



The analysis of committee performance on the 23rd Tour de Borobudur: A psychological approach

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Abstract

Psychological factors are one of the aspects that influence committee performance. The better the psychological quality of individuals, the higher the performance produced. This study aims to analyze the performance of the Tour de Borobudur XXIII committee through a psychological approach. The research method used is quantitative descriptive with an online questionnaire (Google Form) as the research instrument. With the purposive sampling technique, 29 research samples were obtained that met the inclusion and exclusion criteria. Data collection was conducted using a standardized questionnaire with a Likert scale, assisted by SPSS software. The questionnaire was used to analyze psychological indicators such as personal beliefs, task meaning, social pressure, career opportunities, interpersonal development, love events, extrinsic rewards, self-autonomy, psychological contracts, and job satisfaction as aspects of evaluating the performance of the Tour de Borobudur committee. The study's results indicate that the performance of the Tour de Borobudur XXIII committee falls into the moderate category. With a score of 3 out of 29 committee members falling into the very good category, 4 committee members in the good category, 12 committee members in the moderate category, 8 committee members in the poor category, and 2 committee members in the very poor category. The conclusion is that psychological factors influence the performance level of the Tour de Borobudur committee. Through psychological approach instruments, committee performance is expected to be analyzed and provide accurate information regarding individual committee performance. The study provides an overview of committee performance based on a psychological approach.

Keywords: Committee performance, psychology, sport event.

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INTRODUCTION

Sport tourism involves travelling to participate in or watch sporting events, a combination that has been practiced since the early 2000s and is growing rapidly along with the increasing global popularity of sports and ease of travel accessibility (Jiménez-García et al., 2020). The popularity of sports tourism has an impact on the community where the mega event is held. As the host of the 2014 FIFA World Cup, Brazil influenced the surrounding community, and both positive and negative effects were felt by local residents as a form of trust with the government and the organizing committee (Gursoy et al., 2017). A sports event must involve a certain community or group in its implementation, including the government and the organizing committee (Jeong & Kim, 2020). In organizing an event, it is important to have the main components in arranging an event, consisting of purpose, place, and people (Gammon, 2020). As an organizing team, it is important to understand the needs and preferences of the target audience and design all activities that actively involve participants to create a memorable experience of the event (Raj & Tahir, 2022).

The organizing committee in an event is the brain of all activities and has a crucial role in the sustainability of an event (Dowson et al., 2023). They are fully responsible for all aspects of the event, from planning to the implementation of the event, so that the organizing committee is the core of an event (Parent & Chappelet, 2015). The success of an event is formed from the cooperation and participation of various stakeholders involved in organizing the event. The organizing committee is specifically responsible for the planning and execution of the event to ensure the success of the mega event, including its sustainability aspects, to create a long-term positive legacy (Talavera et al., 2019). The role of the government has a major impact on the sustainability of the legacy left behind, with the main focus on the development and investment of sustainable infrastructure projects (Agustin et al., 2024). The performance of the committee is a determinant of the success of a mega event along

with the legacy left after the event, its is one of the aspects of the committee's performance assessment, the legacy dimension left behind can include various things such as infrastructure, economic diversification, social change, and even the impact on the environment after the event takes place (Talavera et al., 2019). Mediation and commercialization are also aspects of the committee's successful performance in increasing the popularity of sports globally by utilizing the media (Malcolm & Fletcher, 2017).

In every event implementation, a committee is definitely needed as the person in charge of implementing the activity. The committee's performance is considered the main promoter in ensuring that every aspect of the event runs smoothly, from planning to evaluation (Parent & Chappelet, 2015). The functional effectiveness applied to the performance of the committee contributes efficiently in terms of supervision and execution of tasks, as the official committee of the organizing committee has a great responsibility in achieving the objectives of the event implementation (Varnajot, 2020). The achievement of the goal is concrete evidence that the organizing committee has competence in organizing large events on an international scale, so that the organizing committee gains public trust in creating branding events (Taks et al., 2018).

