

Leadership, Teamwork, and Motivation of Football Player



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ABSTRACT: This study aims to determine leadership, teamwork, and motivation of football player. In this study using a survey research approach. In this study, the population is all participants of the physical education study program class of 2022, totaling 40 people. The sample in this study was the 2018-2020 class of students. The data collection technique in this study used a questionnaire. Analysis of the data used is descriptive analytical method, which describes the data collected in the form of words, pictures, and not numbers. From the results of the study it can be concluded that : 1) Leadership can be said as a way of a leader in directing, encouraging and regulating all elements in the group or organization to achieve a desired organizational goal so as to produce maximum employee performance. Coach leadership is the process (activity) of a person using charisma, intelligence, wisdom, and skills to display his leadership in a team and his artistic abilities through a communication process to unlock the competence potential of a person or group that is organized, guided, disciplined and empowered that potential towards competence that is greater effort to set and achieve certain goals. 2) Team work is also very vital and must be carried out by every player both during training and matches and if this ability is done well it will result in a success because football players are required to work together, complement each other and cover deficiencies as well as strengthen the playing strategy that is good. has been instructed by the coach both during practice and matches. 3) Motivation is a force that guides a person to achieve high results and personal circumstances that encourage individuals to carry out certain activities in order to achieve goals.

KEYWORDS: Leadership, Teamwork, Motivation, Football Player.

INTRODUCTION

The abilities and skills of a leader are important factors in motivating employees to work better. In this case, the influence of a leader greatly determines the direction of the goals of the organization, because to realize the goals of the organization it is necessary to apply a role in leading consistent work to the work situation at hand. In addition, a leader in carrying out his duties must strive to create and maintain good relationships with his subordinates so that they can work productively. Thus, indirectly the motivation of employees is increasing.

McClelland (2015) argues that humans in interacting with their environment are often influenced by various motives. The motive is related to its existence as biological beings and social beings who are always related to their environment. One of the motives put forward by McClelland is motivation to achieve. Motivation for achievement is a motive that encourages a person to achieve success in competing with standards of excellence, both from past achievement standards (autonomous standards) or other people's achievements (social comparison standards), if this is done carefully and right then whatever you are faced with will have no effect (Djiwandono, 2012).

According to (Ahmad Atiq 2019:1) football is one of the most popular sports for people to enjoy, this is proven by the number of game spectators, another theory also says (According to Muhajir 2007), football is a game played by kicking, which has the goal of getting the ball into the opponent's goal by defending the goal so as not to concede the ball, each player has a great responsibility to be able to score goals and defend his defense (According to Luxbacher 2008) states that a football match is played by two teams, each consisting of two teams. 11 people. Each team defends the goal and tries to break into the opponent's goal According to (Eric C. Bakti 2007) says that: Football is a simple game, and the secret of a good football game is to do simple things as well as possible. fighting over the ball among the players with the aim of trying to get the ball into the opponent's goal and defending the goal from conceding the ball. The winner is the team (team) that puts the ball into the opponent's goal more than the ball conceded in the goal According to (Ahmad Atiq 2018:2) football is not just playing and playing but also a social phenomenon that has meaning when understanding during training and competition.

The Football course is one of the courses with 3 credits, where theory and practice go hand in hand which must be given to students both through concepts and practices in accordance with the objectives of the lecture. and build knowledge and abilities both physically, technically, tactically and mentally so that they become a mental product for every student during lectures. Football

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always has aspects in any field, both physical reviews, basic techniques, strategies and mentally for individuals and with the reinforcements that must be carried out psychologically and concept development through training and face-to-face sessions if these aspects are fulfilled properly then every student will get good practice goals and according to the plan for lecturers to students.

