

Analysis of sports policy in Papua in the formation of the Papuan contingent at the XX National Sports Week (PON)

Análisis de la política deportiva en Papúa en la formación del contingente papú en la XX Semana Nacional del Deporte (PON)

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Abstract. Analyzing sports policy in Papua in the formation of the XX PON contingent is something that must be done because the achievements of Papua Province at the national level at the national sports week (PON) event, which is held every 4 years, will be increasingly competitive. This study aims to analyze sports policy in Papua in the formation of the Papua contingent at the XX national sports week (PON). Using qualitative methods with data collection techniques interviews, observation and documentation. With the policy analysis methodology used in problem solving: problem formulation, forecasting, recommendations, monitoring, and evaluation. The participants were the Indonesian National Sports Committee (KONI) Papua, the Papua Sports and Youth Office (DISORDA), the Papua Provincial Sports Branch Management, coaches and athletes totaling 22 people. The results of this analysis found that the policies taken by Papua Province in the formation of the XX PON contingent related to the recruitment of Papuan domiciled athletes, recruitment of athletes domiciled outside Papua (contract athletes) and training centers inside and outside Papua aim to determine the medal acquisition target, improve achievement and become a good host. The results of the study concluded that the province of Papua has a policy, namely the Papua Governor Regulation Number 29 of 2020 concerning the Description of Duties and Functions of the Papua Provincial Sports and Youth Office and in the stage of drafting a Special Regional Regulation (PERDASUS) of Sports and the use of athlete mutation regulations in the framework of PON contained in KONI Decree Number 56 of 2010 as an attitude of primordialism to achieve the successful achievement target of the host of the XX Papua PON. Through this research can provide positive input for the Papua provincial government to realize the Sports PERDASUS so that the selection of potential athletes in Papua is managed with a planned, systematic, measurable and sustainable sports coaching pattern.

Keywords: Sports Policy, Papua Contingent, PON XX

Resumen. Analizar la política deportiva en Papúa en la formación del contingente del XX PON es algo que debe hacerse porque los logros de la provincia de Papúa a nivel nacional en el evento de la semana nacional del deporte (PON), que se celebra cada 4 años, serán cada vez más competitivos. Este estudio pretende analizar la política deportiva de Papúa en la formación del contingente de Papúa en la XX semana nacional del deporte (PON). Utilizando métodos cualitativos con técnicas de recogida de datos entrevistas, observación y documentación. Con la metodología de análisis de políticas utilizada en la resolución de problemas: formulación de problemas, previsión, recomendaciones, seguimiento y evaluación. Los participantes fueron el Comité Nacional Indonesio de Deportes (KONI) Papúa, la Oficina de Deportes y Juventud de Papúa (DISORDA), la Dirección Provincial de Deportes de Papúa, entrenadores y atletas, en total 22 personas. Los resultados de este análisis determinaron que las políticas adoptadas por la provincia de Papúa en la formación del contingente del XX PON relacionadas con el reclutamiento de atletas domiciliados en Papúa, el reclutamiento de atletas domiciliados fuera de Papúa (atletas contratados) y los centros de entrenamiento dentro y fuera de Papúa tienen como objetivo determinar la meta de adquisición de medallas, mejorar los logros y convertirse en un buen anfitrión. Los resultados del estudio concluyeron que la provincia de Papúa tiene una política, a saber, el Reglamento del Gobernador de Papúa Número 29 de 2020 relativo a la Descripción de Deberes y Funciones de la Oficina Provincial de Deportes y Juventud de Papúa y en la etapa de redacción de un Reglamento Regional Especial (PERDASUS) de Deportes y el uso de reglamentos de mutación de atletas en el marco del PON contenido en el Decreto KONI Número 56 de 2010 como una actitud de primordialismo para lograr el objetivo de logro exitoso del anfitrión del XX PON de Papúa. A través de esta investigación se puede proporcionar una aportación positiva para que el gobierno provincial de Papúa realice el PERDASUS Deportivo de forma que la selección de atletas potenciales en Papúa se gestione con un patrón de entrenamiento deportivo planificado, sistemático, medible y sostenible.

