

CONFLICT MANAGEMENT PROFESSIONAL COMPETITION FOOTBALL OF INDONESIA

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Abstract

Achievement football Indonesia has decreased in the last ten years. PSSI as manager of the national football coaching set two goals of the organization of the national team achievements and industrialization of football. Indonesia Super League and Major League Board League under the management of Indonesia is a professional football competition as the driving force for the achievement of organizational goals. Achievement of national team who awaited national football community is still far from complete, industrialization is still far from reality. Conditions and situations that make football people do not believe and are not satisfied with the PSSI, apply to establish the organization as a rival PT. LPI with a professional competition Premier League Indonesia. Conflict is a process of interaction that occurs due to incompatibility between the two views (viewpoints) that govern the parties involved, the influence of positive and negative influences. Conflicts occur between management organization of professional football competition in Indonesia. Conflict is not always to be avoided because it is not always negative consequences. Various conflicts that mild and can be controlled (known and addressed) to a positive result for those involved and for the organization.

Keywords: Conflict, professional competitions, football

Introduction

Football is the most popular sport in Indonesia, from Aceh to Papua football game can not be denied as anesthetize the public to come to the stadium to give support to his favorite team. The game of football as a spectator sport is a tremendous attraction, the game of football can make an audience willing to spend money to buy a ticket, queuing up with the atmosphere of jostling, hot sun in the stadium who did not sting as a barrier to the audience to come to stadium.

Fans of football is not only a human being or spectators who come to the stadium, there are many more who can only watch a football game via broadcast television or listen to the radio. Large audience interest in the competition or football game of course is an opportunity and potential market share to introduce

products, and raise the company's image, if a company has a desire to become sponsor.

Football competition in Indonesia with all its potentials and constraints that have been dealt with time management or professional management. Professional word according to Saleh (2005: 144) could mean sportsman playing for money means that competed and regard it as a job to earn money or salary. Opponent he is an amateur that is played without a goal to earn a salary. With the concept of professional management of the competition which could mean the club to run its activities with the aim of obtaining profits. The concept of soccer industry is basically how football as an event can benefit all parties involved start from a player, executive committee, club, to the connoisseurs of football as a spectacle.

Two models of football competition in Indonesia, which claimed as a professional football competition involved the prolonged conflict in which both organizations feel that the best manager competition. PSSI (Football Association of Indonesia) as an official organization under the FIFA (Federation International of Football Association) Premier League meyakini that Indonesia under PT. LPI is the illegal competition, but PT. LPI argue that competition is a competition that is professional, although PSSI does not acknowledge its existence, LPI is still running under the guidance of Professional Sports Agency of Indonesia (BOPI).

Conflict management of professional football competition in Indonesia attracted authors studied more deeply about what actually happens in two models of conflict management of professional football competition, the competition between the PSSI as the manager of ISL and PT. LPI as manager of Premier League Indonesia.

Table 1. Football Senior National Team Performance PSSI Year 1999 - 2010

No	Event	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
1	SEA Games	Brons		Position 4 Th		Position Allowance Group		Position 4th		Position Allowance Group		Position Allowance Group	
2	Kemerdekaan Indonesia Cup		Champion								Champion		
3	Merdeka Games Malaysia								Runner-up				
4	Grand Royall Challenge Myanmar										Run-ner up		
5	Tiger/AFF Suzuki Cup		Run - up		Runner -up		Runner-up			Provision Group	Semi Final		
6	Pre-qualified for the Asian Cup	(Group Winner) Escaped					Escaped (Run-ner-up group)			Pass (Host)			No Pass
7	Asian Cup		Provisi -on Group				Provision Group			Provision Group			
8	Pre World			Not Qualify (Runner-up Group 9)				Did Not Qualify (rank 3 group)		Did Not Qualify (Lost from Syria)			

(Source: Subardi, National Seminar on Sports: June 5, 2010, Yogyakarta)

Hal Kosong ,, Hilangkan saja Trima Kasih

Indonesia Football Coaching Achievement

Tsu 'Chu is a foot ball game played since the second century in China. This sport has a tremendous attraction to the present. Tsu 'Chu is known football today. Football is one of the sports game that is very popular and liked by all levels of Indonesian society. The development of football in Indonesia, more and more rapidly so that not only men who play football, but football has been played by women. Football fans in Indonesia have the largest number compared to other sports. ISL League matches and Ti-phones are in containers by the quiz as the broadcast rights holder has the highest audience rating for spectator sports in television (<http://m.beritajatim.com>).

