



## **Analysis of Youth Role in Empowering Community Competence in Sports Field (Study in KONI Asahan Regency)**

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**Abstract.** *This study aims to analyze the Role of Youth in empowering community competencies in the field of sports, Synergy and Coordination between KONI, Regional Governments, and Youth in empowering and increasing community sports competency in Asahan Regency. This study uses a descriptive research method with a qualitative approach. Youth in Asahan Regency (athletes or youth organizations) played an active role in encouraging youth empowerment to be very proactive in carrying out and participating in every activity carried out by KONI Asahan Regency and the Regional Government. Youth and KONI continued to coordinated well to create policies that can encourage the creation of young people in Asahan Regency who have competitive sports skills. But there are still missing links, especially in the aspect of communication between the local government and Youth Organizations in the process of drafting a youth empowerment program in Asahan Regency. The direction of the policy strategy was fostering accomplished athletes turned out to be quite successful, this was evidenced by the achievements of athletes in several domestic, regional and international championships. The policy objectives of the Asahan Regency and KONI in youth empowerment have been able to answer the increase in youth participation in various activities related to sports activities in Asahan Regency.*

**Keywords:** *Asahan, Community Competence, Empowering, Sports, Youth*

**Abstrak.** Penelitian ini bertujuan untuk menganalisis Peran Pemuda dalam memberdayakan kompetensi masyarakat dibidang olahrag, Sinergitas dan Koordinasi antara KONI, Pemerintah Daerah, dan Pemuda dalam upaya pemberdayaan dan peningkatan kompetensi olahraga masyarakat di Asahan Regency. Penelitian ini menggunakan metode penelitian deskriptif dengan pendekatan kualitatif. Pemuda di Asahan Regency (atlet ataupun organisasi kepemudaa) sangat proaktif dalam melaksanakan dan turut serta dalam setiap kegiatan yang dilaksanakan oleh KONI Asahan Regency dan Pemerintah Daerah Asahan Regency. Pemuda dan KONI Asahan Regency terus berkordinasi dengan baik untuk menciptakan kebijakan yang dapat mendorong terciptanya pemuda-pemuda yang memiliki kemampuan olahraga yang kompetitif. Namun masih terdapat kekurangan khususnya dalam aspek komunikasi antara pemerintah daerah dengan Organisasi Kepemudaan di Asahan Regency dalam proses penyusunan rancangan program pemberdayaan pemuda. Arah strategi kebijakan Pemerintah Asahan Regency dan KONI Asahan Regency dalam pembinaan atlet berprestasi ternyata cukup berhasil, hal tersebut dibuktikan dengan prestasi atlet di beberapa kejuaraan yang

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bersifat domestic, regional dan internasional. Sasaran kebijakan Pemerintah Asahan Regency dan KONI Asahan Regency dalam pemberdayaan pemuda telah mampu menjawab peningkatan partisipasi pemuda dalam berbagai kegiatan yang berhubungan dengan kegiatan olahraga di Asahan Regency.

**Kata Kunci:** Asahan, Kompetensi Masyarakat, Olahraga, Pemberdayaan, Pemuda

*Received: 14-08-2020 / Revised: 15-09-2020 / Accepted: 17-09-2020*

## **1. Introduction**

The future of the Indonesian nation is determined by the young generation, Indonesian youth is the future of the nation, therefore every Indonesian youth, whether it is still a student, student or who has completed his education is a very important factor by the Indonesian people in realizing their aspirations the ideals of the Nation and also maintain national sovereignty [1].

One formidable nation can be seen from its youth figure. This shows that youth is one of the pillars needed to build a resilient nation. Although not the only one, the involvement of youth as agents of change in society is felt to be very strategic. The young generation has an important role as a social revolutionary in the midst of society because young people are considered to have more ability, great enthusiasm, high competitiveness and quick thinking and physical abilities that are still agile.

Youth need to show competence that they have the capacity to make changes from within each line of community life. Youth must emerge as an alternative problem solver and not be a source of new problems. With idealism and a vision of its future, it must restore the nation's cultural values that have been lost without leaving a trend of change in the global realm. A good vision must be supported by commendable behavior and social and political character that reflects that vision [2].