Tour de Borobudur XXIII 2023 is an international bicycle racing event held annually in Indonesia, especially in Central Java. Tour de Borobudur has been running since 2000 and is one of the most anticipated cycling sports events for cyclists (Ginting et al., 2024). Not only ordinary bicycle events, but the Tour de Borobudur also presents interesting tourist routes, and cultural diversity is presented to cyclists throughout the event. On September 5- 6, 2023, the 23rd Tour de Borobudur event was held. This event was attended by 1,200 cyclists from various regions, and some of them even from abroad. For 23 years, this cycling event has had a positive and significant impact on the people involved, especially the organizing committee. Tour de Borobudur XXIII always manages to give an interesting and unique impression every year. This year, there are

several differences from the previous year, namely, there are additional special events in the form of post-events, events, and pre-events, which are new things presented to cyclists. Not only is it interesting for cyclists, but it also attracts the interest of the committee and volunteers to join the committee of Tour de Borobudur XXIII in 2023, which also has an impact on the sports tourism economy, on the intention to visit the host city again (Rahayu et al., 2024).

The performance of the committee is the key to the implementation of the event, if the performance of the committee is not optimal, it will have a significant impact on the sustainability of the event (Talavera et al., 2019). The committee's performance is influenced by three dimensions in the implementation of its duties, namely job time, job quality, and job quantity (Na-Nan et al., 2018). The quantity of performance can be measured from the results of the work that has been done, the level of good and bad results of the tasks given, as well as the ability and skills of workers to perform their duties and responsibilities, while performance quality refers to the fulfillment of criteria and standards to achieve common goals whose task characteristics are matched based on the psychological needs of the individual so that the quality of work is increasing (Na-Nan et al., 2018).

In addition to ensuring the health and physical fitness of the committee, psychological factors serve as a critical foundation for enhancing their performance (Ma et al., 2024). If the psychological condition of the committee is not ready to carry out its duties and responsibilities, various problems will arise, then it is necessary to have an understanding of good psychological management when organizing the event (Parent & Chappelet, 2015). Good committee management is influenced by the relationship between management practices, in the form of training and the provision of adequate working conditions, contributing significantly to the satisfaction and involvement of the committee's work, so that if the management practice is high, the work results of the committee will also increase (Zhigang et al., 2022). Paying attention to the

design of job characteristics such as skill variation, autonomy, and feedback can help increase employee job satisfaction and produce maximum work performance with the role of these psychological aspects (Hwang & Jang, 2020). Self-efficacy and optimism, two pillars of psychological capital, play an important role in maintaining psychological well-being and job satisfaction, especially among committee (Dionigi et al., 2020). Psychological capital—optimism, hope, self-efficacy, and resilience—is also positively correlated with creativity and adaptive performance in high-stress environments (Yu et al., 2019). Finally, a psychologically safe committee environment encourages open communication and risk-taking, thereby enhancing collaborative learning and innovative performance (Jin & Peng, 2024).

In every sports event, the performance of the committee becomes the center of the assessment of an event, this is certainly not spared from the problems that occur in the field (Taks et al., 2018). The implementation of the 2023 Tour De Borobudur XIII has several notes that need to be considered, including the number of committees in the distribution of race packs that are too many, causing gaps between the committees on duty, the lack of road guides along the cyclist route, and the lack of a clear division of jobdesks to TDB volunteers. This occurs due to a lack of communication and coordination between the organizing committee and the committee or TDB volunteers. Lack of understanding of the application of psychological principles is also the main reason for internal problems between organizing committees. Through this research, it is hoped that committee performance data can be obtained to provide comprehensive information to improve the committee's performance for the next event through a psychological approach. The research sample only focused on the organizing committee of the Tour de Borobudur XXIII event in 2023. For 23 years, TDB has been carried out, but there has never been an evaluation of the committee's performance that is useful in improving the performance of the committee. Therefore, the analysis of the committee's

performance is one of the important things in the evaluation process of organizing the event.

