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# PROCEEDINGS AISTEEL 2018

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# **Proceedings of The 3<sup>rd</sup> Annual International Seminar on Transformative Education and Educational Leadership (AISTEEL 2018)**

*“Education, Learning, and Leadership Innovation”*

Emerald Garden Hotel, Medan City, North Sumatera, Indonesia  
October 3-4, 2018

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**Proceedings of the 3<sup>rd</sup> Annual International Seminar on Transformative Education  
and Educational Leadership (AISTEEL 2018)**

**Preface**

The 3<sup>rd</sup> Annual International Seminar on Transformative Education and Educational Leadership (AISTEEL 2018) was held in Emerald Garden Hotel, Medan City-Indonesia on 3-4 October 2018. This seminar is organized by Postgraduate School, Universitas Negeri Medan and become a routine agenda at Postgraduate program of Unimed now.

The AISTEEL is realized this year with various presenters, lecturers, researchers and students from universities both in and out of Indonesia participating in, the seminar with theme “Education, Learning and Leadership Innovation.”

The plenary speakers coming from various provinces in Indonesia have been present topics covering multi disciplines. They have contributed many inspiring inputs on current trending educational research topics all over the world. The expectation is that all potential lecturers and students have shared their research findings for improving their teaching process and quality, and leadership.

The third AISTEEL presents a keynote speaker and 4 distinguished invited speakers from Australia, Singapore, Taiwan, and Malaysia. In addition, presenters come from various Government and Private Universities, Institutions, Academy, and Schools. Some of them are those who have sat and will sit in the oral defence examination.

There are 326 articles submitted to committee, some of which are presented orally in parallel sessions, and others are presented through posters. The articles have been reviewed by double blind reviewer and 198 of them were accepted for published by Atlantis Press indexed by International Indexation. Meanwhile 83 papers were published in online International Proceedings indexed by Google Scholar. The Committees of AISTEEL invest great efforts in reviewing the papers submitted to the conference and organizing the sessions to enable the participants to gain maximum benefit.

Grateful thanks to all of members of The 3<sup>rd</sup> Annual International Seminar on Transformative Education and Educational Leadership (AISTEEL 2018) for their outstanding contributions. Thanks also given to Universitas Negeri Medan for published this volume.

The Editors

**Bornok Sinaga**  
**Rahmad Husein**  
**Juniastel Rajagukguk**

## Table of Contents

<i><b>Titles and Authors</b></i>	<i><b>page</b></i>
Design of Physical Practicum Tools on Rotational Dynamics Matter with Scientific Concept <i>Fretty Doharni Ritonga; Nurdin Bukit; Betty M.Turnip.....</i>	1
Analysis of the Leading Sector and Its Effect on the Economy in Pakpak Bharat Regency <i>Dinar Melani Hutajulu; M. Nasir; Arwansyah.....</i>	6
Analyze the Characteristic and Factors Cause of Bullying Behaviours in Early Childhood <i>Fadhilah Syam Nasution; Anita Yus; Aman Simaremare.....</i>	12
Play Finger Painting in Creative Art Model to Help Smooth Motoric Development and Creativity of Group a in Kindergarten at Aek Loba Pekan Village <i>Lola Wita Harahap; Sri Milfayetty; Rosmala Dewi.....</i>	18
Maintenance of Gayonese Kinship Terms by Gayonese Minority Migrants in Jabodetabek <i>Desi Purnama Sari; Siti Aisyah Ginting; Berlin Sibarani.....</i>	22
Effect of Functional Training and TRX Suspension Training on Body Composition member Golden Fitness and Spa <i>Rafliansyah; Nurhayati Simatupang; Albadi Sinulingga.....</i>	26
Interpersonal Metaphor Used in the Boss Baby Movie <i>Khairuni Syafitri; Siti Aisyah Ginting; Anni Holila Pulungan.....</i>	29
Speech Act in Indonesia Lawyers Club: KPK vs Novanto <i>Theresia Fransiska Sidabutar; Zainuddin; Busmin Gurning.....</i>	32
The Effect of Instructional Strategy and Style Ofthinking Secuential on Students Outcome MAN Medan <i>Siti Aisyah Hanim; Tiur asih siburian; Darwin.....</i>	36
The Effect of Cooperative Learning Models and Self Efficacy on Student Mathematics Learning Outcomes <i>Sabdo Puji Rahayu; Mukhtar; Keysar Panjaitan.....</i>	39
Ideational Grammatical Metahpor in Reading Texts for Senior High School English Textbooks <i>Diemam Ferzhawana; Siti Aisyah Ginting; Zainuddin.....</i>	43
Effect of Soft Modification on Student Learning Results PAB 13 Kwala Begumit Private Vocational School <i>Iskandar Fahmi.....</i>	47
Differences in Metacognitive Ability of Students Through Learning Realistic Mathematics Education and Problem Based Learning in Pangkalan Susu Senior High School <i>Chairi Mutia Lubis; Waminton Rajagukguk; Kms.M.Amin Fauzi.....</i>	51
Development of Interactive Learning Media Projection of Working Drawing on Students of Class X TKR in SMK Markus 2 Medan <i>Irwan Panggabean; R. Mursid; Samsidar Tanjung.....</i>	56
Metaphor of Modality in Donald Trump's Speech in United Nation General Assembly 2017 <i>Nursyah Handaya; Siti Aisyah Ginting.....</i>	60
Traditional Sport Of Silek Tuo In Minangkabau Community (a study of Silek tuo advice)	63