Palabras clave: Política Deportiva, Contingente de Papúa, PON XX

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Introduction

Policy is a series of concepts and principles that serve as guidelines and basic plans in the implementation of a job, leadership, and ways of acting (Pramono, 2020). Policies are fixed decisions that are characterized by consistent and representative behavior from those who make them and those who implement them (Ibrahim & Supriatna, 2019). Public policy is a government decision to solve public problems (Madjid, 2018). Public policy is a series of more or less interconnected choices (including inaction decisions)

made by government agencies and officials (Pramono, 2020). In the public policy process, policy implementation is an important thing, even more important than policy making. In the study of public policy, it is said that implementation is not just a mechanism for translating political decisions into routine procedures through bureaucratic channels. Rather, implementation involves issues of conflict, decision or who gets something from a policy.

Efficient public policy is guided by the elements of good governance, which include: (1) Transparency in governance; (2) Accountability; (3) Management accountability;

(4) Improved quality of implementation; (5) Public participation mechanisms; (6) Tools for reaching agreement; (7) Strategic policy vision; (8) Public policy evaluation instrument (Kresnaliyska, 2015). One of the policies provided by the central government as stated in the SKN Law in 2005 is the policy of fostering and developing sports achievements in the regions (National Sports System Law, 2005).

Public policies can be national, regional or local such as laws, government regulations, presidential regulations, ministerial regulations, regional/provincial government regulations, governor decisions, district / city regulations, and regent / mayor decisions. (Taufiqurakhman, 2014). Sports policies that are influenced by many interests are used as a tool of political power (Jacobs et al., 2021). This is similar to the explanation explained by (Khasnis et al., 2021) that the core problem of sport policy is the formulation of irrelevant policies and their ineffective implementation. Therefore, autonomy in sport has become a major issue in sport policy-making and politics (Hammond et al., 2022). National Sports Policy is a policy issued by the Central Government to regulate the implementation of sports to achieve sports goals that apply nationally, so that it becomes a reference for Provincial Governments and Regency/City Regional Governments, (Amali Zainal, 2022). It is true that Government policies that fully support sports will greatly affect the achievements that will be achieved during competition at all levels (De Bosscher et al., 2006). Many countries have a strong sports culture that makes sports a force to build their nation (Charway & Houlihan, 2020).

Government policy in sports development is one of the pillars for maintaining health and fitness that can support the productivity of human resources (Rahadian & Ma'mun, 2018). Sport policy is a policy area that is closely related to other policy areas, such as public health policy, democracy, equality and integration policy, civil society policy, education policy, and economic policy (Österlind, 2016). The goal of policy is to intervene. Therefore, policy implementation is actually the *action* (action) of the intervention itself (Sidiq & Widyawati, 2019). The purpose of public policy is a set of government actions designed to achieve certain results expected by the public as government constituents (Anggara, 2018). Lang et al., (2020) echoed similar sentiments, asserting that sports policy with high solidarity aims to promote health, social relationships, and the nurturing of sports talent. This strategic approach aligns with Soft Power strategies employed by governments, such as those observed in South Korea and Saudi Arabia, which indirectly encourage citizen participation in sports (AlKhalifa & Farelllo, 2021, & Kang & Houlihan, 2021). Soft Power strategies foster a sense of national pride and affinity towards sports, in contrast to coercive measures associated with hard power systems. Notably, fiscal policies, exemplified by China's investment in the 2008 Beijing Olympics and Brazil's initiatives for the 2016 Rio Olympics, have yielded positive outcomes in line with formulated policies (Wei et al., 2010; Camargo et al., 2020).

Furthermore, Won & Hong, (2014) outlined South Korea's sports policy focus on governmental involvement, administrative structures, funding, and the roles of non-profit and commercial sectors. Collaboration with the private sector, as advocated by Khasnis et al., (2021), facilitates effective sports management and development. The success of sports policies is often gauged by sporting achievements, reflecting the efficacy of implemented strategies.

In today's sports landscape, technological advancements play a pivotal role alongside governmental policies (Mäkinen et al., 2019 ; Bodin & Misener, 2020). Sporting events serve as policy instruments domestically and internationally (Nygård & Gates, 2013). Events like the Indonesian National Sports Festival (PON) serve as benchmarks for national sports progress and regional athlete development (Ghoni et al., 2023; Guntoro & Putra, 2021). Continuous government support for events like PON not only garners positive public responses but also stimulates economic growth and evaluates regional sports development (Kogoya et al., 2022). With participation from diverse provinces, PON transcends its role as a national unification platform to become a springboard for identifying and nurturing athletes for international success (Senja et al., 2022; Ardiansyah & Dimiyati, 2021).