Philosophy football game is actually very simple, namely how to score more goals into the opponent's goal. Football games performed by eleven players with one player serving as the goalkeeper. Football game that began as an instrument of struggle to achieve independence, football has experience change game that can be managed into a commodity business or industry. Football as a sport game also has emerged as a tool to form the character of nation, as evidenced during the AFF Cup football championship as the countries of Southeast Asia in 2011, all Indonesian football fans seemed to dissolve in the joy when the national team playing football Indonesia. Pride as a nation face looks so clear when Indonesia Raya song was played before the game. Table 1 shows the potential of a large number of football fans in Indonesia not correlate positively to the achievement of national team (national team) football Indonesia, even from the perspective of a degree in regional or international championship national team performance tends to decrease. the Indonesian soccer national team has not been able to excel at the global level the last ten years.

Achievements of the national team is the pinnacle of football achievement coaching buildings in Indonesia. Peak performance and appearance of a sportsman will be achieved by making long-term exercise with approximately ranging from 8 to 10 years of gradual, continuous, increasing and continuous. Peak performance athletes, especially in football sport can be achieved antaran aged 20-27 years, with a long development stage 8 to 10 years.

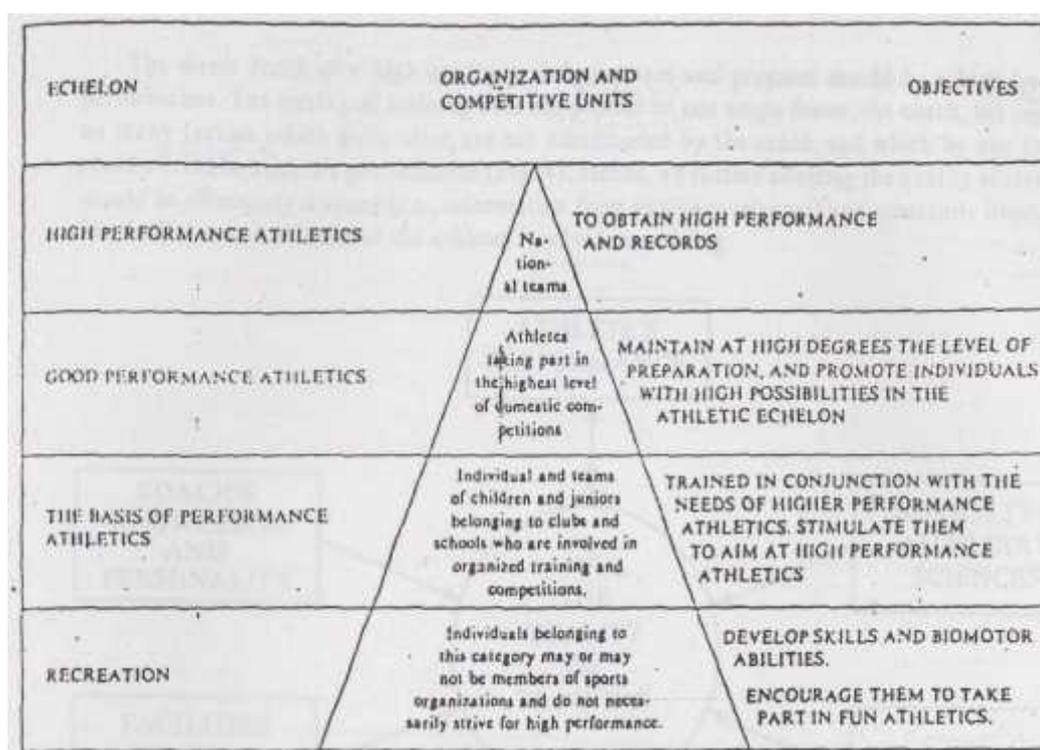


Figure 1. A Potential Nation Sport System (Bompa: 1983)

Football players have already started to be fostered and trained at the age of 7-18 years. Coaching young athletes be gradual in order to achieve peak performance or called Golden Age (Golden Age). Each stage is supported by a good exercise program, where development is evaluated periodically. Football players at senior level or age above 18 years, to achieve, maintain and improve achievement at the international level requires a competitive and professional competition.