<i>Prima Nanda; Sabaruddin Yunis; Agung Sunarn</i> .....	
Improved Student's Generic Science Skills With The Application of Cooperative Learning Models Based on Batak Culture	
<i>Rika Sari Indah Harahap; Derlina; Rahmatsyah; Sahyar; Bornok</i> .....	66
Management Development Athletes of Shorinji Kempo North Sumatra Region	
<i>Arti Kurniaty Bangun</i> .....	71
Efforts to Improve Learning Results Free Basketball Shot (Free Throw) Through The Application of Teaching Style Inclusion	
<i>Bob Rahmat Manalu</i> .....	75
Development of Egosan Engineering Extension Models with Straight Sticking in Pencak Silat	
<i>William Filipus; Amir Supriadi; Tarsyad Nugraha</i> .....	77
The Development of Interactive Learning Media of Athletic on Physical Education in SMP Negeri 15 Medan	
<i>Akhmad Khaidir; Budi Valianto; Tarsyad Nugraha</i> .....	81
The Effect of Learning Model and Self-Reliance Learning toward Science Learning Outcomes	
<i>Rohima; Mukhtar; Samsidar Tanjung</i> .....	84
The Effect of Learning Method and Kinesthetic Perception on The Learning Outcomes of Lay Up Basketball	
<i>Saiful Adrian; Nurhayati Simatupang; Suprayitno</i> .....	88
Analysis Of Physical Education Teacher Management Skills In State Elementary School Sub-District Medan Tembung	
<i>Syahrul Effendi Nasution; Amir Supriadi; Albadi Sinulingga</i> .....	91
Innovation Of The Speed Model Using Running With The Ball Techniques In Football	
<i>Julio Roberto; Amir Supriadi; Novita</i> .....	95
The Development of Penetration Drill Training Technique of Wrestling Sport	
<i>Ihsan Idris Silalahi; Jan Bobby Nesra Barus</i> .....	99
Speech Function of Anies Baswedan's Speech in Approval Ceremony as the Governor of Jakarta in the Period of 2017-2022	
<i>Ahmad Rifa'i Ritonga; Sumarsih</i> .....	102
Development of Web-Based Learning Media to Enhance Writing Capability of Biography Text of Student Class X SMA	
<i>Rencus B. Sinabariba, Tiur Asi Siburian, Mutsyuhito Solin</i> .....	105
Implementing the Teaching Supervision by Principals in Improving the Performance of Teachers in Aceh Besar	
<i>Said Ashlan</i> .....	109
Female Principal Leadership	
<i>Hendro Widodo; Hengkang Bara Saputra</i> .....	115
The Ways of Rohingya Teenagers in Medan Realized Their Language Attitude	
<i>I Wayan Dirgayasa; Rahmat Husein; Lonni NurIffah Nasution</i> .....	120
Metaphor in Umpasa of Saurmatua Toba Batak Ceremony	
<i>Heppy Yersin Digita Purba; Rahmad Husein; Anni Holila Pulungan</i> .....	124
The Influence of Part Method, Whole Method and Determination Exercise Methods on Improving Exercise in the Sports Branch of Pencak Silat Single Art Category of College Students SPDKK (Art of Kencana Kwitang Self Defense) Deli Serdang Year 2018/2019	
<i>Mawar Sari</i> .....	127
Figurative Expressions in The Karo Batak Wedding Ceremony Generated by The	130