Ahead of PON, PON contestants always prepare themselves as well as possible to get as many medals as possible. It is not uncommon that they look for "certain ways" to achieve their goals, one of which is hunting athletes from other regions. With certain offers athletes are willing to move to certain provinces to strengthen the contingent, which of course the athletes in question are those who have the potential to contribute medals. However, not a few athletes also move domicile on their own accord for certain reasons without the intervention of other parties.

Athlete mutation regulations in the framework of PON are contained in KONI Decree Number 56 of 2010. Athlete mutations in these regulations use the domicile principle, that an athlete who will participate in PON is registered as a resident of the province concerned as evidenced by an Identity Card and Family Card. The regulation was made with the intention of regulating so that every athlete mutation related to the implementation of PON can be carried out with the correct processes and procedures. While the goal is so that athletes who make mutations are carried out through the correct and legal procedures so that athletes can appear to represent a province in PON and more importantly, that the athlete mutation process does not damage the overall coaching system. The transfer of athletes ahead of the implementation of PON is basically a phenomenon that cannot be avoided. This fact is motivated by domicile movements, such as reasons for education, work, following husband/wife, and parents. Some cases show that the transfer of athletes is not pure, there are certain interests, for example because there is a bonus offer, promised to be given a job. The implementation of the transfer (mutation) of athletes ahead of

the implementation of PON is basically a reality that occurs in the process of national sports coaching. Mutations are carried out legally with applicable requirements and procedures. Mutation is the right of every athlete who must be served by the sports organization that oversees it, but the organization also has the right to refuse, if not in accordance with the procedure. On the other hand, there are cases where the region of origin does not willingly allow its athletes to transfer, because the person concerned has not shown the expected achievements and is still in the process of achieving his potential (Hariadi et al., 2016).

The policies discussed in various literature can serve as guiding principles for the province of Papua in crafting its own policies. Through analysis, two regulations have been identified: Papua Governor Regulation Number 29 of 2020, outlining the duties and functions of the Sports and Youth Office of Papua Province, and the athlete mutation regulations within the PON framework as stipulated in KONI Decree Number 56 of 2010. These regulations form the foundational framework for assembling the Papuan contingent for PON XX, aiming to enhance achievements at the national level. However, while Papua Governor Regulation Number 29 of 2020 appears less effective in implementation, the athlete mutation regulations within the PON framework serve as an alternative solution to facilitate the formation of the Papuan contingent at PON XX.

Moving forward, the Papua provincial government needs to undertake policy formulation and revision. This process entails analyzing whether current implementations align with the long-term needs of sports development in Papua or require adjustments. Policy analysis serves as an evaluation tool, measuring the success level of policies (Firman-syah et al., 2021). In cases where existing policies prove ineffective, reviews and recommendations from diverse policy literature studies are conducted and adopted. Therefore, this study aims to scrutinize sports policy in Papua concerning the establishment of the Papuan contingent at the XX National Sports Week (PON), drawing insights and analyses from various sources.

Materials and methods

Participants

Determination of subjects using purposive sampling techniques in sampling techniques for structured and unstructured interviews was carried out on 21 people in the unit of the problem studied, namely the KONI Management of Papua Province 5 people, DISORDA Management of Papua Province 1 person, Sports Branch Management at the Papua Province Level 5 people, Coaches 5 people and athletes 5 people.

Study organization

The method used in this research is a qualitative method with data collection techniques of interviews, observation and documentation. With the policy analysis methodology used in problem solving: problem formulation, forecasting

(prediction), recommendation (prescription), monitoring (description), and evaluation, (Dunn, William, N., 2018). Each informant was interviewed in a room that had been provided and agreed between the researcher and the informant. The duration of the interview for each informant varied from 30 minutes to 90 minutes according to the informant's information needs. A total of 9 questions during the interview led to the analysis of sports policy in Papua in the formation of the Papuan contingent at the XX National Sports Week (PON). The research was conducted over 4 months (September 2023 to December 2023) in Jayapura, the capital of Papua Province. The stages or procedures of policy analysis used can be seen in Figure 1.

