

Basic Skills Profile for Tracing the Talent of Football Athletes aged 16-19 years in North Sumatra

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Abstract: *The process of coaching sports is a procedure that must be carried out for achieve an achievement. In these efforts of course many things must be prepared, so that every stage in the coaching process goes well and correctly. Many factors influence the success of a coaching process sports. The results of sports coaching in the form of the best achievements are not easily obtained. Many challenges and obstacles must be faced. Every sportsman must be able to work together continuously. So that later if later the problem occurs in the process of coaching sports can be completed wisely, starting from the management of sports management to the pattern of coaching athletes. If talking about the process of developing sports achievements, it certainly will not be separated from the topic of talent search at an early age stage. The early age stage is a period where the initial process of coaching needs to be carried out appropriately. Likewise for football. This study emphasizes the basic ability test process, the use of tests to trace the talents of prospective soccer athletes arranged based on the characteristics of the 16-19 year age group. The test instrument contains various test items that specifically refer only to basic skills in football, given the definition of giftedness that is very complex. Therefore, based on field observations it is necessary to use basic skills tests to trace the talent of prospective football athletes in the 16-19 years age group to facilitate the performance of trainers in the field in the process of coaching early football in North Sumatra.*

Keywords: Basic skills test, and Football age 16-19 years

1. Preliminary

The process of coaching sports is a procedure that must be carried out to achieve an achievement. In the effort and effort, of course many things must be prepared, so that each stage in the coaching process goes well and correctly. Many factors influence the success of a sports coaching process. The results of sports coaching in the form of the best achievements are not easily obtained. Many challenges and obstacles must be faced. Every sportsman must be able to cooperate continuously. So that later if later the problems that occur in the process of sports coaching can be resolved wisely, starting from the management of sports management to the pattern of coaching athletes.

This can be realized by forming a solid management mechanism, because clearly this will have a positive effect on the development of athletes. Because in the initial process of coaching athletes, the program is still focused on studying prospective athletes in general, by looking at a variety of certain factors. If the prospective athlete has the ability to move and basic skills are capable, of course the prospective athlete still has a great opportunity to choose and determine the sport that is in demand, given the various potential possessed by the prospective athlete that is fairly complete. This can still be tolerated, given that at an early age it is a time to do various approaches to prospective athletes regarding the views on various decisions that must be determined. This approach must be carried out on an ongoing basis by the nearest candidate for athletes, both parents and families. Therefore, the right pattern of athlete coaching and in accordance with sports is the main foundation for achieving a maximum achievement.

Likewise with the realm of football, where so far football has become the most favorite sport in the world. Almost all people, from various ages, ethnic groups, and social strata

play sports, which so far continue to experience development, both in terms of technical and non-technical. Football has become an extraordinary industry. This can be seen from various management processes, both the management process of a club's business market, to the development of prospective athletes at an early age soccer development center. The level of accountability of an early age football coaching program can be seen from the quality of training, leading, responding to controls, arranging match schedules, building parental support and involvement, and orienting sports philosophy. However, this is still an illustration that is abroad, given the situation and conditions of football in Indonesia which are still far from expectations. Overall, not all clubs have been able to make football a profitable business market share. Too many factors can cause this to happen, and basically all come from unhealthy management. Starting from a less professional management, to a non-regenerative early age coaching process.

For the last point, Indonesia is a country that is faced with very ironic situations and conditions. In essence Indonesia has never run out of extraordinary talent. However, with this process, the talent will not experience a process of growing and developing well. Without a proper coaching process, it is very unlikely that Indonesia can compete with other countries, especially countries that have advanced football. Let alone to compete with countries that originate from Europe and America, such as Germany, Italy, Argentina and Brazil which are in fact the mecca of world football, to compete with fellow Southeast Asian countries, Indonesia has so far continued to experience difficulties. Even just to reach the top three in various regional-scale football events, Indonesia must struggle with it.

Especially in the Medan Municipality, football is not a sport that sounds foreign. There are even a number of professional clubs listed as Indonesian League contestants, such as

Medan PSMS, FC Ambassador, and Kwarta PS. This shows that the city of Medan is also one of the few bases of growing and developing football games in Indonesia. However, Medan seemed to lose its brilliance due to the inability to maintain its achievements in various national football events. The coaching process is a factor that should be followed up, considering the achievements of a club are strongly influenced by the overall coaching process. In particular, follow-up needs to be carried out in the early age development process. This is very vital because a club will undergo a regeneration process considering that football players have a certain age to reach the end point in a football career. Without a good and right development process for early age, North Sumatra's football achievements will be difficult to keep up with other regions in Indonesia.