Youth as the next generation must also have potential abilities that can be processed into actual abilities. It also has the potential for intellectual, emotional and social intelligence, language, and artistic intelligence that can be processed into actual intelligence that can lead them to high achievement and success. They have moral potential that can be processed and developed into positive morals so they are able to actively participate in the development of a nation and country that is full of honesty, not corrupt, high spirits and responsibility [3]. Besides that, young people are also required to be able to act with a high level of competence which is also supported by extensive insight. In addition, today a young man is required to be able to organize all available resources to achieve the achievements and goals that have been set. With a high level of competence, a young person will be helped in finding effective and efficient solutions. In addition, the high level of competence possessed by young people will

create a competitive character and never give up. Where one way to empower youth and improve youth competence is through sports.

Sports is a worldwide phenomenon and an inseparable part of daily life in society, especially for young people. Even through sports, national character building can be done to youth in a nation, so that sport becomes a strategic means to build self-confidence, national identity, and national pride [4]. Socially, sports can be used as a medium of socialization through interaction and communication with others or the environment. One indication of the increasing desire of the community for a high level of health, proportional physical appearance and self-actualization in a wider environment reflects that the needs of the community are increasingly diverse so they need a place or vehicle that can channel and meet those needs [5].

Various development progresses in the field of sports lead to the improvement of culture and sports achievements. Through systematic sports coaching, the quality of Human Resources, especially youth, can be directed at improving self-control, responsibility, discipline, and sportsmanship, which in turn can obtain sporting achievements that can arouse national pride. Therefore, sports development needs to get more proportional attention through coaching, management, planning and systematic implementation in national development. Today's competition for sports is getting tougher. Achievement no longer belongs to individuals, but it concerns the dignity and dignity of a nation. That is why various powers and efforts are made by a region or country to place its athletes as champions in various major sporting activities.

Achievement of Athlete's Achievement from Asahan Regency is relatively good, it is reflected in the ability of Asahan Regency to contribute 12 athletes to the contingents of Provinsi Sumatera Utara and able to win 3 gold medals or nearly 30% of the Provinsi Sumatera Utara gold medal achievement at PON XIX West Java through branches drumband sports, karate and pencak silat. Aside from that, the contingent of Asahan Regency in the 2018 Region of North Sumatra Sports Week in 2018 was able to achieve very good results, which was able to win 42 gold, 31 silver and 37 bronze from 14 sports. Asahan Regency is also able to contribute its athletes to compete in the 2017 Sea Games arena of the Hockey branch, namely Masriana Sirait and the 2018 Asian Games, namely Masriana Sirait (Hockey branch) and Agustina Damanik (Athletics Branch). In addition, based on athlete 2016-2018 data, there are 86 athletes who are able to achieve achievements, both in competitions between districts and internationally. Reflecting on the achievements of the Asahan Regency in several championships and competitions, it indicates that the level of youth competency in Asahan Regency, especially the Asahan Regency athletes in the sports sector is quite good and potential. In addition, through the achievements of the athletes, it will facilitate the process of

community empowerment, especially for young people in Asaha District to become an athlete who excels in the future. As for the number of parent sports branches which are overseen by KONI Asahan Regency in 2018 reaches 27 parent sports branches. This amount is the largest compared to other districts in Provinsi Sumatera Utara. In addition, there were coordinators from each of these sports in 25 sub-districts in Asahan Regency. The policy implemented by KONI Asahan Regency is to be able to socialize every sport branch to every community more effectively and efficiently.

KONI Asahan as the only institution or public organization specifically in charge of fostering achievement sports in Asahan Regency, must have a strategic plan that can realize the goal of establishing KONI Asahan which is to make Asahan Regency as one of the city centers for achievement for athletes in Provinsi Sumatera Utara and optimizing the potentials of young people in Asahan Regency to have high competencies and to achieve at national and international levels. Coordination was also one of the problems faced by KONI in Asahan Regency, where it was found that the coordination between KONI and the Asahan Regency Sports and Tourism Youth Office and youth organizations was quite good but needed to be further improved to get maximum results.

The activities of athletes (youth) in Asahan Regency. Where it was found that young people, especially original athletes from Asahan Regency, had good motivation to achieve. Where based on the results of research from Swann, et.al found that if a young man wants to transform into success and has a lot of achievements, the young man must change the mindset and way of acting from conventional ways of acting and thinking into youth with the mindset and pattern of acting efficiently and effective by prioritizing achievement. The supporting factors that influence a young person to excel and have a high level of competence include internal factors, namely abilities, needs, interests and hopes or beliefs. There are also external factors namely the standard norms that must be achieved, the existence of competitive situations, types of tasks and challenging situations. According to McClelland someone who has aspects of high achievement motivation and has a high level of competence there are 4 aspects namely: 1) personal responsibility, 2) requires feedback, 3) creative and innovative and 4) consider risk or difficulty [6].