Figure 1. Problem-oriented policy analysis (Dunn, William N., 2018: 55)

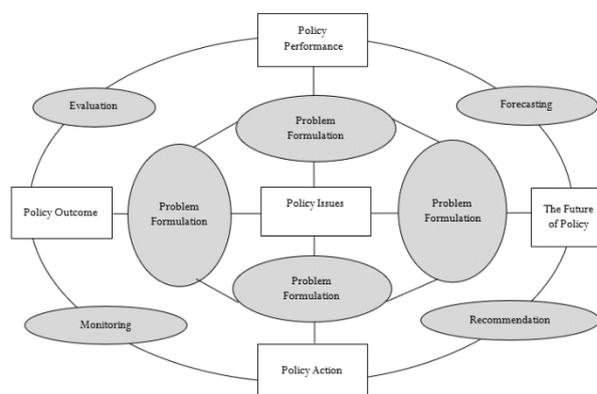


Table 1. Semi-structured Interview Questions

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| Question 1 | What is the basis for the legal umbrella of Papua Province's existing sports policy (Law/PERDA/Pergub) or the new policy that has been designed? |
| Question 2 | How is the recruitment process of athletes domiciled in Papua in the formation of the XX PON contingent? |
| Question 3 | What are the obstacles to recruiting Papuan domiciled athletes in the formation of the XX PON contingent? |
| Question 4 | How is the recruitment process of athletes domiciled outside Papua (contract athletes) in the formation of the XX PON contingent? |
| Question 5 | What factors encourage the recruitment of athletes from outside Papua (contract athletes) in the formation of the XX PON contingent? |
| Question 6 | Was there any impact on the formation of the PON XX contingent? |
| Question 7 | What factors encourage the PON XX contingent to carry out training centers in and outside Papua? |
| Question 8 | What are the benefits of conducting training centers inside and outside Papua? |
| Question 9 | Is there an impact on the PON XX contingent if it conducts training centers inside and outside Papua? |

Statistical analysis

Problem formulation is to generate information about the conditions that give rise to a policy problem. Forecasting is providing information about the future consequences of implementing policy alternatives, including doing nothing. Recommendation is to provide information about the relative value or usefulness of the future consequences of a problem solution. Monitoring is generating information about the current and past consequences of implementing policy alternatives. Evaluation is providing information about the value or usefulness of the consequences of solving

or limiting problems (Dunn, William, N., 2018).

Results

Law of the Republic of Indonesia Number 11 of 2022 Concerning Sports Article 12 Point 3 The regional government has the task of: (a) establishing and implementing regional sports policies based on sports policies; and (b) coordinating, supervising, and evaluating the implementation of regional sports policies based on sports policies. One of the regional-level policy products that have been carried out by the province of Papua to advance sports in the province of Papua is the Papua Governor Regulation Number 29 of 2020 concerning the Description of Duties and Functions of the Sports and Youth Office of Papua Province. The informant delivered by "SI" as the head of the field of achievement development (BINPRES), KONI Papua, explained the basis for the legal umbrella of the existing Papua Province sports policy (UU/PERDA/PERGUB) or the new policy that has been designed:

"So the laws, regulations, or pergub policies that have been carried out so far are, on average, pergub; yes, the design is already in the pergub; for example, the acquisition or grant of funds, of course, from the Papua Provincial Government".

The informant delivered by "SM" as the coordinator of the UPTD Division of the Papua Disorda explained the basis for the legal umbrella of the existing Papua Province sports policy (law, regulation, or new policy that has been designed:

"Before the statement from the President came out as a Sports Province, we still refer to DBON Perpres 86 in addition to Law No. 11 of 2022 concerning sports. If Papua has not yet, yesterday with the legal bureau related to the sports regulation, the last one was in the DPR, only this year the sports regulation. We are also responsible for making a derivative of DBON Perpres 86 concerning DBON, which in the regions must make DBOD and Road Mab for that we are designing. Maybe this year we just put these thoughts into it, and the plan next year will start working but still refers to DBON. This means that we are still referring to Law No. 11 of 2022 concerning sports and Presidential Regulation 86 concerning DBON. We are still referring to that".

The informant delivered by "SI" as the head of the field

of achievement development (BINPRES), KONI Papua, explained the process of recruiting athletes domiciled in Papua and the obstacles to recruiting Papuan domiciled athletes in the formation of the XX PON contingent that:

"The recruitment of athletes is indeed if in Java we choose 1 athlete from 50 people and if we are here in Papua we choose 1 athlete from 1. Sometimes in the PON there is a sport that is contested, for example, handball. We don't have an administrator yet, but because of the central policy, it is suddenly forced, and we even take it from outside. There is no competition, lack of competition, or lack of events made by both Pengprov and the Papua Regional Government".