Table 2. Football Competition Senior Level PSSI Since Year 2008

Senior Football Players Ladder Competition PSSI			
National Amateur League		Professional Football Competition	
Level	Ageny	Level	Agency
Division I	Amateur League	ISL	Indonesian League Agency
Division II	Amateur League	Major Division	Indonesian League Agency
Division III	Amateur League	ISL U-21 National League	Indonesian League Agency

Football coaching is done in various containers, such as that already took place today in Indonesia. Football club from amateur to professional level. Coaching starts from amateur club level board member of PSSI branch clubs in the area of level II or district, provincial board member clubs, namely that a provincial club amateur club with competition divisions I-III. Professional clubs directly under the management of the League Board of Indonesia (BLI). Line coaching school sports also have been made with cooperation with Education Departement through PPLP and sport class. One thing that can not be separated from development system that is the container for measuring the success of the development of competition. Where there is competition participant clubs will compete to perform coaching or training system is best for players for optimum team performance.

PSSI as an official organization in charge of coaching football sport branches in Indonesia should look inward, why the interpretation of Indonesian football team has not been as expected most of the community. Coaching models applied so far, is it best fit the situation and condition of the nation? What is the

competition model is not implemented properly, how coaching young players that have been done, whether the coach who is in Indonesia has not been as expected, existing facilities in the community? The question that is difficult to answer. One factor that certainly in countries with a proven record of quality world football at the senior level of competition is managed professionally and very competitive.

Importance of Competition In Achievement Coaching Football

According to Sacks & Krupat (1988) competition is an attempt to fight or more than others. Competition is the activity in achieving its objectives in a way to beat another person or group. Individuals or groups choose to compete depends on the structure of rewards in a given situation. The principle of the survival of the fittest (the last is the best quality) and then developed as the foundation of all forms of competition.

With the competition that communities hold the selection to achieve progress. Competition has several positive functions, namely: a) the competition is a positive incentive for people and communities to achieve continuous progress stages of increasingly high, b) encourage competition and to focus the mind, energy and means to achieve better results than the results achieved today, even The best result among others, c) the spirit of competition to encourage people to make new discoveries that surpass the invention of others. According to Taylor, Peplau, and Sears (2000), the determinant for the formation of the competition are as follows: a) the reward structure is limited, meaning when the individual is about to reach the reward there must be others who suffered defeat, b) the personal values of individuals, where there is individuals who feel they must do things better than others. Guidance on individual players

and football teams will achieve optimal performance when there is competition, rivalry or the match between individuals and between teams. Competition is one of the important factors other than quality players, quality coaches and facilities infrastructure.

