

Evaluation of sports organizational systems and performance of floorball athletes the Indonesian Floorball Association

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Abstract

The coaching program with outstanding achievements has indeed been implemented based on the objectives of the coaching itself and the critical factors contained in a program. Factors from an organizational system that is not good can also affect achievement results. With appropriate stages and fulfilling these factors, it is hoped that achievement will be more easily achieved. Looking at the introduction above, it is clear that Indonesian floorball still has many obstacles in its sports management system. Still needs to be developed in all regions of Indonesia. Besides that, Indonesian floorball athletes' performance is considered less able to match Asian countries. Hence, this study aims to evaluate the sports organization system and the implementation of floorball athletes in the Indonesian Floorball Association. The objects of this research include the Chairperson of Floorball at the central and regional levels, the Secretary, the Treasurer, the Coach, and 96 athletes who competed in the big eight rounds of the national floorball championship in Jakarta. Data was collected using the mixed method by administering a CIPP questionnaire and giving physical test items to floorball athletes. The output of this research is an evaluation of the sports organization system in which policymakers can improve and create a good formula so that the future organization can be better so that floorball athletes' achievements can increase.

Keywords: Evaluation, sport, organizational system, floorball, athlete performance.

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INTRODUCTION

The issue of organizational performance has become an essential topic in sport management as the level of public investment in non-profit

sports organizations, such as national sports organizations, state sports organizations, and similar bodies, have grown to such a level that transparent and accountable measures and systems are called for to monitor such investment (Vidal-Vilaplana et al. 2023). In this study, we aim to evaluate the sports organizational systems in the context of the Indonesian Floorball Association and their impact on the performance of floorball athletes. The preliminary discussion will provide an overview of the research to be conducted, focusing on the structure of sports organizations within the Indonesian Floorball Association. Through this research, we hope to shed light on the importance of effective sports organizational systems in maximizing the performance and potential of floorball athletes within the Indonesian Floorball Association. Managing organizational performance is a fundamental requirement for any successful non-profit sports organization (Petronell and Florentina 2013), It is an integral component of an organization's ability to provide quality services to its stakeholders, including those at the club, regional, national and international levels (Boyle 2014). Strategy is a specific development direction that leads the organization to its goals. The sphere means and forms of activity, the internal environment, and the company's position in the external environment are subject to this development direction. By knowing and analyzing the existing conditions in a new way, starting from the basics at the association and branch management levels, answers will be found to produce recommendations, especially regarding achievement development programs to prepare for the next international championships (Pate et al. 2023).

One solution that can be implemented to improve this condition is to evaluate performance development programs in the regions at the provincial level, and branch officials in cities and regencies who are members of the Indonesian Floorball Association a thorough evaluation of existing performance training programs, coach performance, and athlete profiles will provide a complete picture of the actual field conditions (Tinoco et al. 2023). Analysis of the evaluation results will bring up a

sports achievement training program that can be used as a reference for achievement development programs at the provincial level, as well as recommendations to related parties such as the city and district Indonesian and National Sports Committees (KONI), regional administrators used as research subjects (Laureys et al. 2023). This evaluation is essential to find answers or alternative solutions to improve the achievement of the coaching program that is being and will be carried out. This is in line with the opinion (Biçer 2021) that state: Program evaluation is needed every time a new intervention is tried, and it is not known whether it will work like the previous method or if there is a perception that the program must be improved to be more productive good in some ways. From this quote, it can be interpreted that to improve the floorball performance training program in Indonesia, a comprehensive evaluation is needed to obtain an achievement coaching program that is considered capable of improving existing conditions (Mitchell et al. 2024).