Informant "BW" as Secretary of PBFI Papua Province explained the process of recruiting athletes domiciled in Papua and the obstacles to recruiting Papuan domiciled athletes in the formation of the XX PON contingent that:

"In recruiting for athletes in Papua itself, we make it through regional championships; we net new ones to fulfill the classes that exist in our internal Papua, while those who already exist are indeed Pengprov athletes. There are several athletes that we are preparing for the formation of the team as a result of the thinning to add athletes who are already in Pengprov, which we prepared to prepare for PON XX yesterday. Actually, there are obstacles. Our obstacles in selecting athletes are through selection. While the selection must have good preparations from us pengprov if we recruit them, we propose that if it can be noticed by KONI, we are grateful that if not, then for this bodybuilding sport it is indeed a sport that we see as ordinary, but at least he has a rather heavy preparation actually about the formation of this body to become a good body, a good one that has quality is rather heavy and takes a very long time, so if there is no good preparation for their preparation, it is indeed rather heavy".

Analysis of sports policy in Papua in the formation of the Papuan contingent at PON XX includes three main indicators analyzed, namely (1) recruitment of Papuan domiciled athletes; (2) recruitment of athletes domiciled outside Papua (contract athletes); (3) training centers inside and outside Papua. The three indicators are analyzed with five procedures of policy analysis methodology, namely problem formulation, forecasting, recommendations, monitoring and evaluation.

Table 2.

Problem formulation

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| Recruitment of Papuan domiciled athletes: | Geographical factors in the Papua province area there are 29 districts far from each other Screening potential athletes in 29 districts requires a lot of money The pattern of coaching, namely seeding, breeding to fostering sports achievements that have not run optimally. Events per sport at the district level that have not been carried out in a sustainable manner Some sports that are not yet popular in the community |
| Recruitment of athletes domiciled outside Papua (contract athletes): | There are numbers competed in PON XX Papua that are not inhabited by Papuan athletes, so it does not close the number of Papuans. Some sports that are not yet popular in the community, of course, this results in marketing, breeding and fostering the achievements of these sports that have not run optimally. Sporting events at the district level that have not been carried out in a sustainable manner. |
| Training centers in and outside Papua: | Before the implementation of PON XX, in Papua, the first facilities were not yet standardized, the PON XX field provided by the government could not be used so we had to take it outside Papua. If the center training in Papua reduces transportation costs and so on, but if the benefits of center training outside Papua are more because outside Papua, for example in Java, there is competition, sparring partners exist and standardized facilities. In addition, there are also factors that encourage the XX PON contingent to carry out training centers inside and outside Papua, namely we want to be a good host, then improve our achievements and medal acquisition so that we take training outside Papua and inside Papua. |

Table 3.
Forecasting

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| Recruitment of Papuan domiciled athletes: | <p>If you do not evaluate the need for an achievement sports coaching pattern in Papua Province, the strategy of recruiting athletes who are domiciled in Papua for the formation of the Papuan contingent in PON in the future will be difficult to increase sports competition at the national level.</p> <p>The new autonomous regions (DOB) in Papua Province, which now only have 9 districts in the selection of superior athletes, will be increasingly difficult.</p> <p>The absence of a Sports PERDASUS and a regional sports grand design (DBOD) in Papua province has an impact on the formation of the Papuan contingent at PON in the future.</p> |
| Recruitment of athletes domiciled outside Papua (contract athletes): | <p>Future predictions that this phenomenon will always exist to maintain or increase the medal tally of Papua Province if cultivating the community or socializing sports and the pattern of sports development achievements have not been applied to all sports that are competed and competed in PON optimally.</p> |
| Training centers in and outside Papua: | <p>Predictions that will come after PON XX Papua if the venues or sports infrastructure facilities are not maintained, cared for, and utilized properly, it is likely that the venues will become lonely, unkempt and damaged places. Even though after PON XX these venues can be managed for the selection of talented athletes, sports events both at the regional, national and international levels which are single or multi-event, thus the selection of talented athletes in sports is increasingly competitive and can be used as a strategy for Papua Province to prepare a long-term athlete nursery and coaching strategy.</p> |