<i>Philosophy of Rakut Sitelu</i>	
<i>Desi Haryati Nianggolan</i> .....	
Evaluation of Implementation of Sustainable Professional Development (PKB) for Junior High School Physical Education Teachers to Increase Professionalism in Tebing Tinggi City	
<i>Mhd Fazar Afandi</i> .....	135
Development of Innovative PJOK teaching materials on floor gymnastics materials to improve learning outcomes of Grade Students at Junior High School	
<i>Bangun Saragih</i> .....	138
The Influence of the Discovery Learning Model assisted with Image Media and Motivation Against Civics Learning Outcomes of Students in Class IV of Public Elementary Schools 055980 Aman Damai 2017/2018	
<i>Heryansyah Ginting; Dede Ruslan; Reh Bungana Br.Perangin-angin</i> .....	142
Development of science teaching materials based on Science Technology Society (STM) and its influence on learning outcomes of fourth grade students of MIN Medan Tembung	
<i>Diah Hafizhotul Husna; Nuraini; Ramlan Silaban</i> .....	149
The Improvement of Cooperative Learning Model Application Skill in Numbered Head Together Through Clinical Supervision of Art Teacher in SDN 060886 Medan Baru	
<i>Unita Vitta Omas Sianturi; Martua Manullang; Rosmala Dewi</i> .....	154
Gold of North Sumatera Program Coach Performance	
<i>Suyono; Hariadi; Supryetno</i> .....	159
Transitivity Systems Analysis of Bilingual Civic 3 Education Textbook for Grade XII	
<i>Jusup Sitepu; Anni Holila Pulungan; I Wayan Dirgeyasa Tangkas</i> .....	163
The Lecturer Performance Development of the STKIP Bina Bangsa Getsempena Banda Aceh	
<i>Saiful Bahri</i> .....	169
The Interference of Batak Mandailing Language to Indonesian (In The Interaction At The Seventh Grade Students Of Madrasah Tsanawiyah Swasta Al-Azhar Kabupaten Tapanuli Selatan Padang Sidempuan)	
<i>Siti Jahria Sitompul; Abdurrahman Adisaputera; Sumarsi</i> .....	175
The Influence of Microbiology Dictionary and Microbiology Textbook Utilization in the Contextual Learning Framework on Biology Students Higher Order Thinking Skills	
<i>Kiki Rizqi Sahara; Hasruddin; Ashar Hasairin</i> .....	177
The Differences of Learning Style and Students' Creativity to Students' Achievement in Dribbling the Ball in Playing Football of Seventh Grade Students of SMP Ar – Rahman Percut	
<i>Muammar Afif Marpaung; Imran Akhmad; Rahma Dewi</i> .....	180
Development of Gobag Sodor Game Model to Increase Interest in Elementary Students	
<i>Siska Nova Undari</i> .....	184
The Influence of Research-Based Learning with Portfolio Assessment on Science Process Skills in Microbiology Course for Biology Program Students	
<i>Saudah Rahmayanti; Hasruddin; Tumiur Gultom</i> .....	187
The Influence of Teaching Style and Confident Against the Results of a Study of Shooting in the Game of Football (Experiment Studies the Self Check Style and the Guided Discovery Style at a Private Junior High School Seventh Grader	
	191