As a first step in coaching football, the process of tracing talent is a stage that must be done properly and correctly. Talent search has been done in one of the Premier League (Premiere League) club participants through a DNA test process. At the beginning of the process of utilizing the gene technology, research was conducted to find out why some football players were more easily injured than other players. The results of the study also show that there are several genes with good quality that affect aerobic ability performance which of course will also affect the ability of players to endure the field. From these results, the coach is expected to be able to manage special training programs for each player. Also with the DNA test, a team can determine which players are suitable to be contracted or released. However, on the other hand DNA tests that are used in the process of identifying the talents of football athletes are still being debated by various groups, because they are considered unfair for prospective athletes who are claimed not to have quality genes. Where this will immediately diminish the hopes of a child who likes football to become a professional player.

If talking about the process of developing sports achievements, it certainly will not be separated from the topic of talent search at an early age stage. The early age stage is a period where the initial process of coaching needs to be carried out appropriately. Likewise for football. North Sumatra is one of the few regions in Indonesia with an early age football development center that is quite a lot. The majority of youth football coaching centers are in the form of football schools, or commonly referred to as SSB. However, based on the results of field observations carried out, specifically the unavailability of measuring instruments used to identify and categorize talented athletes in football. The youth football coaching center still uses general tests, including using the Indonesian Physical Fitness Test and David Lee's football playing skills. This is because most of the youth football coaching centers in North Sumatra have not fully implemented the coaching stage simultaneously. In particular, the tests used by most youth football development centers do not have valid and reliable criteria in the age group. Tests that are generally used are also considered inappropriate and not specific if used to measure the level of youth giftedness in north sumatera.

One test that is generally used in the process of searching for football talent is that the Indonesian Physical Fitness Test is a test used to measure fitness levels in the 6-9 years, 10-12

years, 13-15 years, and 16-19 years age categories. The test consists of short distance running, pull ups, sit ups, vertical jumps, and long distance running, with variations of time and distance that vary according to the age category. Indonesia's Physical Fitness Test is not suitable for use in the identification of football talent, where the Indonesian Physical Fitness Test does not contain the ability to play football specifically, but only contains a variety of physical fitness tests in general. While the David Lee Test is a test used to measure football playing skills. David Lee Test consists of various forms of test (battery test) football playing skills carried out in one cycle of the test circuit (circuit test). David Lee's football playing skills test also has not known the level of validity and reliability specifically in the teen age group. Thus, the test is considered inappropriate if it is used for the 9-10 year age category, where the age category is the most basic group in almost all early age football development centers in north sumatera, which are generally considered to have a little difficulty when used for children of age premature who do not or have not received a special training program.

If the topic of the problem refers to giftedness, certainly the basic skills factor of the prospective athlete must first be taken into account. Where at an early age, someone does not have a good level of training. Therefore, tests that are used at an early age should only contain an element, such as physical fitness or basic skills. Because basically, early age children who have never received an exercise program at all, tend to experience difficulties if they have to be burdened with tests that are too heavy and long in intensity (load-duration). All psychomotor factors have a very significant role for professional football athletes. Therefore, to form professional football athletes, of course a specific initial approach is needed through the process of identifying talent at an early age stage. In this case, the talent of a prospective football athlete can be traced to a variety of tests that refer to various forms of basic skills with and without balls. Where the basic ability with and without the ball is categorized as one part of psychomotoric domain. The test series also specifically refers to basic skills which are innate factors (talents) of prospective football athletes, which can be identified simply without having to go through the training process. For this reason, it is necessary to trace talent from an early age based on various field observations and literature / reference studies that apply.

Based on a field survey conducted at various early age football training centers located in Medan city, there were approximately 30 SSB registered in the Indonesian Football School Association membership from several sub-districts in Medan City. As for some of these districts, namely Medan Amplas, Medan Area, West Medan, New Medan, Medan Belawan, Medan Deli, Medan Denai, Medan Helvetia, Johor Medan, Medan City, Medan Labuhan, Medan Maimun, Medan Marelan, Medan Perjuangan, Medan Petisah, Medan Polonia, Medan Selayang, Medan Sunggal, Medan Tembung, Medan Timur, and Medan Tuntungan were found in various forms of coaching programs based on diverse age groups. In general, so many things are the background of the differentiation of the process of coaching early football in the city of north sumatera. In particular, the difference in the coaching process is caused by financial factors. Where

coaching centers that are not supported by good funding tend to have limitations in the development process in the field. Starting from the limited number of trainers so that the number of students who are not restricted results in overlapping of the categories of coaching age.

