

Survey of the Implementation of the Management Functions of the Pencak Silat Organization of the Young Shoots of the Gondang Branch in 2026

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Abstract

This study aims to determine the application of organizational management functions in the Pencak Silat PSHW Tunas Muda Ranting Gondang Branch Nganjuk in 2026. This study uses a qualitative approach with a descriptive research type. The research subjects include administrators, coaches, and students of PSHW Tunas Muda Ranting Gondang Branch Nganjuk. Data collection techniques were carried out through observation, interviews, and documentation. Data analysis used the stages of data reduction, data presentation, and conclusion drawing. Data validity was carried out through triangulation of sources and techniques. The results of the study indicate that the application of organizational management functions in PSHW Tunas Muda Ranting Gondang Branch Nganjuk has been running quite well. Based on the results of the study, it can be concluded that organizational management in PSHW Tunas Muda Ranting Gondang Branch Nganjuk has been implemented quite well, but still needs improvement in aspects of infrastructure, organizational coordination, and administrative management so that organizational goals can be achieved more effectively and efficiently.

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1. INTRODUCTION

Pencak silat is a part of Indonesia's cultural heritage, possessing historical, philosophical, educational, and health value. Besides its function as a martial art, pencak silat also plays a role in character building, personality development, and instilling the values of discipline, responsibility, honesty, cooperation, and mutual respect. Therefore, the sustainability of pencak silat development requires a professionally managed organization through the implementation of management functions that include planning (*planning*), organizing (*organizing*), implementation (*actuating*), and supervision (*controlling*). The implementation of these functions is expected to create an effective and efficient organizational system in achieving sports development goals.

In its development, the pencak silat organization faces various challenges, including the declining interest of the younger generation in traditional sports due to the increasing development of modern sports, limited facilities and infrastructure, and less than optimal organizational promotion. This condition is also found in the PSHW Tunas Muda Ranting Gondang Branch Nganjuk. Based on the results of initial observations, the organization still faces several obstacles in management, such as limited human resources, poorly organized administration and documentation, suboptimal coordination between administrators, and work program planning and evaluation that have not been carried out optimally. In addition,

limited training facilities also affect the effectiveness of the implementation of training programs.

The success of a sports organization is not only determined by the quality of technical coaching, but is also influenced by the effectiveness of the implementation of organizational management functions. Various previous studies have shown that coaches play a crucial role in creating an engaging training atmosphere, providing motivation, and increasing student discipline and interest in participating in training. Other studies have also explained that member participation is influenced by both internal and external factors, while the success of a sports organization is highly dependent on the implementation of integrated management functions. However, research on pencak silat organizational management that comprehensively examines aspects of planning, organizing, implementation, and supervision involving administrators, coaches, and members is still relatively limited, particularly in the Nganjuk Branch of the Tunas Muda PSHW Gondang Branch. This condition indicates a research gap (*research gap*) which needs to be studied further.

The Tunas Muda Martial Arts Association (PSHW) is a pencak silat organization that plays a role in fostering the younger generation through character development, discipline, responsibility, and mental and spiritual guidance. As a branch that actively carries out training and coaching activities for its members, the Nganjuk Branch of the Gondang Branch of the Tunas Muda Martial Arts Association (PSHW) requires a structured organizational management system to ensure optimal development. However, various managerial obstacles remain challenges that could potentially impact the organization's effectiveness.

Based on these problems, a study is needed that can provide a comprehensive overview of the condition of organizational management at the PSHW Tunas Muda Ranting Gondang Branch, Nganjuk. This study uses a survey method to identify the implementation of management functions, including planning, organizing, implementing, and supervising, as well as the factors that influence their effectiveness. The results of the study are expected to serve as evaluation material for administrators in improving the quality of organizational management, coaching effectiveness, member participation, and organizational performance. In addition, this study is expected to contribute to the development of studies on sports organization management, particularly in pencak silat organizations.

2. METHOD

This study uses a qualitative approach, while the type of research applied is descriptive qualitative, which aims to systematically describe conditions or phenomena that occur in the field. This study uses a qualitative approach because it aims to understand in-depth the social conditions that occur in the pencak silat studio environment, especially in terms of managing the roles of coaches, administrators, and students to increase interest in pencak silat training at the Tunas Muda Studio in Gondang District.

A qualitative approach positions the researcher as the primary instrument in obtaining research data. This allows researchers to interact directly with research subjects and observe situations occurring in the field. According to Bogdan and Taylor, qualitative research is a research method that produces descriptive data in the form of individual speech, writing, and behavior that are observed in depth. This approach enables researchers to understand social reality more fully and comprehensively.