METHOD

This study uses a quantitative descriptive study method that focuses on analyzing the performance of the Tour de Borobudur XIII committee. Descriptive statistical analysis is used to provide a detailed overview of the data that has been collected so that it can facilitate interpretation and decision-making based on existing data (Aziza & Kurniawati, 2023). Data collection uses a survey method with a research instrument in the form of an online questionnaire (Google Form) consisting of 10 indicators with a total of 31 questions. The test instrument used in this study was developed from previous research and is a combined instrument in the form of a rearranged closed questionnaire (Hwang & Jang, 2020; Wang & Yu, 2015). This instrument measures personal belief, task significance, social pressure, career opportunity, interpersonal development, love event, extrinsic rewards, autonomy, psychological contract, and job satisfaction. The questionnaire uses 4 4-point Likert scale with answer choices, namely, strongly agree, agree, disagree, and strongly disagree.

Table 1. Question Grid

Variable	Indicator	Question
Psychological Aspects of Committee Performance	Personal Beliefs	1,2,3
	Task Significance	4,5,6,7
	Social Pressure	8,9,10
	Career opportunities	11,12,13
	Interpersonal Development	14,15,16
	Love Events	17,18,19
	Extrinsic Gifts	20,21,22
	Self-government	23,24,25
	Psychological Contract	26,27,28
	Job Satisfaction	29,30,31

Sumber: (Hwang & Jang, 2020; Wang & Yu, 2015)

The sample that was studied was the Tour de Borobudur committee with an initial target of 50 committees, which then, using purposive

sampling techniques, obtained a total of 29 respondents who met the inclusion and exclusion criteria. Data collection was carried out by distributing questionnaires during the implementation of the TDB event from the Pre-event to the event. The inclusion criteria are in the form of all committees that are actively involved in the implementation of *TDB*, willing to take the time to fill out the questionnaire, and committees that successfully fill out the end. At the same time, the exclusion criteria were in the form of a committee that was not willing to fill out questionnaires. The data analysis technique uses quantitative descriptive and Normative Referenced Evaluation (NRE) with the help of the IBM Statistics 23 application.

Table 2. Norm Value Categorization Limit,

Not	Interval	Category
1.	$X > M_i + 1,5 \text{ SD}_i$	Very good
2.	$m + 0,5 \text{ SD}_i < X \leq m + 1,5 \text{ SD}_i$	Good
3.	$m - 0,5 \text{ SD}_i < X \leq m + 0,5 \text{ SD}_i$	Moderate
4.	$m - 1,5 \text{ SD}_i < X \leq m - 0,5 \text{ SD}_i$	Poor
5	$X \leq M_i - 1,5 \text{ SD}_i$	Very poor

Sumber: (Yahiji et al., 2019)

The table above (Table 2) is a table of norm categorization limit values with 5 types of categories.

RESULT

Based on the demographic data of respondents (table 3), the age distribution category includes the early elderly, teenagers, late adults, and late teenagers, who are the most respondents, at 55.2%. Almost half of the respondents were individuals in the age range of 18 – 25 years. Respondents have a variety of educational backgrounds, namely junior high school, senior high school, bachelor's, diplomas, and master's. Respondents' jobs were distributed by students, college students, event organizers, private employees, entrepreneurs, mechanics, coaches, and the unemployed. Then the distribution of the areas where respondents work is in Semarang, Solo, Sukoharjo, Blora, and Surabaya. Respondents' demographic data can be seen in Table 3 below.

Table 3. Respondent's demographic characteristics data

Variable	Category	Frequency (N=29)	Percentage (%)
Age	Teenagers (10-17)	2/29	6,9%
	Late Youth (18-25)	16/29	55,2%
	Early Adulthood (26-35)	7/29	24,1%
	Late Adulthood (36-45)	3/29	10,3%
	Early Elders; y (46-55)	1/29	3,4%
Education	Junior High School	2/29	6,9%
	High School	14/29	48,3%
	Diploma	3/29	10,3%
	Bujangan	9/29	31%
	Tuan	1/29	3,4%
Employment Status	Student	2/29	6,9%
	Student Collage	12/29	41,4%
	Event Organizer	3/29	10,3%
	Private Employees	5/29	17,2%
	Businessman	2/29	6,9%
	Mechanic	2/29	6,9%
	Coach	1/29	3,4%
	Unemployment	2/29	6,9%
Workplace City	Semarang	11/29	37,9%
	Only	10/29	34,5%
	Magelang	2/29	6,9%
	Surabaya	1/29	3,4%
	Sukoharjo	4/29	13,8%
	Blora	1/29	3,4%