Tembung Sabilina)	
<i>Muhammad Syaiful; Ramadhan Harahap</i> .....	
Development of Mirror Writing Teaching Materials Based on Class XI Media Literation of Lolomatua 1 State High School	
<i>Yanida Bu'ulolo; Biner Ambarita; Marice</i> .....	195
The Development of Teaching Materials for Technology- Assisted Procedure Text in Vocational High School	
<i>Nova Andarini; Biner Ambarita; Malan Lubis</i> .....	197
Development of Adobe Flash Based Floor Gymnastics Media Learning on Health Sport Education Lesson	
<i>Hardiansyah</i> .....	201
The Effect of Learning Approach and Linguistic Competence Capability Reading The English Narative Text of Student SMA Negeri 6 Padangsidempuan.	
<i>Sukriyah Batubara; Keysar Panjaitan</i> .....	206
Analysis Effect of Household Consumption, Investment and Labor to Economy Growth In Sumatera Utara	
<i>Richna Handriyani; Arwansyah; Sahyar</i> .....	209
Idioms Translation Strategies in Pasung Jiwa Novel English Version	
<i>Hariyanto; Amrin Saragih; Sumarsih</i> .....	213
Code Mixing in Novel: A Case of Indonesian Literary Work	
<i>Nurul Hidayanti Hasibuan; Amrin Saragih; Sumarsih</i> .....	216
Logico-Semantic Relation in Presidential Debate Between Hillary Clinton and Donald Trump	
<i>Annisa Risma Khairani Lubis; Della Fransiska Ginting; Jumino Suhadi</i> .....	221
Semiotic Meanings in Cigarette Advertisement Texts	
<i>Rodearta Purba; Zainuddin; Amrin Saragih</i> .....	227
Modality as Hedging Device in the US Presidential Election Debate	
<i>Roobby Hamdanur; Anni Holila Pulungan; Zainuddin</i> .....	232
The Improving Mathematical Communication Ability Through Realistic Mathematical Approach Based on Toba Batak Culture	
<i>Aman Sanusi Siregar</i> .....	235
Speech Functions of Doctors and Patients on Medical Consultation Process	
<i>Resti Citra Dewi; Anni Holila Pulungan, Sumarsih</i> .....	239
The Development of Venturimeter Instrumentation in Dynamic Fluid	
<i>Zahrani Dalimunthe; Rahmatsyah; Derlina</i> .....	243
Lexical Metaphors in Onang-onang of Bobby and Kahiyang Tortor Dance	
<i>Siti Rahma Ritonga; Anni Holila Pulungan; Didik Santoso</i> .....	246
The Discourse Markers in President Joko Widodo's Speeches in KTT APEC China in 2015	
<i>Syahbuddin Nasution1; Busmin Gurning; I Wayan Dirgayasa Tangkas</i> .....	249
Preparation of Papers in Two-Column Format for AISTEEL Conference	
Proceedings Translator's Strategies in Transferring Cultural Values in Ratatouille Film	
<i>Femy Septiani; Anni Holila Pulungan</i> .....	254
Lexical Metaphor In Printed Car Advertisements	
<i>Misdiana; Siti Aisyah Ginting; Amrin Saragih</i> .....	258
Political Discourse Analysis of Donald Trump Political Speech	
<i>Elisa Silviani Siregar; Prof. Dr.Zainuddin, M.Hum; Prof.Dr. Sri MindaMurni, MS</i> .....	263
Motivation of Farmers in Group Management to Develop Maize Cultivation	267



<i>Nurliana Harahap; Mahendra Ginting Manik; Indah Listiana</i> .....	
Appraisal of Healthy Product Advertisement on Television	
<i>Nurun Nazipah Harahap; Siti Aisyah Ginting; Rahmad Husein Napitupuluh</i> .....	274
Lexical Metaphor in Andrea Hirata's "The Dreamer" Novel	
<i>Nurul Sa'adah; I Wy. Dirgeyasa; Siti Aisyah Ginting</i> .....	277
Impoliteness Strategies Used by Governor Candidates of DKI Jakarta in Governor Election Debate 2017	
<i>Sri Minda Murni; Busmin Gurning</i> .....	281
Intertextuality in Travel Umroh Advertisement	
<i>Afifah Nurul Khoirot Nasution; Anni Holila Pulungan; Eddy Setia</i> .....	287
Intertextuality on Oral Discourse in Sari Matua Batak Toba Ceremony	
<i>Dyan Yosephin Hutagalung; Anni Holila Pulungan; Rahmad Husein</i> .....	290
The Effect of Mangosteen ( <i>Garcinia mangostana</i> L.) Peel to Creatine Kinase Serum in Male Rats ( <i>Rattus norvegicus</i> ) with Fatigue from Swimming	
<i>Rika Nailuvar Sinaga; Jumadin IP; Zulaini</i> .....	293
Analysis of Technology Utilization to Measure The Throw Distance of The Ball on Hammer Throw	
<i>Riki Prastian; Agung Sunarno; Sabaruddin Yunis Bangun</i> .....	296
The Interactions of Social Stratification and Karonese Register in Giving Pedah Pedah Perjabun	
<i>Elkana Putra Tarigan; Amrin Saragih; Siti Aisyah Ginting</i> .....	300
Implementation Management Training Volleyball Club of Pertamina Year 2017	
<i>Reza Wibowo; Sanusi Hasibuan; Budi Valianto</i> .....	305
Lexical Metaphor in Printed Car Advertisements	
<i>Misdiana; Siti Aisyah Ginting; Amrin Saragih</i> .....	308
Improving Students' Reading Comprehension Ability In Descriptive Text Through Flashcard	
<i>Aisya Hartati</i> .....	309
The Role of Teacher's Training Model and Technological Approach to the Improvement of Teachers' Professionalis	
<i>Intan Sufiah Batubara</i> .....	312
The Difficulties of Students at the Second Year of St.Thomas 3 Senior High School Medan in Translating English Idioms into Indonesian	
<i>Fitri Susi Sinurat</i> .....	315
The Effect Of Applying The Great Wind Blows Strategy On The Students' Vocabulary Mastery	
<i>Gisca Irdayana Lubis</i> .....	321
Attitude of Examiners in Thesis Convocation	
<i>Mara Sutan Siregar</i> .....	325
Politeness Strategies in Mandailing Wedding Ceremony	
<i>Nurun Nazipah Harahap; Fatma Raudah Siregar</i> .....	329