As part of the nation's footballers, especially academics, it is certainly very important to continue to be creative and build positive cooperation with practitioners in this case the coaches for the progress of Indonesian football, especially in the city of Medan, namely by continuing to develop the potential to be donated in the coaching process at an early age, especially in football. This can be done by developing training methods to develop a talent search process that is strengthened by various reference studies and expert input (expert judgment). Thus, a qualified coaching process will be carried out properly and correctly, if it is able to be carried out continuously.

This study emphasizes the process of optimizing the use of tests to trace the talents of prospective football athletes compiled based on the characteristics of age 16-19 years. The test instrument contains various test items that specifically refer only to basic skills in football, given the definition of giftedness that is very complex. Therefore, based on field observations it is necessary to optimize the use of basic skills tests to trace the talent age of football athletes 16-19 years to facilitate the performance of trainers in the field in the process of coaching early football in north sumatera.

2. Literature Review

Test in Football

According to Cronbach (Azwar, 2014: 5) the test has 2 (two) classifications, including: tests that measure maximum performance (maximum performance), as well as tests that measure typical performance (typical performance). In particular, the test has several important objectives, including: (1) knowing the ability of students, (2) measuring the growth and development of students, (3) diagnosing learning difficulties of students, (4) knowing the results of learning and teaching, (5) motivating educators and students in the learning process. Not infrequently tests are used for several purposes, but will not have the same effectiveness for all purposes. According to Arikunto (Widoyoko, 2012: 97) that a test can be said to have good characteristics if it has 5 (five) requirements namely, valid, reliable, objective, practical, and economical. As for the tests that will be optimized in this research process,

Football skills

Football is a game that is performed on a field that has a fairly large area where the ball is always in a moving state with a direction that is always random. Within a period of 90 minutes (2 x 45 minutes), an average football player runs 10 miles or 9 minutes per mile, averaging 65-70 minutes of rolling ball, and 1.5-2 goals are created per official match (Kirkendall, 2011: 1-3). In particular, there are body parts that play an important role when the process of movement occurs during football matches, namely: eyes, shoulders, chest muscles, abdominal wall, thigh muscles, hips, ankles, neck muscles, waist, knee tendon fibers, calves, and heel tendon (Bridle, 2011: 60-61). Within 3-5 seconds a football

player will perform various complex motion activities, including running, turning around, jumping, tackling, etc. (Rostgaard et. al, 2008) According to Kubo et. al (2010) that in a football match there are various types of movements of a player that intersect with other players, including: deliberately pushing, cutting from corner to corner, turning / reversing, and starting and stopping suddenly.

Football is one type of sports game that requires a special skill. These skills are innate (talents) in the form of a series of basic movements that are interconnected and influential which require special abilities or skills (Jennings & Howe, 2010: 5). As for physical fitness which is closely related to motor fitness (movement skills), among others: speed, explosive power, coordination, agility, and balance (Suharjana, 2013: 140). Skills also require special training programs. Starting from the beginner, intermediate, and advanced stages which are outlined in practice (practice) individually or in one unit (team). Where physical training and tactic organization in early age soccer athletes play a very important role in contributions during the match (da Silva, Kirkendall, & Neto, 2007). According to Witarsa (Irianto, 2010: 134) football games include two motive abilities (techniques) basics that must be mastered by athletes, namely: (1) techniques with balls, and (2) techniques without balls. Mastery of basic motion skills will affect the appearance of basic techniques in football games. In motion with the ball, there are several basic techniques, including: passing, dribbling, keeping, heading and shooting. Whereas in motion without a ball, there are several basic techniques, including: running, jumping, turning around, and blocking your opponent. According to Beswick (2010: 27-28) specifically, a football player must have several components / devices to support mastery of skills in football games, namely: hardware (hardware) consisting of physical (physical), technical (technical), and tactics (tactical) and software (software) consisting of lifestyle (lifestyle), feeling (emotional), and soul (mental).

Talent in Football

Coyle (2009: 205) explains that talent is a training for various innate factors which will ultimately create a special ability. Talent (talent) is formed through the initial process (ignition) in the form of training and learning that is handled specifically (master coaching) in a very deep practice (deep practice) in accordance with the field of interest. However, the process in each individual is certainly different, considering that individuals have very diverse (complex) characteristics. According to Renzulli (Sternberg & Davidson, 2005: 256-257), giftedness is a combination of various potential possessed by each individual (internal) which is summarized into a single entity which is also influenced by various (extrenal) factors, which are outlined in three the concept of overall talent (three rings conception), namely: the ability above average (above average ability), creativity (creativity), and task (commitment commitment). In the concept of giftedness there are two categories of performance, namely: general performance areas including science, arithmetic, art, etc., as well as special ability categories (specific performance areas), including astronomy, statistics, music, and so on. As for various specific things that greatly affect the

development of a person (child), namely: (a) genes and offspring, (b) environmental factors, and (c) gene interactions with the environment (Upton, 2012: 39-41)