Based on the table above (Table 3), it is known that as many as 48.3% of respondents have a senior high school background and are the respondents with the most educational backgrounds in this research. This explains that the Tour de Borobudur committee is mostly still at the lecture level, which is 41.4%. Semarang and Solo became the areas where the committee worked with almost the same results, namely Semarang at 37.9%, followed by Solo at 34.5%.

Based on data analysis (Table 4), data on the performance of *the TDB XXIII* committee in 2023 were obtained, which included Personal Belief, Task Significance, Social Pressure, Career Opportunity, Interpersonal Development, Love Event, Extrinsic Rewards, Autonomy, Psychological Contract, and Job Satisfaction. Validity and reliability tests are applied to data analysis to determine whether the data is valid,

reliable, or consistent. The results are obtained by using bivariate correlation in the validity test, as shown in Table 4.

Table 4. Validity Test on Instrument Indicators

	Construction	Score	Sig. (2--squirrels).
Factor 1	Personal Beliefs		
PB1	I feel proud to be part of the Tour de Borobudur committee	0,477	,009
PB2	Being part of the Tour de Borobudur committee makes me feel valued and respected	0,536	,003
PB3	Being part of the Tour de Borobudur committee boosted my confidence	0,58	,001
Factor 2	Task Significance		
TS1	I have an important job because the work of other departments is affected by the way I work	0,617	,000
TS2	Being a part of the Tour de Borobudur Committee is very valuable because the work I do can help the success of this event	0,674	,000
TS3	Tour de Borobudur activities can be affected if I don't work well	0,489	,006
Factor 3	Social Pressure		
SP1	I became part of the Tour de Borobudur committee because my friends also joined	0,516	,004
SP2	I became part of the Tour de Borobudur committee because most of the people in my neighborhood also joined	0,372	,047
SP3	I became part of the Tour de Borobudur committee because the community wanted me to join	0,284	,135
SP4	I became part of the Tour de Borobudur committee because the leader at my workplace/lecturer told me to join	0,311	,101
Factor 4	Career opportunities		
CO1	Being part of the Tour de Borobudur Committee is an opportunity for me to seek wider contacts for my career	0,519	,004
CO2	Being a part of the Tour de Borobudur Committee is an opportunity for me to improve my work experience	0,604	,001
CO3	Being a part of the Tour de Borobudur Committee is great to add content to my resume/CV for my future career	0,632	,000
Factor 5	Interpersonal Development		
ID1	Being part of the Tour de Borobudur committee broadened my horizons	0,641	,000
ID2	Being part of the Tour de Borobudur committee made me meet new people and make friends with them	0,617	,000
ID3	Being part of the Tour de Borobudur committee made me learn something new	0,597	,001
Factor 6	Love Events		
LE1	I became part of the Tour de Borobudur committee because the Tour de Borobudur activities have a special place in my heart	0,543	,002
LE2	I became part of the Tour de Borobudur committee because I have an interest in Tour de Borobudur activities	0,813	,000