Table 4.
Recommendations

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| Recruitment of Papuan domiciled athletes: | <p>Papua Province needs a Sports PERDASUS or DBOD that specifically directs the pattern of sports achievement development in a planned, systematic, measurable and sustainable manner.</p> | <p>Regional Sports Grand Design (DBOD) by including elements of planned, systematic, measurable and sustainable sports recruitment, breeding and coaching.</p> |
| Recruitment of athletes domiciled outside Papua (contract athletes): | <p>There needs to be a policy formulation carried out by the local government in the form of a Sports PERDASUS or DBOD in the future specifically designing the supply, breeding and development of achievements that do not focus on the final results of achievement but make overall efforts in a structured manner at the Regency / City level and sports administrators carry out the pattern of achievement sports coaching.</p> | <p>Overall, the recruitment of Papuan contingent athletes as the host of the XX PON if you say the impact is definitely there but for the sake of an achievement then we say no. The policy of forming the Papuan contingent at PON XX has made a significant change with the leap in Papua's achievements as a successful host at PON XX ranked 4th nationally.</p> |
| Training centers in and outside Papua: | <p>Future training center strategies must make maximum use of post PON infrastructure or <i>venues</i>.</p> | <p>In general, funding, infrastructure and human resources are factors that are urgently needed to mobilize sports nurseries as a whole in 29 districts / cities in Papua Province. Developing the potential for sports development through customary territories. This needs to be an evaluation material for the Papuan government, Disorda and KONI can strive to increase local competition so that the existence of competition is an attraction for the younger generation to participate in sports achievement.</p> |

Table 5.
Monitoring

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| Recruitment of Papuan domiciled athletes: | <p>The formation of the PON contingent at PON XX Papua has been running in accordance with what is expected by the Papua Provincial Government.</p> <p>The weakness is that the large area of Papua province makes it difficult to control and limited funding is the cause of the policy program being hampered.</p> <p>DOB in Papua Province now only has 9 regencies, this of course results in potential athletes who are in the expansion area will join according to their domicile area.</p> <p>There is no sports Perdasus or DBOD in Papua Province that specifically directs the pattern of sports achievement development in a planned, systematic, measurable and sustainable manner.</p> |
| Recruitment of athletes domiciled outside Papua (contract athletes): | <p>The recruitment program for athletes domiciled outside Papua (contract athletes) carried out by KONI Papua has been running effectively but not all of its implementations show maximum results.</p> <p>Some sports that are not yet popular in the community, of course, this results in marketing, breeding and fostering the achievements of these sports not running optimally so that there is recruitment of contract athletes from outside Papua. Sporting events in Papua Province that have not been carried out on an ongoing basis.</p> |
| Training centers in and outside Papua: | <p>The utilization of standard sports infrastructure facilities and even international standards that have been owned by the province of Papua has not been effective.</p> |

Table 6.
Evaluation

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| Recruitment of Papuan domiciled athletes: | <p>The current policy has had a positive impact on the development of Papuan sports, so policy formulation is needed as a basis and material for future studies to formulate policies through Special Regional Regulations (PERDASUS) Sports and</p> |
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One of the regional level policy products that have been carried out by the province of Papua to advance sports in Papua province is the Papua Governor Regulation Number 29 of 2020 concerning the Description of Duties and Functions of the Sports and Youth Office of Papua Province and in the stage of drafting a Special Regional Regulation (PERDASUS) Sports. Furthermore, the regulation of athlete mutations in the framework of PON is contained in KONI Decree Number 56 of 2010.

National Sports Week (PON) is a national sporting event in Indonesia which is held every four years and participated by all provinces in Indonesia. Papua Province is one of the provinces entrusted with hosting the XXth National Sports Week (PON) in 2021. The execution of PON XX in Papua is scheduled to take place from October 2nd to October 15th, 2021, spanning across various locations including Mimika Regency, Merauke Regency, Jayapura City, and Jayapura Regency. A total of 37 sports were competed and contested during the XX Papua PON, as well as 923 athletes consisting of 536 male athletes and 387 talented female athletes from the host contingent of Papua Province who participated in the multi *ivent* event.

One of the targets of Papua Province as the host of PON XX is successful achievement. Achievement in a sport is

highly desired by every sports person. The benchmark for fostering sports achievements can be seen from the increasing achievements from year to year. Based on an interview with one of the members of coaching and achievement (BINPRES) KONI Papua Province on Saturday, February 18, 2023 in Jakarta, it was explained that there were 25% contract athletes who strengthened the Papuan contingent at PON XX.

Table 7.
Medal Acquisition of PON XX Papua Events

| Ranking | Contingent | Number of Athletes | Gold | Silver | Bronze | Total |
|---------|-------------|--------------------|------|--------|--------|-------|
| 1 | West Java | 770 | 133 | 105 | 115 | 353 |
| 2 | East Java | 608 | 111 | 91 | 99 | 301 |
| 3 | DKI Jakarta | 543 | 110 | 89 | 88 | 287 |
| 4 | Papua | 923 | 93 | 66 | 102 | 261 |

(Source: KONI Papua Province)

Sports achievements in Papua Province can be said to be increasing, this is made clear by the **achievements** of Papua Province in PON 2016 in West Java which ranks or positions 8th. One of the policy steps taken by Papua Province as the host of the XX Papua PON to achieve its achievement success is the policy in the formation of the Papuan contingent. The policy relates to (1) recruitment of Papuan domiciled athletes; (2) recruitment of athletes domiciled outside Papua (contract athletes); (3) training centers inside and outside Papua.

