

Evaluation of Sports Coaching Programs in Indonesian Using the Countenance Model

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Abstract

Various kinds of research aimed at evaluating the field of sports using the countenance model have been carried out. This literature review uses a countenance evaluation model to examine the condition of the coaching program in sports in Indonesia. The method used is the Google Scholar database on sports evaluation of the countenance model. Sources of data used were primary data from 15 articles, with the type of evaluation research. The article selection stage was carried out by (1) Identification, (2) screening, (3) eligibility, and (4) being included in the criteria. From the results of the article study, the coaching program in each sport was poor. The most prominent thing is at the transaction stage. There were many shortcomings, from inadequate facilities, the consumption of athletes that did not meet nutritional standards, and the lack of athlete welfare.

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INTRODUCTION

The planned, regular, and sustainable sports coaching process certainly requires an evaluation. It is important to assess whether the system is running well (Avila-Moreno et al., 2018). Evaluation is a process to determine a result achieved through planned activities to support achieving a goal (Henry, 2016). Evaluation is a systematic assessment process based on data collected through measurement (Güllich & Emrich, 2006). As with education, training programs or sports coaching also really need evaluation. Without an evaluation of the programs that have been implemented, the strengths and weaknesses of the program cannot be concluded (Andriansyah & Winarno, 2020).

There are many models/approaches in evaluation that can be used to determine whether the sports program used is in accordance with the standards. One is the countenance model evaluation (Thanabalan et al., 2015). This model is indispensable in the coaching program applied in sports to determine the initial process, program implementation, and the results obtained from the coaching. The main topics in evaluating the countenance model are divided into two matrices: the description matrix and the decision matrix. The description matrix has two columns, namely objectives, and observations, while the decision matrix consists of standards and decisions. The two metrics broadly cover three stages, namely the early stages (antecedents), transactions/processes (transactions/processes), and outcomes (outcomes) (Munawiroh, 2021). Using the countenance model in an exercise program or sports coaching program will find out in detail the suitability between the program implemented and the standards that must be achieved in a sports field because this evaluation model evaluates from preparation to the results that have been obtained during sports coaching (Robinson et al., 2023; Raharjo, 2013).

Evaluation can be defined as an assessment of goal achievement through data collection and analysis, which is useful for making decisions from a program (Mertens & Wilson, 2018). Evaluation models guide management, data collection, and analysis (Siddaway et al., 2019). Without evaluation

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of the program that has been completed, cover shortcomings or nature of the program. One of The evaluation models used to decide whether implementation learning is by the material specified in the curriculum or not is a countenance model (Chiu et al., 2018; Kwan, 2008; Räisänen & Räkköläinen, 2014). Explains that evaluation of the countenance model describes where intent and action are defined and observed compared with standards and assessments (Woods et al., 2019). Explained in the countenance model consists of a description matrix and a consideration matrix (judgment matrix) (Sholikhah & Azizah, 2019). Evaluate the countenance model depicted where assumptions and exercises are explained and considered rather than rules and evaluation. This is the assessment of the model required in educational programs' physicality to find a framework we had before learning arrived. Evaluation is completed by established rules by educators or cycle standards controlled by regulations (Ming et al., 2023; Cooksy et al., 2001).

Previous research that identified the use of models countenance evaluation for surveying implementation of a program includes, according to experts (Kane & Broomell, 2022) among other things, 1) Evaluation of physical education learning and health education in SLB C throughout Yogyakarta, with the results of conducting the evaluation sports and educational learning physically using models countenance indicates that (a) Antecedents, educational learning physically have a learning plan feasible, (b) Transaction, is implementation of learning activities entering the class is sufficient, (c) Outcomes, is an assessment of learning carried out by the teacher regarding the results incoming physical education learning in the sufficient category. 2) The evaluation of the implementation of PPLOP development (Education Center Student Sports Training) soccer Central Java using a countenance model shows that the evaluation of antecedents in PPLOP Central Java football is over clear and well structured, evaluation transactions consisting of coach recruitment and the athlete is doing well (Sharafati et al., 2021; Wang et al., 2022).