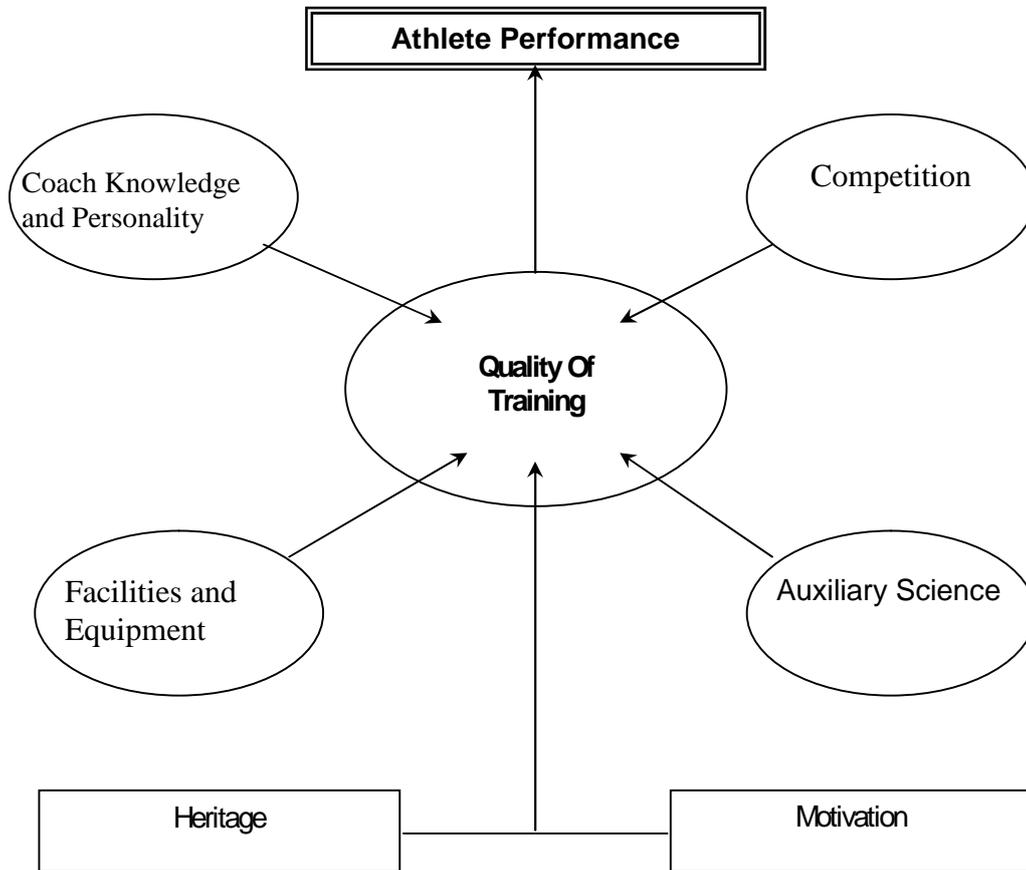


Figure 2. The Quality of Training and Factor Involved (Bompa: 1983)

Opinions about the competition can be concluded that competition in football is a situation where there are goals to be achieved one by many individuals or teams, thus motivating the individual or team to exceed the other by way of improving performance or the performance of either individual or team. PSSI as an organization that has the authority to establish sport branch football so far have not found the right model of competition based on potential and barriers that exist in football in Indonesia. Changes in the competition model can

be said to occur if there is a change of management, this shows that there is competition model has not been as expected, as the national team has not satisfied her achievement.

Table 3. History of the National Football Competition Under the PSSI

No	Title Competition	Time
1	Indonesia's national football match held in amateur, and better known by the term "United".	Before 1979
2	Competition Major League Soccer (Galatama) and United. But neither the union nor Galatama still running on its own.	1979 - 1994
3	PSSI United and Galatama combine and form the League of Indonesia, which combines fanaticism is on United and professionalism owned Galatama. With the aim of improving the quality of Indonesian football.	1994 -2008
4	PSSI organized Indonesian Super League as the first professional soccer league in Indonesia, replace the Main Division as the top-level competition. 2008 - Now	2008 - Now

Professional Football Competition

Improving the management of Indonesian football competition is a tough job, especially the management of competition to the competition that is professional. Professional football competitions such as: English league, Italian league, Spanish league, German league is an ideal example of how professional football competition is managed. PSSI actually have realized the importance of professionalism in the management of the competition, proved Galatama has been present since 1980 as a competition which is considered a professional with the characteristics of football players have gained salary for his work as a football player.

PSSI take a policy established the Liga Indonesia (BLI) as manager of competition of professional football and the National Amateur League as the

manager of an amateur football competition in Indonesia. ISL (Indonesia Super League) and Major League are two professional football competition in the form by BLI. The clubs that will follow the ISL competition other than a proven record or ranking of major divisions, the club shall meet verification requirements from BLI, which assessed five aspects of the requirements is the sporting aspect, infrastructure, personnel and admin, legal and financial aspects as a professional club (Sudarmaji: 2010).

Management ISL member clubs in managing its activities to become a professional club didn't see. Pribadi (2010: 1) said the vast majority of participants League club Indonesia 2010 budget assistance whose value is very large, ranging from Rp10 billion to Rp15 billion per year to participate in one season. Persebaya for example, in 2007 received assistance budget amounted to Rp17, 5 billion. The number was greater than that received by Surabaya Olympic Committee approximately Rp. 11 billion to take care of around 40 sports at the time. Kompas (2010:29) stated that most good clubs like Arema ISL losers USD. 7 billion. In fact Arema fan have not bought a ticket let alone orderly clubs other ISL. An didn't ideal conditions when viewed from the aspect of industry or business of sports and club management professional.