LE3	I became part of the Tour de Borobudur committee because I wanted people to recognize me as part of the Tour de Borobudur activities	0,723	,000
Factor 7		Extrinsic Gifts	
ER1	I became part of the Tour de Borobudur committee because I wanted to get official merchandise from the Tour de Borobudur activity	0,595	,001
ER2	I became part of the Tour de Borobudur committee because I wanted to participate in Tour de Borobudur activities for free	0,449	,014
ER3	I became part of the Tour de Borobudur committee because of the salary given by the Tour de Borobudur activities	0,498	,006
Factor 8		Autonomy	
A1	During my work at the Tour de Borobudur, I had the opportunity to make my own decisions	0,03	,876
A2	While working at the Tour de Borobudur Activities, I have the freedom to decide how I get my work done	0,288	,130
A3	During my work at the Tour de Borobudur, I was allowed to manage my own working time	0,006	,974
Factor 9		Psychological Contract	
PC1	There is a regular evaluation of my performance	0,34	,071
PC2	My coordinator often gives feedback on my performance	0,669	,000
PC3	There is an effective task briefing	0,702	,000
Factor 10		Job Satisfaction	
JS1	I am satisfied with the work environment at the Tour de Borobudur Activity	0,74	,000
JS2	I am happy to be part of the committee for the Tour de Borobudur	0,68	,000
JS3	Overall, I am satisfied to be part of the committee for the Tour de Borobudur	0,621	,000

PB: Personal Belief; TS: Task Significance; SP: Social Pressure; CO: Career opportunities; ID: Interpersonal Development; LE: Love Event; ER: Extrinsic Gift; A: Autonomy; PC: Psychological Contract; JS: Job Satisfaction

The question item can be declared valid if the Sig. (2-tailed) value is < 0.05 and the Pearson Correlation is positive; if the Sig. (2-tailed) value is < 0.05 and the Person Correlation is negative, then the question item is valid; and it is invalid if the Sig. (2-tailed) value > 0.05 . In the results of data analysis (Table 4), it can be seen that as many as 3 question items out of a total of 31 questions were declared invalid, and as many as 28 questions were declared valid.

Table 5. Reliability Test on Instrument Indicators

Variable	Number of Indicators	Cronbach s Alpha Range	Information
Personal Belief (PB)	3	0,892 – 0,893	Reliable
Significance of Task (ST)	3	0,890 – 0,894	Reliable
Social Pressure (SP)	4	0,893 – 0,898	Reliable
Career Opportunity (CO)	3	0,890 – 0,893	Reliable
Interpersonal Development (ID)	3	0,890 – 0,891	Reliable
Love Event (LE)	3	0,887 – 0,892	Reliable
Extrinsic Rewards (ER)	3	0,891 – 0,895	Reliable
Autonomy (A)	3	0,898 – 0,905	Reliable
Psychological Contract (PC)	3	0,890 – 0,896	Reliable
Job Satisfaction (JS)	3	0,889 – 0,891	Reliable

The questionnaire can be declared reliable if the Cronbach's Alpha value is > 0.60 and declared unreliable if the Cronbach's Alpha value is < 0.60. In the research data that has been tested for reliability (Table 5), it is known that all the data obtained is declared reliable as a data collection tool in the study.

Table 6. Committee Performance Psychology

No	Psychological Indicators	Very Good	Good	Moderate	Poor	Very Poor
1	Personal Beliefs	0%	48,28%	10,34%	37,93%	3,45%
2	Significance of Tasks	0%	34,48%	41,38%	10,34%	13,79%
3	Social Pressure	3,45%	27,59%	41,38%	20,69%	6,9%
4	Career opportunities	48,28%	17,24%	27,59%	6,9%	0%
5	Interpersonal Development	51,72%	13,79%	31,03%	3,45%	0%
6	Love Events	13,79%	20,69%	51,72%	13,79%	0%
7	Extrinsic Gifts	10,34%	17,24%	37,93%	6,9%	27,59%
8	Self-government	10,34%	10,34%	44,83%	31,03%	3,45%
9	Psychological Contract	13,79%	6,9%	68,97%	10,34%	0%
10	Job Satisfaction	0%	37,93%	24,14%	37,93%	0%

The data above (Table 6) is a data analysis of committee performance based on psychological indicators. Classification using Normative Referenced Evaluation (NRE) is divided into 5 categories, namely Very Good, Good, Moderate, Poor, and Very Poor. The data shows (Table 6) that the personal belief indicator is in the good category. Task significance, social pressure, love event, extrinsic gifts, and self-government are in the moderate category. Career opportunities and interpersonal development are very good, with Interpersonal Development

as the highest indicator. These findings found that job satisfaction has a tie score in the good and poor categories.