The role of the young generation in the development and empowerment of the community in the field of sports is very important, not only because youth as the biggest layer of society but the most important is without the potential and creativity of the younger generation, development will lose its direction. Pursuant to Law number 40 of 2009 concerning Youth mandates the regional government that is the governor / regent / mayor is obliged to carry out youth services aimed at development and community empowerment. The participation of the young generation in development, especially in efforts to empower the community in the field

of sports must be in line with national ideals, in this environment it is hoped that the younger generation will take part effectively in spearheading the efforts of the Pancasila community among the young generation itself. In principle the role of the younger generation is a series of efforts to increase and establish state awareness to support the preservation of the Pancasila and the 1945 Constitution. In the Minister of Home Affairs Regulation 114 of 2014 concerning Village Development Guidelines article 6 mandates an increase in community capacity including youth groups [3].

Youth have extra potential compared to other community groups. It can be said to have extra potential because youth are part of a very productive age group, both in the social, political, artistic and economic fields. The level of youth involvement in the world of work or economics is quite large, because at the age of 16 young people will enter a new phase of life and are included in the workforce who are ready to compete to show their abilities to the outside world. Total Labor Force Participation Rate (TPAK) at the age of 16-30 years in Asahan Regency in 2018 amounted to 71.82 percent, the rest was > 30 years old. Based on this explanation, the researchers formulated the title of the study as follows: "The Role of Youth in Empowering Community Competence in the Field of Sports in Asahan District (Study on KONI Asahan Regency)"

## **2. Methodology**

### **2.1 Types of research**

This research was conducted using qualitative methods conducted intensively, researchers participate in the field (when using data collection through observation), note carefully what happened, conduct reflective analysis of various documents and make detailed research reports.

### **2.2 Data source**

Sources of data in this study consisted of primary data sources and secondary data sources. Primary data were obtained from interviews with key informants and additional informants from community leaders at the study site. secondary data used are books related to research.

### **2.3 Data collection technique**

The data in this study were collected by interview, observation and document observation techniques. Interviews, observations, and observations of documents in this study are efforts to attend and descend directly into various activities carried out by youth in Asahan Regency.

### **2.4 Data Interpretation and Analysis Techniques**

Analysis is the process of systematically searching for and compiling data obtained from interviews, field notes, and documentation, by organizing data into categories, breaking down

into units, synthesizing, organizing into patterns, choosing what is important and that will be studied, and make conclusions so that they are easily understood by themselves and others

### **3. Results**

#### **3.1 The Role and Efforts of Youth in Empowering Communities to Become Athletes**

The extraordinary potential of youth in Asahan Regency must receive serious attention. The government must be responsive to youth development and answer the needs of young people in the area. The state through the extension of the government which in the regions must not ignore the potential and problems of youth. The uniqueness that is conveyed by the youth responds to the potential of youth in Asahan Regency that youth in Asahan Regency are known as people who have a dynamic, creative, solid and sportsmanlike nature. This can be seen from the recognition of the youth element who said that youth organizations have never come to a violent conflict, despite heated debate.

The condition of young people in Asahan Regency is quite good and as one of the potential movers possessed by Asahan Regency besides that they also tend to have talents in sports. This condition is the basis for some youth, especially athletes in Asahan District to play an active role in empowering young people in Asahan District to become athletes. Empowerment includes components 1) a macro learning model, consisting of a) awareness, b) planning, c) organizing, d) mobilization, e) assessment, and f) development; 2) the component of the skills learning model specifically (micro) is implemented in the form of training [7].

Furthermore, the role of youth, especially athletes, in empowering youth through the Field of Sports in Asahan Regency is carried out through several stages which can be grouped as follows:

##### **A.Awareness**

Awareness stage is the preparation stage towards the next stage, where this determines the outcome of the next stages. At this stage the community, especially youth, is given an understanding of awareness, sensitivity and concern for themselves and the surrounding environment. The steps taken by KONI Asahan Regency in collaboration with the first achievers are through discussion / sharing, opening access to information and socialization. The first step is to use a personal approach through discussion / sharing media. Personal approach is used by KONI Asahan Regency in collaboration with outstanding athletes to get closer to one another. With the preservation of communication and relationships between management and between members, it is hoped that they can instill stimulations that lead to awareness, sensitivity and concern for themselves, sports and the environment. Sharing is done about many things, so that the board can know more closely the potential and interests of members. From there, members are expected to be able to know their potential and moreover to be able to participate and become potential athletes. The next activity is by opening access to information about the state of sports in the district of Asahan. The opening of access to information is one of the focuses of KONI

Asahan Regency in collaboration with outstanding athletes. This is intended so that the community and youth can open their minds, open the widest possible information and get as much information as possible so as to stimulate awareness of creating youth interest in sports.