Agency Indonesian League and the clubs members have problem how to create a football club in Indonesia can be independent in managing finances without seeking help from state revenues and budget expenditures (budget), how at least minimizing the brand of football riots in Indonesia, how to manage competitive system and quality competition, how to have a sponsor willing to disburse funds to support the club or committee managing the game, how to match able to attract television station bought the rights to broadcast? Rows of

the questions above are some questions and challenges management board PSSI with ISL member clubs who tried to become a professional club to management with the concept of business and industry.

Various problems that arise in professional football competition run by PSSI Indonesia have not been resolved, new problems have come the birth of professional football competition which was initiated by Arifin Panigoro, with the Premier League Indonesia (LPI) (Kompas, 2010). LPI managers feel that the LPI and the club is a club member who truly professional and independent because they do not use financial resources from the government through the budget (Revenue Budget Regional Budget). Conflicts between management organization of professional football competition in Indonesia can not be avoided.

Inter-Organizational Conflict

Robbins (1996) explains that the conflict is a process of interaction that occurs due to incompatibility between the two views (viewpoints) that govern the parties involved, the influence of positive and negative influences. Luthans (1981) states the conflict is a condition caused by the presence of opposing forces. Conflicts rooted in desire, then the difference of opinion is not necessarily a conflict. Wirawan in his book on Conflict Management (2010) define conflict is a process which is expressed disagreement between two or more parties that are dependent on the object of conflict, using patterns of conflict behavior and interactions that produce the conflict. From the above definition can be concluded that the conflict is due to processes that occur in both parties that each party adversely affected is causing conflict between both parties.

Competition is very closely related premises in the competitive conflict because some groups want the same thing but the only one who might get it.

Competition is not equal to the conflict, but easily leads to the conflict, when there is competition, use in ways contrary to the rules agreed. Conflict itself is not always to be avoided because it is not always negative consequences. Various conflicts that mild and can be controlled (known and addressed) to a positive result for those involved and for the organization. There are five types of conflict is intrapersonal conflict, interpersonal conflicts, conflicts between individuals and groups, inter-group conflict and conflict between organizations.

The conflict that occurred between the manager and the manager of LPI ISL competition is due to competition for the show professional competition model or a better football coaching in Indonesia. PSSI through general chairman (Sebastianus: 2011) stated that the LPI illegal existence, football competition must be within the umbrella of heartfelt football is the only legitimate namely: PSSI, PSSI as a national football organization and a member of FIFA as an organization that manages international football. All players, game devices that are managed by the LPI will be unable to compete for the national team, if proven legitimately involved in the implementation of LPI.

LPI Manager stated the management of professional football competition is legal is in coaching Professional Sports Agency of Indonesia (BOPI). LPI implemented not using the government budget (APBD) means more professional and independent. LPI was born because of dissatisfaction against ISL competition is considered by many to have problems such as: the referee, the referee who allegedly bribed easily, match fixing, a lot of commotion among the players, clashes between supporters, and not optimal achievement of national teams at regional Asean and Asia (Manila: 2011).

Agree and disagreement of the conflict between the PSSI as the manager of ISL competition and PT. LPI LPI as the manager of the competition even more sharp and hot. Aftereffect of conflict teryata brought up to the election chairman 2011-2015 period through the arena PSSI PSSI congress. Deadlock occurred in the arena of the congress, the future of Indonesian football less and less clear, sanctions from FIFA is very possible given the Indonesian football.

The conflict between the LPI and the ISL if able to be controlled will be able to produce something positive or football coaching situation is better, especially against professional competition management system in Indonesia. Soebiantoro (2011:) states effect of this dispute is unconsciously there has been a reflection of both sides to improve equity or quality, respectively. Hopefully affairs broke down this can be immediately terminated and both parties immediately to focus on doing the best thing that will be or has been promised to the public their national football spectacle and quality that is a quality league.

Conclusion

Conflict management of professional football competition has happened and still happens in football Indonesia. The conflict should immediately get a handler or managed for its effect is positive, beneficial to the progress of Indonesian football. Leader or manager of a sports club, or sport organization can quickly should recognize, identify and measure the magnitude and consequences of this conflict with a positive attitude and a leader will be able to control the conflict that will always exist, and if possible use it to open the organization and members of the organization they lead. Certainly the benefits can be felt by himself.

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