If judging from a more specific understanding, talent is an initial path (input paths) in making decisions (decisions) that are motivated by various factors received by various human senses (sensory info) which then through a series of processes (processing) both study internal and external form and produce (output paths) a movement (muscle movements) that are complex simultaneously (Coyle, 2009: 36). According to Beswick (2010: 8) specifically, in a process of soccer coaching, talent identification is the initial stage that needs to be implemented from the early age (grass root). In the process, prospective athletes who are declared talented, will assume personal responsibility (commitment). A sense of responsibility is obtained from the understanding given by parents. After prospective athletes have a good sense of responsibility, the role of the training program (coachability) run by the coach also provides a significant role in the process of maintaining and forming great athletes. In the end, when all stages have been carried out well, only athletes who have a strong mentality (mental toughness) will achieve success (success) in the form of competition between players and rise after injury. However, the most recent study states that as an initial process of developing athletes it is necessary to trace talent (talent detection) or commonly known as talent identification in the form of tests of physical abilities and skills to predict the success rate of prospective athletes (Anshel & Lidor, 2012).

3. Research Methods

The research was conducted through the optimization of the planned test in 2 matters, namely the determination of norms (rating scale) of each test item in a series of basic skills tests as well as improving the quality of trainers in the process of searching talent in football

One of the research plans is the preparation of assessment norms (grading scale) using a grading system. Grading is carried out to translate test score scores that have been converted into evaluative classifications according to relevant characteristics, using norm-referenced evaluation. Grading is used to determine the test (norm) rating scale. The assessment used is an assessment with a standard score, namely by changing the test results score into a deviation form from the mean in standard deviation units. The subjects of the trial (testi) in this study were students aged 16-19 years who had never or were not as students at an early age football development center located in all districts in Medan Municipality. In accordance with the stages of the research, the data collection process is then carried out. As for the amount of testi, which is as many as 500 children from all schools in the Medan Municipality. The sampling method uses purposive sampling technique, where sampling techniques are based on certain criteria. The specified criteria are, choosing a school that has or is close to the football field and chooses students who have not or are not registered in football school. After the basic skills test has a certain norm (rating scale), then a seminar is held to introduce basic skills tests to trace the talents of prospective football athletes in Medan City. In the seminar process

carried out on all football school trainers in the city of Medan, will explore thoroughly the usefulness of the test as a measuring tool for selecting or categorizing candidates for football athletes.

Table of Values for Indonesian Physical Fitness Tests for boys aged 16-19 years

Grade	Run 60 meters	Hang Up Body lift	Lying Down	Jump Upright	Run 1200 meters	Grade
5	up to - 8,4"	41" - Upwards	41 - Upwards	73 Upwards	up to - 3'52"	5
4	8,5" - 9,8"	22" - 40"	30 - 40	60 - 72	3'53" - 4'56"	4
3	9,9" - 11,4"	10" - 21"	21 - 29	50 - 59	4'57" - 5'58"	3
2	11,5" - 13,4"	3" - 9"	10 - 20	39 - 49	5'59" - 7'23"	2
1	1113,5" etc	0" - 2"	0 - 9	38 etc	7'24" etc	1

Table of Values for Indonesian Physical Fitness Tests for girls aged 16-19 years

Grade	Run 60 meters	Hang Up Body lift	Lying Down	Jump Upright	Run 1200 meters	Grade
5	up to - 7,2"	19 - Upwards	28 Upwards	50 Upwards	up to - 3'14"	5
4	7,3" - 8,3"	14 - 18	20 - 28	39 - 49	3'15" - 4'25"	4
3	8,4" - 9,6"	9 - 13	10 - 19	31 - 38	4'26" - 5'12"	3
2	9,7" - 11,0"	5 - 8	3 - 9	23 - 30	5'13" - 6'33"	2
1	11,1" etc	0 - 4	0 - 2	22 etc	6'34" etc	1

The results of each test item that has been achieved by the participant can be referred to as a rough result. This is because the unit of measure used for each test item is different, which includes units of time, repetition of motion and height measures. To get the final result, it needs to be replaced in the same unit that is Value. After the rough results of each test are changed to a unit of value, then proceed by adding up the values of the five physical fitness tests. The summation results are used to determine the classification of adolescent physical fitness.

If each table above has been given or replaced with a value, then here is the classification of the results.

No	Amount of Value	Classification of Physical Fitness
1	22 - 25	Excelent
2	18 - 21	Good
3	14 - 17	Medium
4	10 - 13	Deficient
5	5 - 9	Less

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