

Managerial Performance Evaluation Of The Pencak Silat Team At Jakarta State University Based On Data Analysis

Eko Novian Saputro¹, Randika Arrody², Hendro Wardoyo³

^{1,2,3} Fakultas Ilmu Keolahragaan dan Kesehatan, Universitas Negeri Jakarta

Correspondiing author: eko.novian@unj.ac.id

Abstract

This study aims to evaluate the managerial performance of the Pencak Silat Team at Universitas Negeri Jakarta (UNJ) based on a longitudinal data analysis covering the past five years (2020–2025). Despite consistently securing the general championship title at national student tournaments, a declining trend in gold medal acquisition necessitated an evaluative assessment. A descriptive mixed-methods approach (qualitative and quantitative) was employed, assessing managerial components such as organization size, coach-to-athlete ratios, and operational efficiency. Data triangulation included documentation of team performance, management structures, and open-ended organizational assessments. The efficiency ratio was calculated by comparing the total medals won against total human resources utilized (management staff, coaches, and athletes). Quantitative analysis indicated that while the highest total human resource engagement occurred in 2022 (95 personnel), the absolute efficiency peaked in 2025. In 2025, the team produced 14 medals with only 57 total personnel, yielding the highest efficiency index of 0.246, compared to the lowest efficiency index of 0.126 in 2024. Qualitative thematic reduction revealed that managerial effectiveness is primarily driven by structural work quality and division-specific competence rather than pure personnel volume. In conclusion, a leaner, highly coordinated management structure yields superior performance optimization, preventing role redundancy and enhancing athlete support systems. These findings serve as a strategic reference for collegiate sports management to maintain long-term championship sustainability.

Keywords: *sports management; athlet performance; managerial evaluation; pencak silat.*

INTRODUCTION

In the world of modern sports, an athlete's achievements no longer rely solely on physical ability and individual skills. As competition demands and the complexity of athlete preparation increase, the role of a structured and professional management team becomes increasingly crucial. Good team management involves coordination between coaches, nutritionists, sports psychologists, physiotherapists, data analysts, and various other support elements that work together to fully support the athlete's performance. An effective management team can identify athletes' specific needs, design personalized training strategies, and provide ongoing mental

and physical support. In addition, data-driven decision-making and open communication among team members are key foundations for creating an environment conducive to athlete development. Without organized management, athletes' potential often doesn't reach its full capacity, and they may even face fatigue, injury, or decreased motivation. Therefore, having a deep understanding of the structure and dynamics of the management team is crucial for formulating the right approach to support athletes' success at the highest level of competition.

Looking at the achievement data of the UNJ pencak silat team over the last 5 years at the national student championship level, they have always won overall champion. However, if we look at the medal results, there seems to be a decline, especially in gold medals. From the data above, the researcher wants to evaluate the managerial performance of the team in relation to the achievements earned by the Universitas Negeri Jakarta pencak silat team. It is hoped that this research can help improve the achievements of the UNJ pencak silat team both at the national and international levels, and can be used as a reference for the UNJ pencak silat team's management in the future to ensure that the tradition of winning overall champion can continue.

Research on sports team management in college settings has seen significant developments over the past two decades. The main focus has shifted from just physical and technical training to a more holistic approach that includes managerial, psychological, and strategic aspects. In the context of pencak silat as a traditional sport that has gained international recognition, team management becomes a crucial element in maintaining performance and athlete development. Some previous studies highlight the importance of organizational structure, training program planning, human resource management, and data-based evaluation systems in improving the effectiveness of sports teams (Suryadi, 2018; Nugroho & Wibowo, 2020). On campus, sports team management often faces challenges like limited budgets, leadership rotation, and a lack of a sustainable documentation system. However, there's still limited research that specifically evaluates the management of pencak silat teams in universities using a longitudinal approach based on

historical data. This study aims to fill that gap by analyzing the last five years of data from the pencak silat team at Jakarta State University to identify patterns, challenges, and opportunities in sustainable team management. A literature map on sports team management can be seen in Table 1.

Table 1. Table Comparison of Previous Studies

Researcher (Year)	Research Focus	Method	Strengths	Limitations
Suryadi (2018)	Campus sports organization management	Qualitative study	Explaining the organizational structure	Not based on longitudinal data
Nugroho & Wibowo (2020)	Strategic planning in coaching	Case study	Putting together a training strategy model	Not specific to pencak silat
Lestari (2021)	Communication and documentation of sports teams	Surveys & interviews	Highlighting non-technical aspects	Doesn't link to team achievements
This research (2025)	Evaluation of UNJ pencak silat team management	Longitudinal & evaluative	Based on five years of data & branch-specific	Hasn't been tested across institutions

METHOD

This research is an evaluative study that uses a descriptive approach, both qualitatively and quantitatively. A comprehensive evaluation was conducted on the managerial components of the UNJ Pencak Silat Team organization, referring to historical data recorded over the past five years. All research activities were carried out within the Koppensi environment at Jakarta State University. The research lasted for five months, running gradually from the organizational needs analysis phase, development of the evaluation model, field testing stages, to the final phase of analyzing the effectiveness data.

Descriptive quantitative data analysis was carried out by processing numerical data covering indicators such as the number of management members, the size of the coaching team, total athletes, as well as medal achievements, using

simple descriptive statistical techniques to observe mean tendencies and trend analysis. Meanwhile, qualitative data analysis was conducted through data reduction procedures from field results, variable categorization, and the arrangement of thematic interpretations derived from in-depth interview notes and organizational document reviews. The validity and reliability of the research data were strengthened through the implementation of data triangulation methods, which involved comparing and cross-checking information from interviews, official organizational reports, and direct observations at the training areas.