Various kinds of research aimed at evaluating the field of sports using the countenance model have been carried out (Thorén et al., 2021; Zamir & Zilka, 2022). Therefore, in this article, we will discuss the implementation of the evaluation of the countenance model by referring to the results of previous studies. Thus, it is necessary to study the "Evaluation of Coaching Programs in Sports Using the Countenance Model" more deeply (Divayana et al., 2020). The goal is to find out and examine the condition of the coaching program in sports using the countenance evaluation model. This research contributes to providing valuable insight into the evaluation of sports coaching programs in Indonesia, using the Countenance Model as a strong framework. By identifying areas that need improvement and recommending appropriate strategies, this evaluation aims to improve sports coaching standards, ultimately contributing to the growth and success of Indonesian athletes at national and international levels (Bukari et al., 2023). Knowing the results of the coaching program in each sport can be used as a reference or benchmark in determining coaching programs so that they can improve performance in the future (Pennington et al., 2023; Jejeebhoy & Santhya, 2018).

METHOD

This study employed the literature review by obtaining data from research articles published in national and international journals. Access was obtained through the Google Scholar database. The use of keywords refers to the alignment of articles, including "Program Evaluation,"; "Sports Coaching," and "Countenance Model". Secondary data was sought for limitations on the time range, namely articles published in 2016-2022. The author limited the search for articles to certain designs on the following methodological criteria: (1) the basis of reference is obtained from research results, (2) the articles referred to were at least 50%, (3) the relevance of research was taken according to the needs of the theme, namely evaluation of branch coaching programs sports, (4) the research method only evaluated the countenance model, and (5) references to articles published in Sinta indexed journals 1-5.

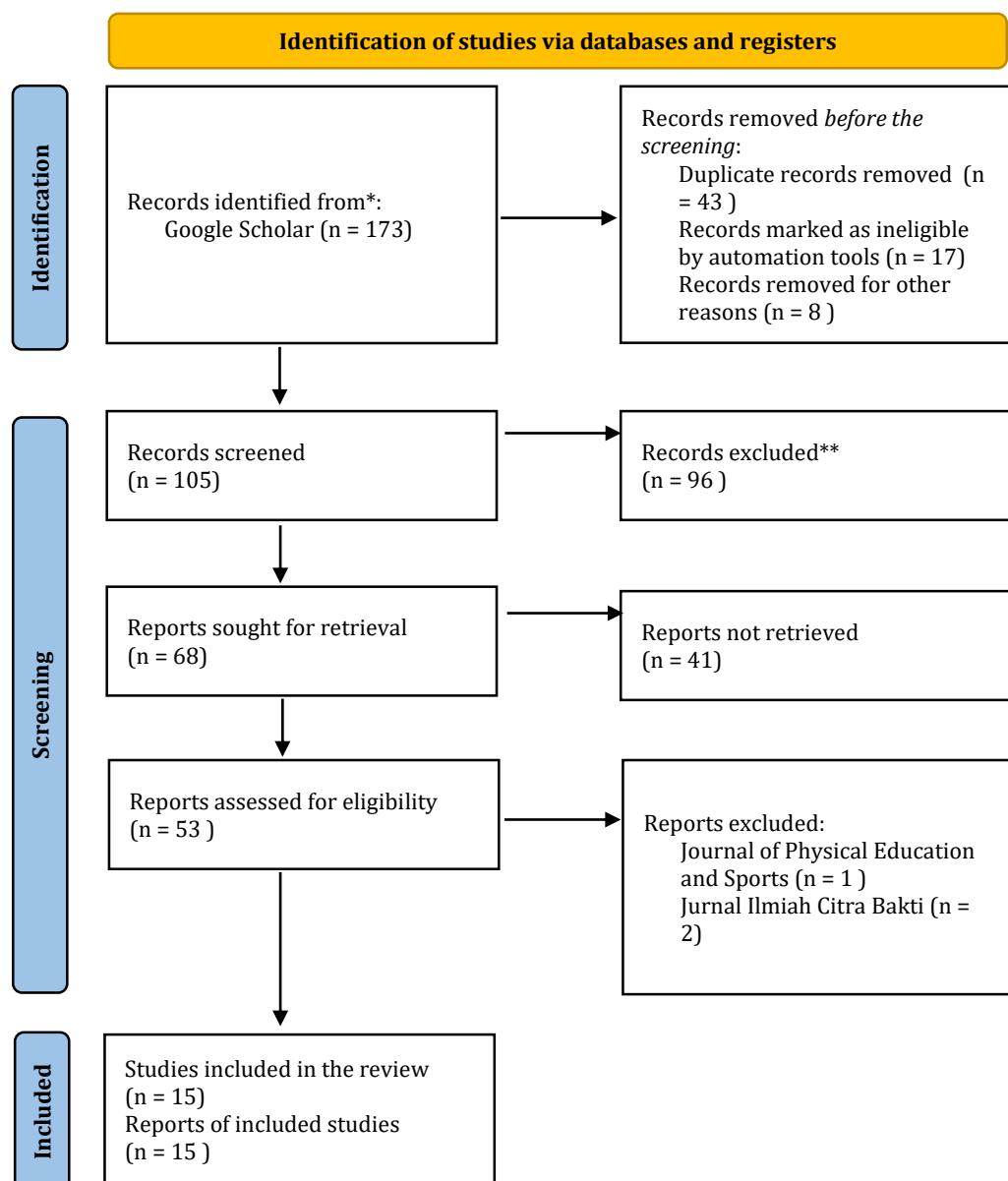
A search was conducted by identifying the literature study of research results using the PICo approach. The following describes the frameworks: Population/Patient/Problem, administrators, coaches, athletes, and parents. Part of my interest was in coaching sports. In context: the condition of the coaching that will be evaluated using the countenance model. Below is an explanation of the framework table.