#### B. Planning

In this stage KONI Asahan Regency in collaboration with high-achieving athletes carried out a series of steps related to the planning stage. Like the program in general, the talent search program for new athletes also passed the planning stage. Planning is intended to arrange the program in such a way as to achieve its objectives. Awareness steps previously taken are a series of activities to support the next steps, one of which is planning. Identification of the needs carried out by the management carried out by collecting data on young men who have talent and sports achievements in every village to district in Asahan Regency.

#### C. Implementation

After identifying needs and planning, implementation is at the core of a program. Achieving athletes are the main target of youth empowerment activities. To get the maximum benefit through the introduction and intensive training of each prospective athlete, KONI Asahan Regency in collaboration with outstanding athletes collaborates with certain parties such as village government, social services to other social organizations to carry out positive activities to support their abilities and knowledge young people about sports and how to become athletes who excel.

#### D. Rating

The next activity is assessment or evaluation. Evaluation activities in a program or activity is the final stage carried out to find out, monitor and assess whether the activity is successful or not. The evaluation carried out in youth empowerment through the program of creating aspiring athletes is only formal with each relevant stakeholder. At this stage each sport represented by the trainer was given the opportunity to assess each youth, whether the youths in the district of Asahan met the criteria for being athletes in the district of Asahan.

Therefore, athletes who excel in Asahan District assisted by KONI Asahan District have carried out every stage and are able to play a role in empowering youth to be optimal athletes. Where Sports achievement is carried out through a process of coaching and development in a planned, tiered, and sustainable manner with the support of sports science and technology. To advance sports achievements, the Government, Regional Government and the community can develop (UU No.3 of 2005): (1) Sports association, (2) Sports science and technology research and development center, (3) Sports development center for achievement, (4) Sports education and training, (5) Performance sports infrastructure and facilities, (6) Scouting and developing sports

talent systems, (7) Sports information system, (8) Trial athletes' achievement abilities at the regional, national and international levels according to need.

UU No. 3 of 2005 has the objectives stated in article 4 explained the purpose of Law no. 3 of 2005. This shows that these goals improve human quality, instill moral values and strengthen national resilience and national honor. Therefore, Youth especially athletes with achievements in Asahan Regency, Asahan Regency Local Government and KONI Asahan Regency are required to conduct sports development and training in accordance with their respective authorities and responsibilities. The training and development of the sport can be carried out through the introduction of sports, monitoring, scouting, as well as talent development and achievement improvement. Coaching and sports development is carried out through family pathways, education pathways, and community pathways based on the development of sports for all people that lasts a lifetime. In addition to building athletes by fostering and developing their sporting achievements, the government must also appreciate an athlete by making his life prosperous, both athletes who are still active or retired.

The efforts carried out by young people, especially high-achieving athletes and youth organizations in an effort to empower youth to be athletes include: direct involvement in competition, organizing competitions in each sporting event, and participating in developing prospective athletes. Youth in the district of Asahan always strive actively in empowering the community or young people to become outstanding athletes.

### **3.2 Synergy Between KONI, Government and Youth in Community Empowerment to Become Athletes in Asahan Regency**

The assessment of the level of synergy between KONI, local government and Youth is divided into several stages, namely planning, organizing, implementing, and monitoring. Following is an explanation of each of these stages.

Planning which is an important element of all this empowerment, in the implementation of the planning process of determining the design of the work program KONI Asahan district prepared through Musorda with a priority scale of long-term programs and short-term programs. And the annual program is determined at the beginning of the year through the implementation of Raparda. The long-term program KONI Asahan district refers to the achievements in the championships that will be held such as PRAPORDA and PORDA, while the short-term program is the steps that will be taken to achieve these achievements. The work program is arranged and translated into work programs in the fields according to their respective duties and functions in the management.