METHODS

In this study the authors used a survey research approach. Survey as a research approach where researchers want to find out the level of opinion of a person or an object that is able to describe the desired results, such as in this case the researcher wants to get an overview of leadership, team work and motivation of football players. Population is a group of individuals, objects, parts of which the sample will be taken for measurement. In this study, the population is all participants of the physical education study program class of 2022, totaling 40 people. The sample in this study was the 2018-2020 class of students

The data collection technique in this study used a questionnaire or also known as a questionnaire. Analysis of the data used is descriptive analytical method, which describes the data collected in the form of words, pictures, and not numbers. Data that comes from scripts, interviews, field notes, documents, and so on, is then described so that it can provide clarity on reality or reality. Data analysis in qualitative research is carried out before entering the field, while in the field and after finishing in the field.

RESULT AND DISCUSSION

The data obtained from the results of the questionnaire based on student answers will be used as the main data. The alternative answers in each item in the questionnaire are quantitative data. To process the data using numeric symbols. From each alternative answer available in each item, they are arranged in stages from answers to yes and no categories, if you answer, the point is 1 and if you answer you don't get points or (0) the scale used is Guttman from his book Suharsimi Arikunto (2006: 145).

Table 1. Guttman Scoring

Alternative Answer	Answer Alternative Score	
	Positive	Negative
Yes	1	0
No	0	1

Source: Suharsimi Arikunto (2006: 145)

The Guttman scale where this scale is to find out in order to convince the author with the assumption that the author is able to give a clear picture there is a Guttman scoring where each student will answer this closed question until he is able to answer honestly and well and understand the characteristics of the questions given.

For more details, the sequence of quantitative data transformation for this study is as follows:

Table 2. Leadership Questionnaire Grid, Team Work and Motivation

Variable	Variable Aspect	Question number
Leadership, teamwork and motivation of football players	Physiology	1-5
	Psychology	6-10
	Conceptual Skills Liden Helping Subordinates Grow and Succeed Emotional Healing Creating Value for The Community Putting Subordinates	11-15
		16-20
		21-25
		26-30
	Communication Coordination Balance of Member Contribution Mutual Support 4 Effort Cohesion	31-40

Source: Researcher

The analysis has started since formulating and explaining the problem, before going into the field and continuing until the writing of the research results. Data analysis becomes a guide for further research until, if possible, grounded theory. However, in qualitative research, data analysis is more focused during the field process along with data collection. In fact, data analysis in qualitative research is an ongoing activity that occurs throughout the investigative process rather than after the process. In reality, qualitative data analysis takes place during the data collection process rather than after data collection is complete." Data analysis version of Miles and Huberman, that there are three flow of activities, namely data reduction, data presentation, and drawing conclusions or verification Reduction, Presentation and Withdrawal

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The data analysis technique is an important and decisive stage at this stage where the data is worked on and utilized until it is successful in concluding the truths that can be used to answer the questions posed in the research (Sudjana, 2001:129).

1. Leadership

Coach leadership is the process (activity) of a person using his charisma, intelligence, wisdom, and political skills as well as his artistic abilities through a communication process to unlock the competence potential of a person or group that is organized, guided, disciplined and empowered that potential towards greater competence in its efforts to setting and achieving certain goals, according to Wahjosumidjo (1999: 79) that a leader has intelligence, responsibility, is healthy and has traits including maturity, freedom of social relations, self-motivation and achievement drive as well as the attitude of humanitarian work relations. On the other hand, in modern social reality, charismatic leaders are also known, especially in social and political circles. Then according to Edwin B (2000: 101) that charismatic leaders have loyalty and responsibility and support from their followers. The function of the leader is to provide consultation, guidance, motivation and provide advice in order to achieve goals. According to Siswanto Sastrohadiwiryo (2003: 120) many factors can affect employee performance, including education and training, work discipline, compensation, organizational climate, career path system, motivation, leadership.

In this study, one of the factors that can improve team work is taken. The abilities and skills of soccer players are important factors in motivating their own team to carry out their duties well. In this case, the influence of a leader greatly determines the direction of the goals of the organization, because to realize the goals of the organization it is necessary to apply a role in leading consistent work to the work situation at hand. In addition, a leader in carrying out his duties must strive to create and maintain good relationships with his subordinates so that they can work productively. Thus, indirectly the motivation of employees is increasing

Triyantoro Safaria (2003: 25) defines a leader as someone who occupies a central role or dominant position and influence in a group. In the concept of leadership, the most important element is the role, key, dominance and influence. Leadership will mean if there is a balance, if he is in a group that can be accepted and internalized or in other words, one's leadership will appear if there is a group of people who are driven, directed towards a common goal by accepting the legitimacy of the leader's presence.