Table 1. PICo framework

Population/ Patient/ Problem (P)	Interest (I)	Context (Co)
Conditions affecting coaching include administrators, coaches, athletes, and parents.	Sports coaching	Evaluation of the countenance model

Article Analysis

The selection stages were carried out using the PRISMA method by (Tricco et al., 2018) following the steps: (1) Identification from the Google Scholar database with a 2016-2022 issue time range (2) screening based on a variable reference in the title, (3) eligibility based on articles in reputable journals with index 1-5 and (4) entering the criteria included, 15 related articles were obtained. The following clearly and in detail are the results of the extraction of the article, which are shown in the flowchart of the PRISMA method.

**Figure 1.** The flowchart of the PRISMA method

RESULTS AND DISCUSSION

Result

The research section on program evaluation has been widely carried out in all fields. Of course, the results will discuss the program's evaluation, especially the sports coaching using the countenance model. The following will describe the research results related to evaluating sports coaching programs using this model.

Table 2. Results of research evaluation of sport

No	Researcher, Year, Title	Method	Sample	Findings
1	Santoso, H. P., Rahayu, T., & Rahayu, S.. 2017. Badminton Development in Magelang City (Evaluative Research of Badminton Clubs in Magelang City).	Qualitative approach and evaluation of coaching with the Countenance Evaluation Model (Stake) evaluation model.	Managers, coaches, athletes, and parents of PB Club athletes. Surya Tidar, PB. Jaya Agung, and PB. Qiu Qiu.	(1) Antecedents: From clubs in Magelang City to advance badminton in Magelang City, the existing facilities and infrastructure are sufficient, the government supports it, human resources are available, the selection of athletes and coaches from the road, only coaching funding does not yet exist. (2) Transaction: The training program has not gone well, welfare is not feasible, coordination has gone well, and (3) the athlete's achievement outcomes have not been maximized. Suggestions from the results of this study can be used as material for improvement and to optimize the success of badminton coaching in Magelang City (Santoso et al., 2017).
2	Sulistyo, A., Rahayu, S., & Sugiharto, S. 2017. Evaluation of the Pati Regency Gymnastics Training Center Program in Preparation for the Central Java Provincial Championship.	Evaluation research using qualitative research methods, with the Countenance Model.	PERSANI administrators of Pati Regency, gymnastics coaches, and gymnastics athletes in Pati Regency.	1) Antecedent in the gymnastics training center program in Pati Regency could not run well. The infrastructure is not good. Government support is still minimal. Human resources are good. The cost of the gymnastic training center program is still minimal. 2) Implementing the exercise training centering exercise program in Pati Regency went well. There is no special selection for Athletes. Coaches are appointed from former athletes. The use of facilities and infrastructure is not good; coordination is good. 3) The outcome of the gymnastic training center program is an increase in the results of the athlete's ability during training and an increase in athlete achievement. The welfare of athletes and coaches is still not good (Sulistyo et al., 2017).
3	Triyasaki, A., Soegiyanto, K. S., & Soekardi, S. 2016. Evaluation of Artistic Gymnastics Sports Development in Gymnastics Clubs of Pati	This program evaluation research uses the Countenance model.	Gymnastics Club of Pati Regency and Rembang Regency.	1) Antecedent: A coaching program that improves athlete achievement, the PERSANI coaching program still has many shortcomings in selecting athletes, recruiting coaches, and receiving very good funding from the government. 2) Transaction: the training program is not going well. The government does not guarantee transportation, consumption, and the welfare of athletes and coaches, and the coordination carried out by the management is good. 3) The coaching outcomes carried out by PERSANI in the Pati and