The coaching program with outstanding achievements has indeed been implemented based on the objectives of the coaching itself and the critical factors contained in the program (Van den Berg, Coetzee, and Mearns 2020). Factors from an organizational system that is not good can also affect achievement results. With appropriate stages and fulfilling these factors, it is expected that achievement will be more easily achieved. Discussion of sports achievements is inseparable from an achievement development program commonly called the Athlete Development Program (ADP) or Long Term Athlete Development (LTAD). Sports achievements cannot be obtained immediately but through a process that is intentionally formed, planned, implemented and evaluated continuously. Ideally, achievement development systems are implemented in a planned, structured, systematic, and tiered.

Researchers say that this organization's management could have worked better. Only one name is placed in the management system. So, the Indonesian Floorball Association cannot run well. Socialization in the regions also could have run better. Most of them only develop on the

island of Java. Several studies related to the sports organization system (Desbrow 2021), (for organization and management, the structure of management information systems based on organizational functions is an overview of the hierarchical corporate matrix of corporate processes and activities. The organization is the division of administrative tasks through the design of the organizational structure. Appoint more and more salaried employees as traditional volunteers (Sunu 2021). This has led to change management problems and tensions, as the transition of organizations from large volunteers will have a managed and regulated approach to a workforce that is a mixture of paid and paid employees and volunteers. Engagement in inter-organizational relations with funding agencies, government agencies, media, companies and other partners is essential to overall organizational capacity in non-profit sports organizations (Misener and Doherty 2019). Through a network of external partners, organizations can better serve their objectives and improve performance (Mathematics 2016). In another study, over the past four decades, the Canadian National Sport Organization (NSO) workforce has become increasingly professionalized due to various federal government initiatives (Fasey et al. 2022), Early efforts to overhaul Canada's amateur sports system in the 1970s involved targeted financial support to replace volunteers with paid staff in many national sports organizations (Fasey et al. 2022). This research was conducted to replace sports organizations. Canada's system is improving.

In this study, using the research method, one of the evaluation models that can be used to analyze the Floorball performance training program in Indonesia is the Context, Input, Process, Product (CIPP) model developed (Fasey et al. 2022). This model is used because it can be used to evaluate formative and summative programs used to assess current and ongoing programs, as well as a model that can comprehensively evaluate organizations, policies, personnel, and applications. The CIPP model in this study will be used to assess program corrections and improvements, resources, strategies, and planning. This study aims to

evaluate the sports organization system of the Indonesian Floorball Association and evaluate the performance of floorball athletes. With the benefits, it can be used as a basis for making sports policies within the Indonesian Floorball Association for improving and advancing floorball sports and knowing the performance level of floorball athletes in the Indonesian Floorball Association a better organizational system.

METHOD

This research uses a mixed method, often called the hybrid approach. The implementation of this mixed methods research combines quantitative and qualitative research methods. Diverse research is a procedure for collecting, analyzing, and mixing quantitative and qualitative methods in a study or series of studies to understand research problems (Creswell 2012). Mixed methods research is considered an approach with a broad scope and validity, which maximizes the strengths and minimizes the weaknesses of the quantitative and qualitative approaches (Riazi and Candlin 2014). By integrating both quantitative and qualitative research components, mixed methods research makes it possible to quantify results and explain reported findings. The instrument in this study adopted the CIPP Questionnaire from previous research. By 1983, Stufflebeam had suggested the model.

The CIPP Model (Context, Input, Process, and Product) can be applied to both formative and summative evaluations. This model is so significant because it considers context, input, process, and output from every possible perspective, giving an overall picture of each component. This model makes it possible to evaluate in a methodical manner, meeting all of its requirements. This model differs from others in that it emphasizes the context for assessing the teaching, learning, and growth process. Apart from using a questionnaire, the researchers also conducted interviews and provided treatment, namely physical tests, to floorball athletes within the scope of the Indonesian Floorball Association. In this study, all administrators and trainers of the Indonesian Floorball Association acted as research subjects in 5 provinces throughout

Indonesia, including DKI Jakarta, Banten, West Java, Central Java, and East Java. A comprehensive research methodology was employed to assess the effectiveness of sports organizational systems on the performance of floorball athletes. Data collection involved interviews with key stakeholders within the association, including athletes, coaches, and administrative staff. Surveys and performance metrics were also utilized to measure the impact of organizational support on athlete outcomes.