The stages in planning management are very important because through these stages the objectives of the planning function can be achieved. Therefore, the existence of planning will



clarify the actions and work procedures so that these uncertainties can be minimized. As one of the management functions, planning occupies the first and foremost function, so that through this research it is hoped that the KONI Asahan Regency will pay attention to functions in planning management, because planning has the benefits of: (1) Helping management to adjust to environmental changes. (2) Making goals more specific, detailed and easier to understand. (3) Minimizing uncertain work. (4) Managers can understand the overall picture of operations more clearly. (5) Implementation and supervision standards. (6) Selection of the best alternatives. (7) Preparation of priorities, both targets and activities. (8) Save on the use of organizational resources. (9) Helping leaders adjust to the environment. (10) Facilitating the coordination with related parties. (11) Minimizing uncertain work.

Organizing which means grouping activities in an organization, in the implementation of organizational activities, the process of organizing is a very important thing to do. Organizing as a process for determining, grouping tasks and organizing together, activities to achieve goals, determining the people who will carry out activities, assigning authority that can be delegated to each individual who will carry out the activity [8].

Management at KONI Asahan Regency has been arranged according to the position, duties and functions of each management in order to achieve organizational goals. Management of KONI Asahan Regency is established and confirmed by Musorda. The management consists of several core management assisted by several fields to run the Asahan Regency program. KONI Asahan Regency will conduct trainings for KONI administrators to improve human resources, especially training that can have a direct impact on the emergence of superior athletes in Asahan Regency. Organizing is the process of detailing, differentiating, grouping, and uniting various kinds of work that exists in an activity or business into one common goal by a person who has a specific task. Organizing is arranging effective behavioral relationships between personnel, so that they can work together efficiently and obtain personal decisions in carrying out tasks in the existing environmental situation, in order to achieve certain goals and objectives.

The organizing function intended to integrate all existing resources in the organization, both human resources and other resources towards achieving organizational goals. Organizing (organizing) refers more to the process of organizing, namely the activity of preparing or allocating work, people and objects so that it can be utilized for the achievement of organizational goals [9].

Based on the definition above, it can be ensured that KONI management in sports programs, needs to pay attention to the main things contained in organizational management, and can implement them, namely: the determination of organizational structure and division of tasks, and the

determination of authority and responsibility for leaders and all personnel involved in the organization.

Reference [9] suggests that actuating is an effort to move group members in such a way that they are willing and trying to achieve the institutional goals and objectives of the agency members, because these members also want to achieve these goals. The above understanding shows that, the actuating of KONI Asahan Regency seeks to make planning a reality, through various directions and motivations so that each board can carry out activities optimally in accordance with their roles, tasks and responsibilities.

The actuating which is the core phase of the management function which is directly related to the activity, and contained in this plan is a fact that is quite alarming from the results of this study because the management of the implementation of KONI Asahan Regency is still relatively low compared to other management functions which are motivated by factors such as: availability of funds is minimal and supporting facilities are also still minimal. In the four management functions, implementation is a function which is the basis or fundamental measure, which is the direct application in the field of the other three management functions.

In KONI Asahan Regency, the mobilization process is carried out by moving its members in the implementation of organizational activities in accordance with the position, duties and functions of each. The mobilization is intended so that members carry out activities with discipline and responsibility in accordance with their duties and obligations in the management so that the objectives in the organization can be carried out as expected. In carrying out the process of moving its members, KONI Asahan District took several steps in the implementation of the process of mobilizing its members by fostering its members to have a complete organizational structure. One of the efforts made is by giving a warning letter to its members who have a composition of sports management that has expired. If the management of the sports branch does not renew the management structure, such as the branch decree, it will have an impact on the funds provided by KONI, because KONI Asahan Regency only funds the sports branches that are still active in its management.

Supervision is needed to see and evaluate and supervise the results achieved, the term supervision can also be interpreted or equated with controls needed to ensure that an activity or activity can run as planned. Therefore, based on the research, the results of interviews and statements about the management of supervision and evaluation of KONI Asahan Regency are in the strong category.

According to reference [10] supervision is the measurement and correction of the implementation of work with a view to realizing reality or ensuring that organizational goals and plans that are

prepared can or have been well implemented. Thus as important as other management functions, namely planning, organizing, and implementing. As part of management functions, monitoring and evaluation functions do not stand alone, functions such as monitoring and reporting are closely related to evaluation, besides that to complete various functions in management, evaluation is very useful so that organizations do not repeat the same mistakes in the future.