No	Researcher, Year, Title	Method	Sample	Findings
	Regency and Rembang Regency.			Rembang districts have increased for both individuals and teams (Triyasari et al., 2016).
4	Sari, H. P., Handayani, O. W. K., & Hidayah, T. 2017. Evaluation of the National Sports Week Athlete Development Program for Badminton in South Sumatra Province.	The qualitative descriptive method with countenance model.	South Sumatra KONI administrators, South Sumatra PBSI administrators, South Sumatra PON badminton coaches, South Sumatra PON athletes, and parents of South Sumatra PON athletes.	(1) Antecedents: The completeness of the equipment is structured, has a clear vision and mission, and the program objectives are clear. (2) transactions include selection of trainers and athletes by applicable terms and conditions, standardized facilities and infrastructure, implementation of training programs that are already good but still not good because the required training components are not yet complete, financing is still not good, consumption does not meet nutritional standards, transportation is sufficient for the implementation of exercise programs, good coordination is established between administrators and athletes. Welfare is not good, yet it does not meet the welfare standards of achievement sports. (3) Outcome The achievements of athletes at the national sports week for badminton in South Sumatra province are not stable every year (Purnama et al., 2017).
5	Parena, A. A., Rahayu, T., & Sugiharto, S. 2017. Management of the Archery Sports Development Program at the Central Java Province Student Education and Training Center (PPLP).	The evaluation study of the qualitative program management method uses the Countenance model.	Center for Student Education and Training (PPLP) Central Java Province.	(1) Antecedents include background, vision, and mission, namely fostering advanced athletes who can compete at national and international levels. (2) transaction includes selecting coaches and athletes by applicable terms and conditions, facilities and standard infrastructure, excellent training program implementation, and adequate welfare. (3) Outcome: PPLP archery achievement is good and has almost reached the expected target (Parena et al., 2017).
6	Wani, B. 2018. Evaluation of the Boxing Sports Performance Development	Qualitative research, with a countenance model evaluation model.	The data sources of this research are the administrators, coaches, and	1) Antecedents, which include the selection of athletes and boxing trainers at PPLP NTT, both because they were selected based on the terms and conditions applicable by the provincial government, facilities, and infrastructure, and good sources of funds because the source of funds came from the Ministry of Youth and Sports and was supported by the provincial government. 2) Transactions, which included