Descriptive research methods are used to obtain an accurate picture of a phenomenon based on actual conditions. This research focuses on revealing existing facts without influencing or changing the variables of interest. Nazir stated that descriptive research aims to depict a situation or event realistically, according to existing conditions. Through this research, it is hoped that a clearer and more in-depth understanding of the

conditions under study will be gained, as well as how to manage the roles of coaches, administrators, and students in an effort to increase their interest in practicing pencak silat.

3. RESULTS AND DISCUSSION

General description of the Implementation of Organizational Management Functions at the PSHW Tunas Muda Gondang Branch, Nganjuk Branch in 2026

This study aims to describe and analyze the implementation of organizational management functions in the Pencak Silat Persaudaraan Setia Hati Winongo (PSHW) Tunas Muda Ranting Gondang Branch, Nganjuk Year 2026. The results of the study indicate that PSHW Tunas Muda Ranting Gondang is a sports organization that not only strives to improve pencak silat technical skills but also strives to build character, discipline, responsibility, brotherhood, and spiritual values among members. The entire coaching process is supported by an organizational management system, which systematically applies management functions.

The research findings show that four primary management functions pertain to all organizational operations: planning, organizing, implementing, and controlling. Interconnected, these four functions effectively support development programs and other organizational activities. The implementation of these management functions begins with a deliberation forum consisting of branch administrators, trainers, and sub-branch representatives to develop a work program. The approved program is then translated into tasks aligned with the organizational structure. Furthermore, all activities are carried out according to a predetermined schedule and are periodically evaluated to monitor the implementation of the organizational plan.

Based on observations, researchers found that the organization's management system was operating quite effectively. This was evident in the regular implementation of training programs, the strong communication between administrators, trainers, and members, and the regular evaluations. Therefore, the organization was able to consistently implement coaching activities in accordance with established targets.

Management Functions

a. Planning (Planning)

The research results show that planning is a crucial management function in implementing organizational programs. Work program development begins with a deliberation involving all branch administrators to establish organizational policies and agendas in a participatory manner. The work program includes routine training, religious activities, samat sinamatan (a group gathering), social service, and member development. Planning is carried out systematically to ensure that each activity is carried out effectively, efficiently, and in accordance with organizational goals.

The branch head acts as a facilitator in developing the work program and is responsible for its implementation, while the trainer develops the training program based on the physical condition, basic abilities, and development of each member. Interviews indicate that the training is designed in stages, starting with improving physical condition, endurance, and mastery of basic techniques before moving on to higher-intensity training. This approach reflects the application of the principle of individualization in training, supporting the development of members' abilities while minimizing the risk of injury.

Observations indicate that routine training is conducted every Monday and Thursday from 7:00 PM to 9:30 PM WIB. Monday's training focuses on pencak silat theory and

techniques, while Thursday's focuses on improving physical condition. Training scheduling also takes into account members' school and work activities so as not to interfere with their primary activities. A structured schedule supports discipline, coach coordination, and the continuity of the coaching process. Overall, the research findings indicate that the planning function has been systematically implemented through the preparation of work programs, organizational meetings, training scheduling, and gradual member coaching as the basis for implementing effective organizational activities.

b. Organizing (Organizing)

The next stage after planning is organizing. The results of the study indicate that the PSHW Tunas Muda Ranting Gondang has an organizational structure established through a Decree (SK), including a chairperson, vice chairperson, secretary, treasurer, trainer, and field, activity, mental and spiritual, and publication divisions. Each element has clear duties and responsibilities according to their respective functions. The chairperson coordinates all policies and work programs, while the technical division supports the implementation of activities according to their duties. The division of tasks is carried out through deliberation, taking into account the competence, experience, and abilities of the administrators so that program implementation is effective without overlapping. Observation results show that each administrator understands their role, supported by good communication and coordination between divisions so that activities can be carried out according to schedule.

