chairman , Board , Athlete and Coach. They have good cooperation, mutual respect and respect in accordance with the vision and purpose of their mission is to build a tae kwon do Indonesia in Palembang with the attitude of togetherness and family . This has been one key to successful implementation of tae kwon do training programs by branch managers tae kwon do Palembang year 2013/2014.

2. Resource

In the second dimension of the resources is important as the communication that must be considered in the implementation of a policy because if the implementer of a lack of resources , the implementation will not go smoothly , in this case from the results of research resources is also not a problem because the human resources comprising of management are adequately staffed based on the capabilities, specialized expertise and skills in the words of George C. Edward III Edward , for example, the coach who has a certificate that is certified trainer pratama local level, there are also intermediate certificate is a certificate national level. However, the resources that the facility has not yet been so fulfilled by the fact that the building does not belong to themselves, but they can still run the program of work and training programs as well as possible in the hope of their accomplishments can be achieved. Therefore to facilitate done by providing a quality board although there are slight flaws on the practice field facilities , but still supported by the authority of the coach on the duties and responsibilities remain to be implemented as well as possible.

3. Dispositions and attitudes

Disposition is defined as an attitude or character or characteristics of the implementers (Leo Agustino 2006: 152), such as: commitment, honesty, democratic nature. In this case can be seen from the results of research on the management point is that there is division of labor organization in question is in accordance with their capabilities so that they know what they should do, it's just on the observation of the points into three parts f coaches can not evaluate the performance of self and organization , identify weaknesses and problems athletes because the coach did not run training programs in accordance with what has been planned and set forth in the exercise program. this case the failure to train trainers as well be an obstacle in the implementation of tae kwon do training programs by branch managers tae kwon do in Palembang 2013/2014.

4. Bureaucratic Structure

In the bureaucratic structure , Edward III said the implementation of a policy is a very complex thing , namely between communication, resources and disposition should be is good and in balance so that there will be good too bureaucratic structure. While already known in the communication points do

disposition, and bureaucratic structures must be run in accordance with the duties of the massing and thus creating a balance between the four factors that affect the successful implementation of tae kwon do training programs by branch managers tae kwon do Palembang. As a result of the disposition of which is not in accordance with the words of George C. Edward III it became one of the obstacles in the implementation of tae kwon do training programs by branch managers tae kwon do Palembang year 2013/2014.

4 CONCLUSION

4.1. Conclusions

Based on the results of this study concluded that the implementation of tae kwon do training program by the Executive Branch Palembang year 2013/2014 , did not go smoothly because if one of the dimensions are hampered then all will not run smoothly.

4.2. Suggestions

The need for a common commitment , sincerity , support , hard work , responsibility and sincere work between the Board , Coaches and Athletes in implementing training programs tae kwon do by the Branch Board tae kwon do Palembang year 2013/2014 for the objectives to be achieved really materialized.

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