Based on the norm reference value, the overall committee performance based on the psychological indicator can be seen in Figure 1.

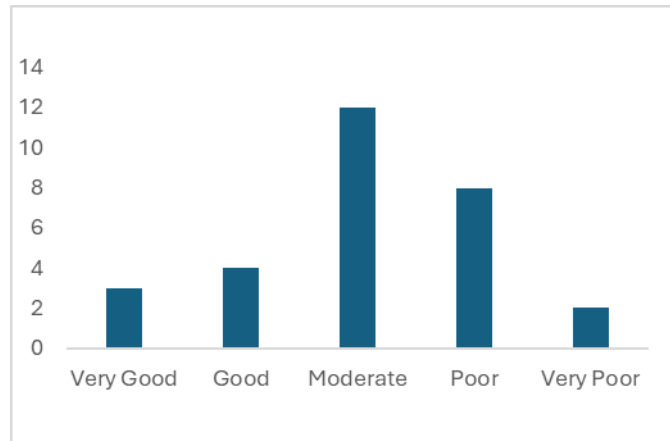


Figure 1. Classification of Categorization Committee Performance

The information shown in Figure 1 shows that the moderate category is 41.38%, or 12 out of 29 respondents, as the category with the highest frequency. Then the poor category with a score of 27.59% was in second place, followed by 4 out of 29 respondents, or 13.79% in the good category. In third place, as many as 10.34% or 3 out of 29 respondents were in the very good category, and the last 2 out of 29 respondents, or 6,9% were in the very poor category.

Based on a quantitative assessment of the number of committees with psychological indicator results, it is known that most of the classified data is at a sufficient level, not good, but also not so bad. In general, the performance of the organizing committee is at a good level, but it still has the potential to be further improved. The understanding of the psychological approach needs to be known by the organizing committee so that its application can improve the committee's performance, which has an impact on the organization of an event.

DISCUSSION

Based on the research results, it is proven that the psychological approach is one of the aspects that impact the committee's performance. The findings confirm that interpersonal development and career opportunities have high outcomes, as shown by the event's success in providing an environment that supports relational growth and performance advancement, which is key in the job embeddedness model (Shah et al., 2020). Task Significance and autonomy show flat or neutral results, this indicates that the performance characteristics of the committee are not optimal, so there is a need for a redesign of job characteristics to increase task variety, autonomy, and feedback (Parker et al., 2017). Furthermore, the personal belief factor is at a fairly low level, indicating the need for social appreciation interventions, the formation of identity and pride, as well as increasing self-efficacy and reducing burnout (Da et al., 2021). The low score of extrinsic rewards and job satisfaction is shown by the gap in basic motivational needs. This is in line with the discovery (Deci et al., 2017).

This study is the first empirical research that directly analyzes the psychological approach to the performance of the Tour de Borobudur XXIII committee in 2023. Running the event *TDB* is the fruit of the performance of the organizing committee, which is good and organized, so as to create a good impression that leaves an impression on the hearts of the participants. Not only to the participants, but also to the community and the organizations involved in its implementation (Ginting et al., 2024). For the organizing committee, job satisfaction is created from their experience as a committee, *TDB*. Supporting the results of previous research, job satisfaction has a positive influence on organizational identification (Lee et al., 2015). Success, *TDB* became the answer to the committee's performance.

The success of an event depends on careful planning, effective execution, and a dedicated team. The organizing committee/committee is an important figure that has a big role in a team. Not only is the organizing

committee the main regulatory institution that ensures the event's success, but it is also responsible for setting the event's vision, setting goals, and developing a comprehensive plan. During the period, the organizing committee will handle some internal and external problems such as finance (budget); human resource management (HR); infrastructure, operations, and logistics; inheritance; media and visibility; planning and organizing; politics; sports/field of play; and relationships, participation and interdependence (Parent & Chappelet, 2015).