No	Researcher, Year, Title	Method	Sample	Findings
	t Program at the Student Sports Development and Training Center (PPLP) of East Nusa Tenggara Province.		athletes of boxing at PPLP NTT.	the implementation of the program Boxing training at PPLP NTT, is good because it runs according to a scheduled training program. 3) Outcome: the achievement of boxing athletes in PPLP NTT is lacking and decreasing (Wani, 2018).
7	Fernando, H., Soegiyanto, S., & Kusuma, D. W. Y. 2018. Swimming Coached-Management Program of Indonesian Swimming Association in South Sumatra.	This study uses qualitative research methods by applying Countenanc e (Stake) evaluation.	Managers, coaches, and athletes of the Indonesian Swimming Association in South Sumatra.	(1) Antecedent: the background and objectives of the coaching program are clear. (2) The transaction System for the recruitment of coaches and athletes, as well as the implementation of coaching, has been running well, with national and international standard facilities and infrastructure. Well maintained, availability of consumption for athletes is in poor condition, transportation used by athletes and coaches is quite good, coordination and funding obtained are running well; (3) Outcomes of the coaching program at PRSI South Sumatra have decreased (Fernando et al., 2018).
8	Wijaya, E. S., Rahayu, T., & Sugiharto, S. 2018. Evaluation Program of Female Volleyball Achievement on Junior High School of Bantarkawung sub-district.	Qualitative research method, with the Countenanc e model evaluation model.	Managers, coaches, and female volleyball athletes at junior high schools in the Bantarkawung sub-district.	(1) Antecedents are categorized as lacking because there is no vision and mission, no tiered training program, non-standardized facilities and infrastructure, there is support from the government and the community, financing obtained from the government, schools and donors (2) Transaction is categorized as moderate because implementation of training by the program, no selection of administrators and coaches, no mechanism for receiving athletes, good coach performance, maximizing the use of facilities and infrastructure, adequate transportation, management, coaches and athletes. Receiving bonuses and incentives in small amounts, good coordination between elements, and (3) Outcomes, poor training programs because the expected targets were not achieved (Wijaya et al., 2018).
9	Pertiwi, G. P. I. P., Rustiadi, T., & Priyono, B. 2019. Evaluation of Performanc	Qualitative descriptive research method, with the Countenanc e model	Managers, coaches, and athletes at the Tirta Wahana Club swimming	1) The antecedents for implementing swimming coaching at the Tirta Wahana Club went well. The availability of facilities and infrastructure for the Tirta Wahana Club was well available, the availability of human resources in recruiting coaches and athletes seemed simple, and funding. 2) The transaction process of swimming coaching at the Tirta

No	Researcher, Year, Title	Method	Sample	Findings
	e Program in Tirta Wahana Swimming Club, Grobogan Regency.	evaluation model.	pool, Grobogan Regency.	Wahana Club, Grobogan Regency, which consists of implementing training programs, coordination, consumption, welfare, and transportation, has been carried out properly based on data and facts in the field. 3) The coaching outcomes at Tirta Wahana Club have increased in achievement in participating in championships at the provincial level in Central Java and the national level (Pradina et al., 2020).
10	Meiyanto, A., Nasuka, N., & Pramono, H. 2019. The Evaluation of The Founding Program of Badminton Clubs Aged 10-11 Years in Semarang City.	Qualitative research method, with the Countenanc e model evaluation model.	Managers, coaches, athletes, and parents of athletes aged 10-11 years at a badminton club in Semarang City.	(1) antecedent: Badminton Club Establishment Program in Semarang City foster athletes aged 10-11 years in Semarang City, adequate facilities and infrastructure, government support, availability of human resources, status of coaches and athletes. Acceptance went well, (2) transactions involving coaching programs were not by existing standards, coordination went well, welfare was not good, (3) athlete outcomes had achieved good results and experienced an increase from 2014 to 2017 (Meiyanto et al., 2019).
11	Abdurrahman, E., Sulaiman, S., & Yudha, D. W. 2020. Coaching of Futsal Sports Achievemen ts in Clubs Ikatan Sarjana Olahraga Indonesia (ISORI) Medan, North Sumatera.	This study uses a descriptive qualitative approach with the Countenanc e model evaluation model.	Managers, coaches, athletes, and parents of athletes at the ISORI club Medan, North Sumatra	The results of this study are the evaluation of antecedents, which include the background and planning of the coaching program at the ISORI Club Medan, North Sumatra, which is clear and well structured. Evaluation of the transactional recruitment of coaches and athletes is going well, and the implementation of the coaching program is going well. According to the scheduled training program, there is a lack of facilities and infrastructure because there are still many that are not suitable for use, funding has not gone well, does not meet development needs, coordination has gone well, and welfare provided for coaches and athletes has not been maximized. Evaluation of outcomes in the form of achievements of the ISORI club athletes in Medan, North Sumatra, is not good enough because they are not stable enough to excel in several events involved every year (Abdurrahman et al., 2020).
12	Kurniawan, Y. A., Rustiadi, T., & Hartono, M. 2019. The Evaluation of the Implementa tion of PPLOP	This study uses a qualitative descriptive approach with the Countenanc e model evaluation model.	Managers, coaches, and athletes of PPLOP (Student Sports Development Education	The results of the study were in the form of an evaluation of antecedents consisting of the background, planning of the coaching program, and the objectives of the coaching program at PPLOP Soccer Central Java, which were clear and well structured, the evaluation of the transaction consisting of the recruitment of coaches and athletes had gone well, the coaching program had been running. Quite good by the scheduled training program,