A Theory of Leadership defines: Leadership is an ability to persuade or direct men without use of prestige or power of formal office or external circumstances, which means that leadership is an ability to invite and or direct people without using the formal power of positions or external situations. Leadership is the ability to create group action toward an organizational objective with maximum effectiveness and cooperation from each individual. A person's leadership will be formed by the result of a combination of time, place, situation and circumstances (environmental), meaning that leadership must always see where the role can and is able to have a good impact on someone who is sometimes at a disadvantage in this case leading himself and leading people other.

2. Teamwork

According to Dishon and O'Leary (1994: 11) that team work is a group of two five students who are tied together by a common purpose to complete a task and to include every group members. In this context, Bene and Seats (1991) asserted that the major premise in a team is that everyone in the work team must function as a cooperative and productive player to achieve the desired results. By strongly emphasizing the importance of cohesiveness. Duin, Jorn, DeBower and Johnson (1994) define "collaboration" as a process in which two or more people implement and evaluate joint activities. Teamwork is also like an orchestra that works together to create a football game from the goalkeeper to the front players to produce goals and wins, even when one player has a weakness, the other players must cover it so that the weakness is not read by the opposing coach and opposing players.

Team work will be successful only if they can eliminate competition and concentrate on different views and skills to overcome problems or challenges quickly. It can be synthesized, that teamwork is a group of people with different abilities, talents, experiences and backgrounds who gather together to achieve one goal in one or more activities. The indicators are seen in cooperation, one-way goals, dialogue, delegation and organization.

3. Motivation

Motivation comes from the Latin "move" which means to move. Based on this understanding, the meaning of motivation becomes developed. Wlodkowski (1985) quoted by Eveline Siregar in her book Theory of Learning and Learning (2010: 49) explains motivation as a condition that causes or gives rise to certain behaviors, and which gives direction and persistence to these behaviors. guide a person to achieve high results. Ismaryanti (2008: 5). According to Suryabrata (1982: 68) states that motivation is a personal condition that encourages individuals to carry out certain activities in order to achieve goals. Furthermore, Atkinson quoted by Herman Subarjah (2000: 20) said as follows "The tram motivation refreshes to the arousal of tendency to act to produce one or more effect". That is, motivation refers to the arousal of the tendency to act to produce one or more effective ones. That motivation is a factor that drives people to act in a certain way. According to Moh. Uzer Usman (2000), motivation is basically a mental condition that encourages taking an action (action and activity) and provides strength (energy) that leads to achieving needs, providing satisfaction, or reducing imbalances. There are various kinds of physical and social impulses, physical impulses are behavioral tendencies towards the satisfaction of biological needs, while social drives are more complex that arise and develop from social sources (relationships between humans: among others, for achievement, recognition, and power).

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CONCLUSION

From the results of the study it can be concluded that : 1) Leadership can be said as a way of a leader in directing, encouraging and regulating all elements in the group or organization to achieve a desired organizational goal so as to produce maximum employee performance. Coach leadership is the process (activity) of a person using charisma, intelligence, wisdom, and skills to display his leadership in a team and his artistic abilities through a communication process to unlock the competence potential of a person or group that is organized, guided, disciplined and empowered that potential towards competence that is greater effort to set and achieve certain goals. 2) Team work is also very vital and must be carried out by every player both during training and matches and if this ability is done well it will result in a success because football players are required to work together, complement each other and cover deficiencies as well as strengthen the playing strategy that is good. has been instructed by the coach both during practice and matches. 3) Motivation is a force that guides a person to achieve high results and personal circumstances that encourage individuals to carry out certain activities in order to achieve goals.

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