# Implementation Management Training Volleyball Club of Pertamina Year 2017

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**Abstract** - The research aims to determine the implementation of training management Men volleyball club of Pertamina Medan Year 2017. Volleyball club of Pertamina has a minimal sports facilities but has a club achievement and individual achievement and some athletes represent North Sumatra in National Championship. This research method is descriptive qualitative by using interview technique, observation, documentation and triangulation. The research was conducted on 05 May 2017 until 19 June 2017 at Men volleyball club of Pertamina in Medan. Research subjects amounted to 21 people while the informant in the research is 1 person coach, 1 person board and 4 people athletes. The research of this study show: (1) Planning is done more focused on the daily exercise program used to improve technical skills so that athletes who enter the Club of Pertamina done selection but directed to follow the existing training program. (2) organizational system of Men volleyball Club of Pertamina Medan includes the cooperation with other party while organizational structure, fund or budget and working procedure are not owned (3) Movement of Men volleyball club of Pertamina Medan includes a democratic trainer and a nice guy (good coach) while for the last education level is an equivalent high school graduate and is a former (4) supervision Men's Volleyball Club of Pertamina to be evaluated on a summative training program whereas formative evaluation is not done.

**Keywords:** Management, Volleyball, Athletes.

## I. INTRODUCTION

Volleyball games are sports that can be played by children to adults both men and women. Volleyball games in the development of modern times are acceptable and can be enjoyed by the public, this is because volleyball is a pretty interesting game seen from variations in survival and in carrying out variations of attacks that all refer to the level of mastery of techniques in volleyball games. The use of playing volleyball in the formation of individuals in harmony between physical and spiritual development is very large. Volleyball players' achievements will be good if physically and spiritually linked to each other in play movements while the soul / mental is the main driver to move the physical abilities that have been possessed. Volleyball games today are not only recreational sports, they are merely tools to increase physical fitness but have demanded the highest quality of achievement. In the effort of a volleyball player to achieve maximum performance, player preparation is not only emphasized on mastering

techniques and tactics but also perfect physical condition thanks to training, is an important requirement for volleyball players. So that after experiencing a good coaching process, a high-achieving volleyball player will be produced. Volleyball is one part of sports achievement.

Sports achievement is a sport that fosters and develops athletes in a tiered, planned manner and continues through competition to achieve achievement with the support of sports science and technology. To achieve good performance is not only the responsibility of the government, but must also participate from the community. High achievement in a sport, requires prerequisites in the form of characteristics that are in accordance with the demands of the sport in question. Because every branch of sport has a specific nature and therefore also coaching sports is intentional and systematic assistance to meet these demands so that higher achievement can be achieved. One effort that can be done to improve sports performance, especially volleyball is by developing sports associations or sports clubs through training and training centers.

## II. DISCUSSION

According to Hasibuan (2006: 2) management is the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve a particular goal. [1] Furthermore Haimann in (Manullang, 1988: 15) says that Management is a function to achieve something through the activities of others and oversee individual efforts to achieve common goals. [3] Then George R. Terry in (Hasibuan, 2006: 2) says that management is a typical process consisting of actions planning, organizing, directing and controlling that are carried out to determine and achieve predetermined goals through the utilization of human resources and other sources. [1]

From some management understanding above, it can be concluded that management is a process of utilizing available resources effectively and efficiently. Until now, there was still no consensus between practitioners and among theorists about what became management functions, often called elements of management. Various opinions regarding management functions will be apparent. To achieve the goals of an organization / institution by carrying out management functions, namely planning, organizing, actuating and controlling. Basically, sports training management is seen as a

science and art in regulating the process of utilizing human resources and other resources effectively and efficiently and productively so that it becomes important to achieve certain goals.