No	Researcher, Year, Title	Method	Sample	Findings
	Development (Education Center Student Sports Training) Soccer Central Java		Center) Central Java Football	facilities and infrastructure are not good, some do not yet exist and do not have national standards, funding is not running well enough not enough to meet the needs of coaching, consumption is still not good, coordination is going well, the welfare of coaches and athletes is still lacking optimally, transportation facilities are very lacking because there are no transportation facilities and the outcome evaluation is quite good, but not yet stable (Kurniawan et al., 2020).
13	Natal, Y. R. 2020. Evaluation of the Football Sports Achievement Development Program at the PSN Ngada Club.	Program evaluation research uses qualitative methods with an approach model, namely the evaluation of the countenance model.	All parties related to fostering football sports achievements at the PSN Ngada club.	The results of this study at the antecedent evaluation stage have been carried out where the PSN club already has the club's vision, mission, and work program. The evaluation of the transaction stage has been carried out. It can be seen from the selection of coaches who have met the minimum training requirements at the club, the standard acceptance of prospective soccer athletes for the PSN Ngada club through the selection stages, and a good recruitment mechanism. Only funding is still experiencing budget difficulties. The stages of outcomes or results where the achievements of the PSN Ngada club in the last four years have experienced performance instability (Natal, 2020).
14	Umayah, V. L., Nasuka, N., & Irawan, F. A. 2020. Evaluation of the Sukowati Emas Program Achievement Development at the Indonesian National Sports Committee, Sragen Regency.	This study uses a qualitative approach with the Countenance model evaluation model.	Managers, coaches, and athletes in PROSUKMA A Sragen Regency.	The results of this study are the evaluation of the antecedents consisting of the background and planning of the KONI PROSUKMA development program in Sragen Regency is clear and well organized, the evaluation of the transaction consisting of the recruitment of coaches and athletes has gone well, the implementation of the coaching program has been going well. Quite worthy to follow the training program schedule, facilities and infrastructure are not good, some are not yet of national standard, funding is running well enough not enough to meet coaching needs, coordination is going well, welfare is provided for coaches, and athletes are good enough, but not optimal, and evaluation of outcomes in the form of athlete's achievements in several sports are classified as good but not yet stable. There are still sports that have not been successful (Umayah et al., 2020).
15	Tustianti, R., Nasuka, N., & Sulaiman, S. 2019. Evaluation of	This study uses a descriptive qualitative approach with the	Managers, coaches, athletes, parents of athletes, and	The results of this study are antecedents, which include a very good gymnastics training program because the coaching program can be implemented, the facilities and infrastructure are moderate because the facilities used are adequate, but the infrastructure is lacking, and

No	Researcher, Year, Title	Method	Sample	Findings
	Gymnastics Sports Development in Pati Regency.	Countenance model evaluation model.	support staff for gymnastics coaching in Pati district	the support from the government is good because of its support. Good athlete coaches and administrators are available every year because they are competent, moderate funding because the source of funds is only from the local government. The transactions include the implementation of a good coaching program, a good coach acceptance system because the coaches are appointed from former certified athletes, the athlete acceptance system because it is based on the results of the championship every year, good coordination between administrators, the government, coaches, athletes, and other people (Tustianti et al., 2019).

The article section was analyzed using descriptive qualitative research methods, with the characteristics of the population/sample or research subjects of administrators, coaches, athletes, and athletes' parents in each sport. A countenance model evaluation instrument was used for the instruments used in all these studies. It includes three stages, namely the early stages (antecedents), transactions/processes (transactions/processes), and outcomes (outcomes).

The countenance model consists of two grids. The main framework is the drawing grid, and the second is a network of thoughts. The evaluator must make new network thinking possible after completing the delineation framework ([Linke et al., 2019](#)). The imaging network consists of classifying goals (plans) and perceptions. Weighted networks consist of standard classes and assessments. In each classification, there are three core interests: (a) antecedents (context), which are the existing conditions before guidance is connected with results; (b) transactions (processes) is the course of training guidance; and (c) outcomes (results), especially impacts meetings, perceptions and work results ([Obinna Joseph, 2021](#)). Illustrative framework of connecting with a class of expectations or goals arranged in program progress learning used by educators.