The informant who is also the Chairperson of the Achievement Development Division (BIMPRES) of KONI Papua "SI" explained: *"The process of recruiting athletes domiciled in Papua in the formation of the XX PON contingent that, related to the recruitment of athletes, indeed, if in Java we choose 1 athlete from 50 people, if we are here (Papua) choose 1 athlete from 1. Sometimes there are sports that are competed in PON, for example handball, we don't have a management yet, but because of the central policy, we are forced to suddenly and even take it from outside"*.

The Chairman of BIMPRES KONI Papua also conveyed the obstacles in recruiting Papuan domiciled athletes in the formation of the XX PON contingent such as no competition, lack of competition, lack of events made by both Pengprov and the Papua Regional Government. Furthermore, he conveyed the recruitment process of athletes domiciled outside Papua (contract athletes), factors that encourage the recruitment of athletes from outside Papua (contract athletes) in the formation of the XX PON contingent that, this contract athlete sees from the prospect of athletes that individual numbers, team numbers or how?, the guidelines are in KONI itself and it is also included in the contract letter and the athletes we recruit do not replace athletes in Papua but the numbers competed in Papua that are not inhabited by Papuan athletes so do not close the number of Papuans. As the host, we recognize the need to expedite the progress, particularly in light of the athletes' achievements, which still fall short of expectations. This necessitates a concerted effort to address the situation, including the recruitment of contracted athletes. While the current roster comprises 766 athletes, not all are present,

prompting the need to fill the gaps externally. While recruitment efforts, both internal and external, may indeed have some impact, our primary focus remains on achieving our desired level of performance, and therefore, we cannot afford to compromise on this objective.

Not stopping there, informant "SI" also explained: *"the factors that encourage the XX PON contingent to carry out training centers inside and outside Papua and the impact on the XX PON contingent if they carry out training centers inside and outside Papua that, the factors that encourage us are that we want to be a good host, then improve our achievements and medal acquisition so that we take training outside Papua and inside Papua which is nota bene if in Papua the first facility is not yet standard, the PON field provided by the government cannot be used so we have to take it outside. If it is inside, it reduces transportation costs and so on, but if the benefits outside are more because what is outside in Java, for example, there is competition, sparring partners exist and standard facilities. The impact is many, if we talk about an achievement, it involves everything, especially financial problems, of course we go down with full force so that whether it is carried out in Papua or outside Papua it is something of income where we are a training center for the local community because we use the facilities, use the field we rent then prepare food, transportation and others"*.

A finding that emerged in the formation of the Papuan contingent at the XX National Sports Week (PON) was primordialism in sports. Sports events today are not as simple as they seem. Behind sports events that are contested and contested, many meanings develop related to various social dynamics. One of the data that emerged in this study is related to regional ego, it turns out that primordial realities cannot be avoided. It cannot be denied that at present, the measure of the success of the achievement of sports coaching achievements in the regions is more seen in the achievement of the number of medals obtained in national multi-event matches such as PON. The reality that arises in the PON title every regional head instructs all contingents to be able to win every match to win. In addition to being part of the work achievement, this is certainly the pride of the region in the eyes of other regions.

Discussion

This discussion will assess the sports policy in Papua regarding the formation of the Papuan contingent for PON XX, as outlined in the research results and conveyed perspective by KONI Papua province, which plays a pivotal role in the contingent formation for the national sports event. Interviews conducted with various stakeholders, including the Papua Province Disorda, sports administrators, coaches, and athletes, were guided by the perspective provided by informants from KONI Papua.

The findings revealed the prevalence of primordialism in the formation of the Papuan contingent at PON XX. Primordialism, defined as adherence to beliefs and traditions ingrained since childhood, extends to sports involvement,

influenced by factors such as clubs, sports, or regional affiliations (Lang et al., 2020). Notably, primordial attitudes are not solely individualistic but often manifest collectively, perpetuated by influential figures such as regional leaders, particularly governors, who aspire for sporting success to bolster their tenure, especially when hosting national multi-sport events like PON. While this may initially appear beneficial, it places a significant burden on technical practitioners like coaches, athletes, and sports administrators, who are tasked not only with upholding regional pride but also with maintaining sporting integrity.