RESULT AND DISCUSSION

Based on the activities of collecting historical data related to the dynamics of the management structure and medal achievements of the UNJ Pencak Silat Team, a compilation of performance data was obtained, which is systematically arranged in Table 2.

Table 2. Historical Performance Data of UNJ Pencak Silat Team

Year	Head Coach	Total Management	Total Coaches	Total Athletes	Total Medals
2020	Eko Novian S	10	8	55	13
2022	Eko Novian S	49	6	40	14
2023	Muhammad Ali	42	7	40	13
2024	Tony Adam	47	9	39	12
2025	Ranti Santika Eka Putri	10	7	40	14

Based on a descriptive analysis of Table 2, it is known that the number of management staff was the lowest in 2020 and 2025, involving only 10 personnel. The highest number of management staff was recorded in 2022, reaching 49 people, which indicates a very significant spike in the structure compared to 2020. In terms of the coaching team, the lowest number was found in 2022 with 6 coaches, and the highest was in 2024 with 9 coaches. Regarding the number of athletes, the most

active participants competing were in 2020 with 55 athletes, and after that year, the number of athletes tended to remain stable at around 40. Overall, the output parameter in the form of total medals won at the national championships showed a relatively stable number, ranging between 12 and 14 medals. The calculation of the organization's managerial efficiency index over the past 5 years is presented in detail in Table 3.

Table 3. Managerial Efficiency Ratio Analysis

Year	Total Resources (Management + Coaches + Athletes)	Efficiency Ratio (Medals/ Total Resources)
2020	$10 + 8 + 55 = 73$	$13 / 73 \approx 0.178$
2022	$49 + 6 + 40 = 95$	$14 / 95 \approx 0.147$
2023	$42 + 7 + 40 = 89$	$13 / 89 \approx 0.146$
2024	$47 + 9 + 39 = 95$	$12 / 95 \approx 0.126$
2025	$10 + 7 + 40 = 57$	$14 / 57 \approx 0.246$

Referring to the tabulated data of ratio calculations in Table 3, the findings prove that the highest achievement of output performance was reached in the period of 2022 and 2025, with a total of 14 medals each. Nevertheless, from the perspective of managerial governance efficiency, the highest absolute efficiency was attained in the championship season of 2025 with an index ratio value of 0.246. In 2025, the team managed to win the highest number of medals in the team's history by relying on only a total of 57 personnel. A contrasting situation occurred in 2024, where team management was at the least efficient level, with the index ratio value dropping to 0.126.

The results of this longitudinal analysis provide important scientific evidence that the efficiency and effectiveness of managing a high-performance sports organization are not linearly related to simply adding a lot of personnel.

Success is more determined by the quality of task execution, clear job descriptions, and the specific competencies of each division, making the organization's operations more flexible, tactical, and responsive. Policies that increase the number of management personnel too much without a clear division of functions can actually harm the organization because they create new obstacles like long internal bureaucratic chains and potential communication conflicts among managers.

Discussion

Sample Test

Based on research findings, the fluctuations in the managerial efficiency index of the Pencak Silat Team at Jakarta State University (UNJ) from 2020 to 2025 provide a clear picture that an overly bloated management structure without clear job descriptions has been shown to trigger role redundancy and reduce organizational operational efficiency. Absolute peak efficiency was successfully achieved in 2025 with a ratio of 0.246, where the team managed to win a total of 14 gold medals through the support of very lean governance, involving only 10 management staff and 7 coaches. This level of managerial governance efficiency is calculated based on the comparison between performance output and the total accumulated human resources involved using Equation (1), which is

$$\text{Efficiency Ratio} = \frac{\text{Total Medals}}{\text{Total Management} + \text{Total Coaches} + \text{Total Athletes}} \quad (1)$$

where the calculation results are inversely related to the situation in 2024, which has a very large number of management personnel (47 managers) but produces the lowest efficiency index of **0.126**. Qualitatively, implementing a lean but functionally rich organizational structure (flat organization structure) in 2025 successfully cut through the complex bureaucracy, increased trust between athletes and management, and redirected the organization's full focus to optimize performance-supporting variables directly in the training arena. Therefore, optimizing division-based competencies that are functional and measurable, along with freeing coaches and athletes from administrative tasks, is an essential strategic

recommendation to maintain the dominance and continuity of UNJ Pencak Silat Team's tradition of overall championship in the future.

CONCLUSION

A comprehensive evaluation of the managerial performance of the Pencak Silat Team at Jakarta State University over the past five years concluded that the most efficient and effective composition of management staff and coaching team was achieved in 2025. During that period, the organization was able to produce the maximum medal achievements (14 medals) through the support of a very lean and optimal management structure (10 management personnel).

As a recommendation and strategic advice for the future sustainability of the organization, the management team is suggested to regularly evaluate the workload distribution of each staff member to avoid overlaps or role duplication. The coaching team is highly recommended to be freed from administrative tasks so they can fully concentrate their energy and focus on planning and executing tactical programs for athletes on the field. Lastly, athletes are also expected to maintain full focus on the training regimen directed by the coaches without being involved in the internal bureaucracy, in order to preserve stability and ensure the continued tradition of champions in the future.

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