What is interesting about evaluation countenance lies in the difference between antecedents, transactions, and outcomes ([Siddaway et al., 2019](#)). Based on these, the advantages of countenance evaluation are as follows: The assessment depends on the needs of the programs being assessed, so you can describe the learning program as a confusing thing to do by educators and perhaps gain insight and hypothesis about the assessed learning program. The countenance model is valuable in providing extensive evidence to help progress certain programs by recording possible relationships between all parts.

Discussion

From the results of the article review, it can be seen that the coaching program in each sport is still lacking. This shows that there is still a lack of awareness of the importance of achievement coaching programs in a sport. Sports achievement coaching organized by the Student Coaching and Training Center (PPLP) and the Student Coaching and Training Center (PPLM) can be suppliers of national sports achievements. In addition, the achievement development program requires the right method to obtain maximum performance. For example, the training program compiled by the coach to be applied to athletes must be based on the achievements to be achieved. To achieve good performance results, paying attention to the supporting factors is necessary.

The following discusses the factors that play a role, participate, and determine achieving achievement, namely athletes, coaches, the role of government, community participation, sports management and organization, facilities and infrastructure, and science and technology ([Sugiyono, 2019](#)). Some of these factors have been proven in the transaction stage, where there are many shortcomings, starting from lack of facilities and infrastructure, consumption of athletes who do not

meet nutritional standards, lack of transportation, and lack of athlete welfare, so this results in achievement results in all sports. Declining and unstable. Thus, it is necessary to contribute from all component factors to improve sports achievement.

Sports coaching programs in Indonesia evaluated using the Countenance Model have proven effective in achieving athlete coaching goals (Fielding & Turner, 2022). Articles regarding the evaluation of sports coaching programs provide positive subjective findings from the discussion in each article, such as levels of satisfaction, motivation, and perceptions of coaching (Jaffe et al., 2018). The Countenance model reveals additional information through analysis of participants' facial expressions and emotions, providing deep insight into the level of emotional engagement during practice and competition (Urabe et al., 2021; Zamir & Zilka, 2022). Published sports coaching program evaluation articles provide information that there have been positive changes in helping improve athletes' skills, which can be seen in increased performance and achievement of individual goals (Bukari et al., 2023).

Research shows that this sports coaching program has successfully adapted to local culture in Indonesia, considering relevant values and norms. The Countenance Model helps identify the program's positive impact on the psychological aspects of athletes, such as increasing self-confidence, motivation, and social relationships between athletes and coaches. Research highlights the effective involvement of various stakeholders, including coaches, parents, and sports federations, in supporting the success of sports development programs (Fraina & Hodge, 2020). Research findings include identifying challenges faced by the program, such as logistical or financial constraints, as well as opportunities for improvement and further development. The sustainability of sports coaching programs is an important focus, and research shows steps are being taken to ensure the continuity and improvement of future programs (Beattie & Turner, 2022). Based on the sports coaching program evaluations, the research presents concrete recommendations for improving certain aspects of sports coaching programs, including structural improvements or changes to training methods. Combining these findings provides an in-depth understanding of the evaluation of sports coaching programs in Indonesia using the Countenance Model. It provides a basis for further improvement and development.

CONCLUSION

The countenance evaluation model illustrates the complexity of development or instructive changes by comparing normal and normal results, paying attention to the activity level. This presentation model makes sense for scoring in elements cycles or workouts and results because this model is more thorough or more complete in filter data and can track through the fulfillment of established principles predetermined and can find those factors frustrate or support the outcome program that can later be used as an excuse worthy of making decisions and policies and program preparation the next one is more effective.

Thus, it is known that the coaching program in sports is still not good; the most prominent thing is at the transaction stage, where there are many shortcomings, starting from lack of facilities and infrastructure, consumption of athletes who do not meet nutritional standards, transportation that is lacking, and athlete welfare that is lacking, so that it results in decreased and unstable performance results. For this reason, all components from the government, administrators, coaches, and athletes are needed to improve sports performance, especially the government, which must support in terms of facilities and financial/funds to be given to fostering achievement in all sports.

AUTHOR CONTRIBUTION STATEMENT

TJP led the writing of the manuscript. WEP collected research data. MNL participated in data analysis, and SA read and approved the article's final draft.

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