In conclusion, evaluating sports organizational systems and the performance of floorball athletes within the Indonesian Floorball Association is essential for ensuring the long-term success and growth of the sport. By understanding the chairperson's context regarding policy support and utilizing robust research methods, we can pave the way for a thriving floorball community in Indonesia. The subject of this study used a sample of 96 floorball athletes who entered the top eight at the national championship in Jakarta. After all the data has been collected, data analysis will be carried out, and output will be produced to evaluate the sports organization system and the performance of floorball athletes in Indonesia.

RESULT

The report on the floorball achievement training program that was collected through a questionnaire to the chairman and coaches was reviewed from several aspects, including (1) context, (2) input, (3) process, and (4) product.

Table 1. Chairperson context regarding policy support regarding floorball sports development

No	Aspects	There are		None	
		Qty	%	Qty	%
1	National policy support	2	40 %	3	60 %
2	Regional policy support	3	60 %	2	40 %
	Average		50 %		50 %

Shows that regional policy support for achievement development is 60%, which is very high. There were 80 regional policy supports in the form of financial support from the Indonesian National Sports Committee and the city governments. This funding support varies in each district city

depending on the availability of the APBD allocated for each sport and adjusted to the results of regional achievements in the championships that have been participated in. Meanwhile, national policy support for achievement development shows 40%, which is low.

Table 2. Coach context about policy support regarding floorball sports development

No	Aspects	There are		None	
		Qty	%	Qty	%
1	City/District national support	3	60 %	2	40 %
2	Full authority to develop training programs in accordance with city/district guidelines	3	60 %	2	40 %
3	Support from sports organizations				
	Central government	4	80 %	1	20 %
4	Indonesian National Sports Committee Center / Region	5	100 %	0	0 %
5	Local Government	2	40 %	3	60 %
6	Floorball provincial administrators	3	60 %	2	40 %
7	General Public	2	40 %	3	60 %
	Average		62,85 %		37,14 %

The result above shows that the aspect that received the biggest support from the Indonesian National Sports Committee Center/Region aspect was 100%. This support includes the availability of training tools, training programs, funding to run training programs, etc. Sixty coaches are given full authority to develop training programs related to achievement that are adjusted to the guidelines contained in each district city. Meanwhile, the lowest support was from the local government and the general public. The aspect of input for the head of the floorball sport is presented in the following table:

Table 3. Chairperson's inputs regarding vision, mission, and organizational goals in coaching floorball sport

No	Aspect	There are		None	
		Qty	%	Qty	%
1	Organizational vision	4	80 %	1	20 %
2	Organizational mission	4	80 %	1	20 %
3	Vision and mission understood by all management	3	60 %	2	40 %
4	Goals of the city/district management agency	5	100 %	0	0 %
5	All management understands the objectives	3	60 %	2	40 %
6	City/district board annual training program	3	60 %	2	40 %
7	Coach resource improvement program	5	100 %	0	0 %
8	Coach Resources	5	100 %	0	0 %
9	City/district staff resources	4	80 %	1	20 %
10	Cooperation with related institutions	3	60 %	2	40 %
	Average		78 %		22 %

The average percentage of the evaluated aspects stands at 78%, indicating a generally positive assessment of the organizational systems within the Indonesian Floorball Association. The findings highlight areas of strength and areas that may require further attention and improvement to enhance the support and development of floorball athletes in Indonesia. 80 % of floorball organizations in the districts have an organizational vision and mission, and only 20% do not.