According to Bompa (1991: 2) planning is a very important tool that can be used by a trainer in an effort to direct a well-organized training program. Furthermore Bompa (1991: 2) argues that the preparation of a plan reflects the experience he has, which is obtained from experience in all fields related to physical education and consideration of the potential that exists in the athlete, accelerating the development of achievements, facilities and infrastructure available training planning process shows an organized well, methodologically and according to scientific procedures so that it can help athletes to achieve better results based on their training and achievements.[2]

According to Hasibuan (2006: 118) "organizing is a process of determining, grouping and regulating various activities needed to achieve goals, placing people in each of these activities, providing the necessary tools, determining the authority that is relatively delegated to each individual who will do these activities. The result of organizing is organization. The organization is only a prayer and a place where managers carry out their activities to achieve the desired goal (Hasibuan, 2006: 118). [2] According to Manullang (1988: 68) said that the organization is divided into two:

- Formal organization, in fact nothing but static organization, which is a system of cooperation carried out by two people or more and consciously coordinated to achieve certain goals.
- Informal organization is a collection of relationships between individuals without conscious shared goals, even though in the end the unconscious relationships are for a common purpose. [3]

According to Terry in (Hasibuan, 2006: 242) supervision can be defined as a process of determining, what must be achieved is a standard, what is being done, namely the implementation, assessing the implementation and if necessary make improvements, so that the implementation is in accordance with the plan that is in line with the standards . Then Harold Koontz in (Hasibuan, 2006: 241) suggests that supervision is a measurement and improvement of the implementation of subordinate work, so that plans that have been made to achieve company goals can be held.[1]

In accordance with the definition above, the supervision can be interpreted as a process to determine the work that has been carried out, assess it and correct it if necessary with the intention that the implementation of the work is in accordance with the original plan.

Supervision is carried out before the process, during the process, and after the process. The function of supervision is to determine whether the initial plan needs to be revised, see the results of the performance so far. One form of supervision is evaluation. According to Safrit& Wood in Wahjoedi (2000: 13). Evaluation is the process of making decisions about the results of measurements in a goal to be measured. Grolund& Linn in Wahjoedi (2000: 13) defines evaluation more comprehensively as a systematic process of collecting,

analyzing and interpreting information to determine students' level of achievement of learning objectives.[8]

Management is a process of utilizing available resources in an effective and efficient way to achieve the goals of an organization / institution by carrying out management functions, namely planning, organization, actuating and controlling. The main characteristic of management is the integration and application of science and approach analysis developed by many disciplines. In coaching, management plays an important role in enhancing achievement because management is used to achieve goals in this case achievements through ways to manage others to carry out their duties effectively and efficiently.

By carrying out these management functions, it is expected to improve the sports club performance of the volleyball sports branch. For that management implementation must be carried out continuously and get support from the government in order to elevate the dignity of the nation through achievements in the field of sports.

By having good and sustainable management, it will be able to face the challenges faced by each other and achieve goals in realizing a proud sporting achievement, building character to lift the nation's morals. So that by implementing management at sports clubs, it is not impossible to emerge seeds of athletes who excel as an effort to regenerate athletes themselves.

### III. CONCLUSION

The conclusion that the Pertamina Medan Club was planning on training programs and facilities and infrastructure while personnel recruitment was not carried out. The planning is focused more on the daily training program that is used to improve technical skills. So that the athletes who enter the Pertamina Club are not selected but are directed to follow the existing training program. In addition, the use of facilities and infrastructure by the trainer reflects that the coach really understands the situation and conditions in the club so that the trainer utilizes the available resources and modifies the means of training.

The results of this study indicate: (1) The planning carried out is more focused on the daily training program used to improve technical skills so that athletes who enter the Pertamina Club are selected but are directed to follow the existing training program. (2) the organizational system of Pertamina Medan's Volleyball Ball Club includes cooperation with other parties while the organizational structure, funds or work procedures and budget are not owned, (3) mobilization of Pertamina Medan Volleyball Club includes a democratic trainer and a nice guy (good coach heart) while for the last level of education is a high school graduate equivalent and is a former Volleyball players with achievements as trainers both at club and regional level, (4) supervision of Pertamina Medan Putra Volleyball Club was evaluated on a summative training program while formative evaluation was not conducted.

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