Furthermore, the government employs Soft Power strategies to indirectly encourage citizen participation in sports, drawing inspiration from successful implementations in countries like South Korea and Saudi Arabia (AlKhalifa & Farello, 2021, & Kang & Houlihan, 2021). Soft Power strategies foster a genuine love for sports among citizens, contrasting with coercive measures of hard power. Fiscal policies, exemplified by China's investment in the 2008 Beijing Olympics (Wei et al., 2010), and Brazil's funding for the 2016 Rio Olympics (Camargo et al., 2020), yield positive outcomes, aligning with formulated policies. Additionally, South Korea's sports policy focuses on governmental involvement, sports administration, funding structures, and the role of non-profit and commercial sectors, underscoring the multifaceted approach to sports governance (Won & Hong, 2014).

This contradicts the meaning of achieving peak performance in sports can only be achieved through a systematic, planned, regular and continuous coaching process (Widowati, 2015). Achievement sports coaching is a process of developing and guiding sportsmen's talents in a systematic and planned manner supported by good human resources and science to achieve the goal of sports achievement (Prasetyo et al., 2018).

Sports achievement coaching has an important role in selecting superior athletes. However, in its continuity the paradigm of achievement coaching has shifted to a winning paradigm. This happened as a result of regional primordialism that gave birth to the policy of the host of PON XX in the formation of the Papuan contingent at PON XX, indirectly the coaching of sports achievements in this case shifted to the focus of winning the title of overall champion at PON XX. The primordialism shown is no longer thinking about how to foster regional athletes to achieve maximum performance, but just thinking about how to get the most medals through instant means by contracting athletes. Creating potential athletes cannot be done as easily as turning the palm of the hand.

Not only that, in the formation of the Papuan contingent at PON XX Papua contract athletes also occur due to certain crucial conditions such as contract athletes that do not replace athletes in Papua but numbers competed in Papua that are not inhabited by Papuan athletes so do not close the number of Papuans. As the host while the athlete's achievement is still lacking so we need to accelerate the acceleration that is the case of contract athletes who nota bene close

the numbers competed in the 766 numbers that are not all here so we need to close it from outside. As long as the recruitment takes place both inside and outside, indeed, if you say the impact is definitely there, but for the sake of an achievement, we say it doesn't exist. Unconsciously the phenomenon of contract athletes like this can damage the coaching pattern system that should be done .

Conclusion

In general, the policy of the province of Papua in the Papua Governor Regulation Number 29 of 2020 concerning the Description of Duties and Functions of the Sports and Youth Office of Papua Province and the use of athlete mutation regulations in the framework of PON is contained in KONI Decree Number 56 of 2010 as an attitude of primordialism to achieve the successful achievement target of the host of the XX Papua PON, does not fail and is considered successful because it has a positive change impact. In connection with the results obtained from this study, some suggestions relating to the formation of the Papuan contingent in the next PON are that it takes time and adjustments supported by stakeholders to realize the supply, breeding and coaching of sports. So the province of Papua needs a policy formulation as a basis and material for future studies to formulate policies through special regional regulations (PERDASUS) Sports by including elements of supply, breeding and sports coaching that are planned, systematic, measurable and sustainable. The main emphasis of the policy for the formation of the Papuan contingent at PON XX Papua is inseparable from the pattern of achievement sports coaching which must begin with the foundation of supply such as how to cultivate sports in the community by providing public open space facilities, routine care free day activities, fun bikes, fun walks, gymnastics and event agendas both single or multi annual sports events at the Papua provincial and district / city levels. These activities can bring a lot of time not only individuals but groups so that it becomes a culture from the family environment to the community in Papua Province at large. The implementation is from the nursery in the Province through PPLP / PPLD at the Provincial and Regency / city levels. The synergy of Disorda Papua and KONI Papua in fostering athletes has a strategic step with the integration of policies to increase the capacity of coaching both through Disorda fostered athletes at PPLP / PPLD and fostered athletes in sports that have been registered with KONI Papua and increasing the competence of coaches, referees. Thus, in the formation of the Papuan contingent in the next PON multi-event, the Papuan contingent can utilize existing sports facilities and take potential athletes in the regions so as not to contract athletes.

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Conflict of interest declaration

No conflicts of interest have been declared by the authors.

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