Table 4. Chairman's input on cooperation related to institutions/agencies regarding floorball sports development

No	Institutions Related to Sports Floorball Coaching	There are		None	
		Qty	%	Qty	%
1	Indonesian National Sports Committee city/district	2	40 %	3	60 %
2	University	2	40 %	3	60 %
3	Regency/City or Local Government	1	20 %	4	80 %
4	Indonesian National Sports Committee Area	1	20 %	4	80 %
5	Indonesian National Sports Committee Center	4	80 %	1	20 %
6	Indonesian Floorball Association	5	100 %	0	0 %
Average			50 %		50 %

Shows that the district-district Indonesian National Sports Committee's role in funding the development of floorball in each district in Indonesia is 40%. Meanwhile, the National Sports Committee for Indonesia contributed 80% to developing floorball in Indonesia. Likewise, with each region's Indonesian National Sports Committee, there is only 20% cooperation between the municipal governments. While Universities contribute 40% to coaching floorball in Indonesia, the Regional Indonesian National Sports Committee contributes 20%.

Table 5. The chairperson's input regarding the infrastructure facilities of the instructor in coaching the floorball

No	Support Facilities	Very High		High	
		Qty	%	Qty	%
1	Field Facilities	5	100 %	0	0 %
2	Floorball book library	1	20 %	4	80 %
3	Electronic floorball library	2	40 %	3	60 %
4	Fitness laboratories	1	20 %	4	80 %
5	Accommodation facilities (dormitory)	0	0 %	5	100 %
Average			36 %		64 %

Evaluating institutions related to sports floorball coaching sheds light on the key entities involved in supporting and developing coaching resources for floorball athletes in Indonesia. It shows that the facilities and infrastructure supporting the development of floorball in Indonesia show that the field facilities that provide the highest contribution in supporting

the achievement of the floorball sport in Indonesia are 100%. On the other hand, the respective provincial administrators need accommodation facilities (dormitories) for athletes to support the development of floorball in Indonesia. Only 40% of them have library facilities for books and an electronic floorball library. For fitness laboratories, some areas only have as much as 20%. At the same time, 80% of these areas do not have facilities. The table is presented in the following table from the aspect of trainer data input, which includes the adequacy of trainer resources and exclusive coaching permits for sports in Indonesia. Implementation of performance training in floorball branches is supported by the availability of indoor and outdoor facilities, which is supported by a performance coaching program of 60%. Only 40% still need supporting facilities and infrastructure.

Table 6. Coach's input on coach's hr in guiding performance in floorball sports

No	Coach Aspects	There are		None	
		Qty	%	Qty	%
1	SDM Coach	5	100 %	0	0 %
2	Coaching License	4	80 %	1	20 %
	Average		90 %		10 %

This shows that each province has sufficient HR coaches, as seen in the survey results with a score of 100%. Due to the frequent training, 80% of HR trainers have training licenses. This coaching license includes construction permits at the regional and national levels. However, not all regions have certified trainers. This shows that trainers with specific qualifications are unevenly distributed in Indonesia. That 100% of coaches have adequate qualifications as coaches. As a comparison, the trainer's understanding of the vision of the training program is known to be 60%, and the lowest than the trainer's knowledge of the mission and objectives of the training with an overall average of 80%.

The training program for fostering sports achievements in Indonesia shows that each coach prepares a training program. With the condition of each athlete at 100% and 80%, each training program is developed through work meetings involving expert sources, revised periodically to be

in line with floorball developments, has a balanced training program structure between theory, practice, and training, and training programs accordance with the vision and mission of the provincial council. At the same time, the feasibility assessment by training program experts is only 40%.

DISCUSSION

Sports organizational systems play a crucial role in enhancing the performance of athletes. In the context of the Indonesian Floorball Association, evaluating these systems is essential to ensure the efficient functioning of the association and the optimal performance of floorball athletes. In the early stages of the study, the findings revealed that the organizational structure of the Indonesian Floorball Association significantly impacted the overall performance of floorball athletes. A well-defined organizational hierarchy, clear communication channels, and efficient decision-making processes positively influenced athlete motivation and commitment. Additionally, the evaluation highlighted the importance of resource allocation within the association. Adequate funding for training facilities, equipment, and coaching staff was identified as a key factor in enhancing athlete development and performance. Moreover, the presence of supportive policies and programs aimed at athlete welfare further contributed to the overall success of the association. Overall, the findings underscored the need for continuous evaluation and improvement of sports organizational systems within the Indonesian Floorball Association to ensure floorball athletes' sustained growth and success.