The organizing function also includes recruiting new trainers and members. Trainers are selected based on their organizational license, while prospective members must meet the minimum age requirement of 15 years and demonstrate physical and mental readiness. These findings indicate that the organizing function has been implemented effectively through a clear organizational structure, competency-based task allocation, sound coordination, and a recruitment system that complies with organizational regulations.

c. Actuating (Implementation)

Implementation is a management function that mobilizes all organizational resources to achieve predetermined goals. Research shows that the implementation function at the Tunas Muda Gondang Branch of the PSHW has been running well through the active role of the branch head, coaches, and administrators in directing and motivating members. Activities implemented not only focus on pencak silat training but also on character building, strengthening spiritual values, discipline, and brotherhood. This aligns with George R. Terry's (2021) opinion, which states that implementation aims to motivate organizational members to work voluntarily and responsibly in achieving organizational goals. Coaches play a role in providing technical material, motivating members, fostering discipline, evaluating skill development, and serving as role models in attitudes and ethics. Observations show that each training session is carried out systematically, beginning with prayer, warming up, delivering material, technical or physical training, evaluation, and ending with a cool-down and direction. In addition to technical aspects, coaches and administrators also instill the values of responsibility, sportsmanship, politeness, and brotherhood in members.

The research also identified several obstacles, including differences in member abilities, school or work commitments, and limited training facilities. To address these issues, trainers implemented flexible training methods tailored to each member's individual abilities. Overall, the implementation function was effectively implemented through communicative leadership, character development, structured training methods, and a family-like approach that supported the success of the organization's programs.

d. Controlling (Supervision)

Supervision is a management function aimed at ensuring all organizational activities run according to plan through monitoring, evaluation, and corrective action. In sports organizations, this function plays a crucial role in maintaining the sustainability of coaching programs, improving training quality, and developing human resources. The study found that the supervisory function at the Tunas Muda Branch Gondang PSHW was carried out continuously by the chairman, coaches, and administrators throughout the activity process. This aligns with George R. Terry's (2021) opinion, which states that supervision includes setting standards, measuring performance, evaluating results, and taking corrective action. Implementation standards were established during the planning stage, encompassing training schedules, coaching objectives, organizational rules, and task allocation. Supervision was conducted through monitoring member attendance, evaluating technical development and physical condition, and assessing the implementation of administrators' duties. Observations and interviews indicated that evaluations were conducted routinely through post-activity meetings or periodic meetings as a basis for program refinement. This finding aligns with Robbins and Coulter (2022), who emphasized that supervision results should inform decision-making and program improvement.

In addition to technical aspects, supervision is also directed at developing member character through assessments of discipline, responsibility, ethics, and brotherhood. Coaching is conducted persuasively through communication and a personal approach, in line with Hasibuan's (2016) view that supervision aims to improve organizational effectiveness, not to identify individual faults. This finding also supports Harsuki's (2016) opinion, which emphasizes the importance of character development as part of the success of sports organizations. However, the study identified several obstacles, including the lack of systematically documented evaluation instruments and the limited number of administrators, which has resulted in suboptimal monitoring. However, good coordination and communication can maintain the effectiveness of program implementation. Therefore, the supervisory system can still be developed through the development of performance indicators, the use of more structured evaluation instruments, and the regular documentation of evaluation results. This finding aligns with research by Prasetyo and Nugroho (2023), which states that documented evaluations improve the quality of coaching in sports organizations. Overall, the supervisory function at the Tunas Muda Branch of Gondang Sports Association (PSHW) has been implemented through monitoring activities, evaluating administrator performance and member development, and conducting continuous character development. Although there are still limitations, the implemented monitoring mechanisms have supported the effectiveness of program implementation and served as a basis for improving planning in the following period.

4. CONCLUSION

The results of the study indicate that the organization has optimized the planning function as the initial stage to achieve goals systematically, effectively, and in a targeted manner. In general, the implementation of management functions, including planning, organizing, implementing, and monitoring, has been running well. In the planning aspect, administrators and trainers develop work programs through discussions involving branch and sub-branch administrators. The program includes training schedules, organizational, social, and religious activities, as well as member development tailored to the physical

conditions and abilities of members. However, the implementation of training is still hampered by limited facilities and infrastructure. In the organizing aspect, the organization has a clear management structure and division of tasks so that activities can be carried out in an orderly, directed, and coordinated manner. In the actuating aspect, all programs have been implemented according to plan. Trainers play a role in developing the technical, physical, mental, and motivational skills of members, supported by good cooperation between administrators, trainers, and members. In the controlling aspect, administrators and trainers conduct periodic evaluations to monitor member development, identify obstacles, and determine corrective measures. Overall, the implementation of management functions in the PSHW Tunas Muda Gondang Branch, Nganjuk Branch has a positive impact on the sustainability of the organization, member discipline, the effectiveness of training coaching, and coordination between administrators, trainers, and members.

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