The support of the organization supports the good performance of the committee. Li & Dai (2015) state that organizations have obligations to the workforce in the form of occupational safety, salary (benefits), stability, and mobility. As with *TDB*, an organization or association is obliged to provide allowances intended for the organizing committee. These include accommodation and transportation, consumption, salary, workwear, and other work equipment. Rousseau, in the review literature, outlines 7 responsibilities that employers must fulfill to their workforce in psychological contractual ties: promotions, high rewards, performance awards, training, long-term job security, career development, and HR support (Li & Dai, 2015).

However, the committee's performance is also influenced by several factors, including the leadership model, psychological aspects, and management applied by the organization (Hariani & Darmawan, 2025). The psychological aspect is one of the important aspects in improving the committee's performance, which is in line with the research. Overall, the principles of management psychology can improve the performance and quality of the organizing committee. This study discusses the importance of psychological quality to a person's performance. Psychological factors that affect the performance of the committee include personal belief, prosocial personality, social pressure, career opportunity, interpersonal development, love of expo, extrinsic rewards (Wang & Yu, 2015), the significance of tasks, autonomy, feedback, organizational identity, and job satisfaction (Hwang & Jang, 2020).

Based on data analysis, personal belief has the highest average score among other factors. This shows that respondents feel proud and valued to be part of the *TDB* committee and contribute to its implementation. Significance of task showed a great score with high self-confidence. Respondents are aware of the importance of their tasks and work towards the success of the event. The positive impact is also shown by the good performance condition of the committee on interpersonal development factors and social pressure that affect future career opportunities.

Interpersonal development has the highest score among the other 10 factors. By utilizing social networks obtained from *TDB*, providing opportunities to open up new relationships that are useful for improving work experience, broadening horizons, and learning new things (Zhigang et al., 2022). Then it still refers to individuals' perception of the committee's emotional attachment to the event. *TDB* shows a strong internal motivation to participate optimally in its implementation. They not only see this event as an activity, but also as something that has a special place in the committee's hearts. Looking at previous research, Wang & Yu (2015) at the Shanghai World Expo 2010 revealed that motivational factors, such as interpersonal development, career opportunities, love expo, and personal beliefs, were identified as the most influential motivational factors. However, our research reveals that social pressure, autonomy, and extreme rewards are not the driving factors for the committee *TDB*, and in fact, have a negative effect on the performance of the committee *TDB*. Based on the results of the data analysis, it was found that there is a need for a strategy for the preparation of a clear organizing committee structure between the committee and the volunteers. This is because sports events are functional-based organizations that require the organizing committee to divide into divisions or departments (Parent & Chappelet, 2015).

The performance of the organizing committee is the main factor in the success of an event (Adam Muarif et al., 2024). The success of an event requires a good event management strategy. Many things must be

prepared to run a big event, especially for the organizing committee. The organizing committee is the core of planning sports events, whether small or large, local or international, one sport or many sports (Parent & Chappelet, 2015). As with the Tour de France, which is managed by the Amaury Sport Organization very well (Varnajot, 2020), so is the organization of *TDB*, which is under the supervision of the Central Java Provincial Government (Nabila et al., 2024). This study showed that the committee *TDB* actively plays a role in bicycle racing events held almost every year, especially in Central Java. The lack of research participation is one of the limitations in our research. The relatively small sample size and focus on the Tour de Borobudur event only make our research results unable to be generalized to a wider population. The limitation of the research instrument is also due to the measurement of only using questionnaires, and does not include in-depth personal interviews. So, it is necessary to involve more participants and to conduct deeper and more detailed research related to the performance of the organizing committee through other psychological approaches. This research helps organizers recognize that the psychological well-being of the committee members plays a meaningful role in the event's success.

CONCLUSION

Based on our findings, we conclude that *the Tour de Borobudur* (*TDB*) committee performs in the moderate category. The execution and careful preparation in the implementation of the international bicycle event show this. A study found that the Interpersonal Development factor had the highest score among the other ten factors. Further research with a larger sample size is needed to strengthen the findings. The organizing committee should give more attention when it performs recruitment for organizing committee candidates. The committee organizers need to pay more attention to the psychological component in supporting the committee's performance in the selection process, compiling and dividing committee tasks based on the specifications of each committee's job desk.

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