The context dimension correlates with support from multiple institutions, including clubs, branch offices, regions, cities, and communities. Support and personnel maintain and enhance the performance of athletes, i.e. team sports performance. The government and society support floorball athletes (Tervo and Nordstrom, 2014). The input dimension shows adequate human resources for coaches and athletes (Wahyudin 2020). The coaches have the qualifications, commitment and ability to develop the right training program. However, it

should be noted that the development of knowledge related to coaching must be updated. So, it is necessary to improve the quality of human resources at an international level. Coaches are essential in setting vision and strategy, establishing a good environment, building good relationships with athletes, training and competition structures, reading and reacting on the field, and reflecting (Anon 2013).

In addition, the organizational level of Floorball is as expected, but some things still feel less than expected (Chow et al., 2023). These findings serve as a reference for coaches and the sports community to improve floorball organization and make the performance of Indonesian floorball athletes more advanced. Coaches and organizations need to know that in dealing with the management of sports teams, knowledge of sports practice management is necessary. In addition, many surrounding factors require transdisciplinary knowledge to answer them to solve problems (S. Y. Sudikan 2015). Sports organizational systems play a crucial role in the success and performance of athletes within a specific sport. In the context of the Indonesian Floorball Association, evaluating these systems is essential to understand how they impact the performance of floorball athletes. One of the primary aspects of evaluating sports organizational systems is analyzing the effectiveness of management structures, coaching staff, and support services provided to athletes. By assessing how well these systems are designed and implemented, we can determine their influence on the overall performance of floorball athletes.

In researching the evaluation of sports organizational systems and the performance of floorball athletes in the Indonesian Floorball Association, various significant findings were obtained. The study focused on assessing the impact of the organizational structure within the Indonesian Floorball Association on the performance and development of floorball athletes. Through interviews with athletes, coaches, and officials, it was revealed that a well-organized and supportive sports organization positively influences the athletes' training environment and overall performance. The presence of clear hierarchies, effective communication

channels, and adequate resources were identified as crucial factors contributing to athlete motivation and success.

In addition, the organizational level of Floorball is as expected, but some things still feel less than expected (Chow et al., 2023). These findings serve as a reference for coaches and the sports community to improve floorball organization and make the performance of Indonesian floorball athletes more advanced. Coaches and organizations need to know that in dealing with the management of sports teams, knowledge of sports practice management is necessary. In addition, many surrounding factors require transdisciplinary knowledge to answer them to solve problems (S. Y. Sudikan 2015).

CONCLUSION

Additionally, the research underscores the significance of regional and provincial council leaders in promoting athlete development initiatives. These leaders are responsible for implementing achievement enhancement programs and ensuring the sustainability of sports programs. It is noted that the sustainability programs are progressively implemented at an impressive rate of 80%, showcasing a strong commitment to the continuous improvement of athlete performance within the Indonesian Floorball Association. In conclusion, the research findings highlight the critical role of sports organizational systems in optimizing the performance of floorball athletes. It is evident that a well-structured and supportive sports environment, coupled with dedicated coaches and leaders, significantly contributes to the success and growth of athletes within the Indonesian Floorball Association. The importance and relevance of these findings emphasize the need for ongoing evaluation and enhancement of sports organizational systems to maximize athlete potential and achievements. It is evident that a well-structured and supportive sports environment, coupled with dedicated coaches and leaders, significantly contributes to the success and growth of athletes within the Indonesian Floorball Association. The importance and relevance of these findings emphasize the need for ongoing evaluation and

enhancement of sports organizational systems to maximize athlete potential and achievements.

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