The policy implementation process always begins with a plan which of course has gone through a process of identifying the problem. Furthermore, organizing, directing and evaluating are the main elements of a managerial cycle of a program / policy within the framework of implementation. In accordance with the mandate of UU No. 40 of 2009 concerning Youth in Chapter IV, formally institutional, local government has the task of covering: (a) the formulation and determination of policies; (b) coordination and synchronization of policy implementation; (c) management of the property / wealth of the State for which it is responsible; and (d) supervision of the performance of tasks. Meanwhile, the authority is to establish and implement policies in order to provide services to youth in their regions. Also, local governments have the same responsibilities as the central government in implementing awareness, empowerment, development of youth potential based on their authority and responsibilities in accordance with the characteristics and potential of their respective regions.

There are two things that become the focus of youth in government performance, particularly regarding youth development and empowerment, namely lack of focus in empowering youth and involving youth in the processes of youth empowerment itself. Youth empowerment as an alternative development model is realized by holding activities to empower youth's strengths

and potential to be more developed and empowered. Reference [7] mentions 3 dimensions of empowerment program management, namely: 1) activities carried out by a manager (leader, chairman) with another person or group, 2) activities carried out together and through that person have goals to be achieved, and 3) carried out in the organization, so that the objectives to be achieved are organizational goals. Youth empowerment through the program to become an outstanding athlete has a common goal to be achieved for the mutual prosperity between organizations and the community, especially youth. This empowerment activity is carried out through structured groups or organizations that have a series of programs and activities that involve all components of the community, especially youth as members.

The Asahan Regency Government is committed to the welfare of an athlete who is still active and has retired as an athlete. The most important thing is that Asahan District can realize this goal, because an area in this era can be seen by other regions not only the level of Original Regional Income, but other regions are also viewed by other regions because they have succeeded in creating an athlete winning championships at domestic, regional and international levels. .

Therefore, a form of appreciation is needed so as to build an athlete to be motivated to achieve an achievement for Asahan District and Indonesia. In addition, through this attention, it will also encourage the community specifically young people have the desire to become athletes.

Constraints faced to improve the achievement of national sports are very complex and interrelated, but KONI Asahan Regency is trying to address and overcome with a program that is continuous and sustainable. Things that need attention and must be perfected among other things that are closely related to the development and fostering of sporting achievements such as: increasing competence and the number of more adequate and professional trainers (Sports HR), weak regeneration of athletes, lack of integration in the field due to weak coordination between program implementation functions, and sufficient budget funds. The efforts that can be carried out by KONI Asahan Regency and the Asahan Regency Government to overcome these problems and accelerate the realization of youth empowerment to become outstanding athletes are through measures such as education and training, the creation of supporting infrastructure, sustainable budget support, science and technology sports, and the welfare of athletes.

#### **4. Conclusions**

Youth in Asahan Regency (athletes or youth organizations) play quite an active role in encouraging youth empowerment in Asahan Regency to be very proactive in implementing and participating in every stage of activities carried out by KONI Asahan Regency and Asahan Regency Government. Besides that, especially young athletes in Asahan Regency also play a role model for Youth in Asahan Regency.

The efforts carried out by young people (athletes who excel) in the district of Asahan are participating in any local activities and competitions in the district of Asahan or competitions with a higher scale, in addition athletes are also active in providing counseling and guidance to youth or prospective athletes in an effort to increase youth competency in Asahan Regency in the field of sports. In addition, youth organizations in Asahan Regency also actively support and organize sports competition events in Asahan Regency.

Synergy between Youth (athletes or youth organizations) and KONI Asahan Regency is seen from good coordination to create policies that can encourage the creation of youths in Asahan Regency who have competitive sports abilities. However, there are still missing links, especially in the aspect of communication between the local government and Youth Organizations in Asahan Regency in the process of drafting youth empowerment program design in Asahan Regency. The direction of the Asahan Regency Government's policy strategy and KONI Asahan Regency in fostering high-achieving athletes includes the search for new athlete seedlings, the training of young and professional athletes on an ongoing basis, the creation of sustainable competition, the construction of sports support facilities and the attention to the well-being of athletes has been

carried out quite well, this is evidenced by the achievements of athletes in several competitions that are domestic, regional and international. The policy targets of the Asahan Regency Government and the Asahan Regency KONI in youth empowerment have been able to answer the increase in youth participation in various activities related to sports activities in Asahan Regency.

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