

Evaluation of the Pencak Silat Development Program for the Faithful Heart Terate Brotherhood, Kupang City Branch, East Nusa Tenggara Province

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DOI: <https://doi.org/10.52403/ijrr.20240409>

ABSTRACT

This research aims to obtain a comprehensive picture of the implementation process of the Pencak Silat sports development program at the Pencak Silat College Persaudaraan Setia Hati Terate (PSHT). This research is an evaluation of the Kupang city PSHT pencak silat achievement development program using qualitative research methods, with the approach model used being the Stakeholder model. Data collection techniques use observation, interviews, and documentation. Data analysis was carried out by collecting data, reducing data, presenting data, and drawing conclusions. The results of this research are: 1). Organizational management has good input, solid coordination, appropriate results, and all the results from meetings. 2). The training program for the Kupang City PSHT pencak silat sport is very effective and efficient in accordance with the specified schedule. 3). There are adequate human resources (HR) even though there is not much education in the city of Kupang, but that is not a benchmark for becoming a PSHT member. 4). The infrastructure at the branch is available, and that is also good because it is in line with the motto of the branch that was created, namely rise and achieve, so there must be superior seeds with the existing infrastructure. 5). Funding:

the availability of funds for coaching athletes in branches is adequate; the use of funds is in accordance with needs and is transparent; and the results of funding for coaching are very good in branches.

Keywords: Program Evaluation, Coaching, Pencak Silat.

INTRODUCTION

Sports nowadays allow all age levels to better understand healthy lifestyles apart from supporting food, but the process of training or exercising can also provide a healthy life for athletes in its function, whether it is burning calories, reducing fat, reducing levels of laziness, increasing healthy lifestyles, and providing higher enthusiasm for every athlete, maintaining body stability and physical fitness so that life is more relaxed in daily life and also when finished activities, which is included in the general description of various pencak silat in Kupang City, one of which is PSHT (Persaudaraan Setia Hati Terate). Sport is a very popular activity in the world and is a part of human activity because it has the aim and purpose of improving the quality of life (Kurniawan et al., 2015). Sport is an international science that emerged in the middle of the 20th century, and in Indonesia, it was officially standardized through the 1998 Sports Science Declaration. Sport is also a game, in line

with human existence as playing creatures (Huizinga's *homo ludens*). Sport is a spectacle that has long historical roots. Since ancient Greek times with the *arete*, agony, and *bukathlon*, up to the Olympic Games in modern times, war and peace have always existed to represent sporting events themselves. Sport is a multi-dimensional phenomenon (Pramono Made, 2003).

The process of running an organization or pencak silat college and its sporting achievements, which must be supported by adequate human resources (HR) and also those who really understand the science of coaching, is an access or driving force in the field of pencak silat and which is licensed. Sports coaching is an education that is packaged where the target and aim are to create coaches who will later produce athletes who excel in accordance with the expectations and standards of the application of education or training, which leads to the development of long-term achievements. Sports coaching acts as a means of coaching and developing individuals and groups to support harmonious, balanced, and harmonious physical, mental, social, and emotional growth and development (Indrayana, 2017). The coaching program process in a regular, systematic, planned, and continuous manner needs to be evaluated, so program evaluation can be concluded as a process of searching for information, finding information, and establishing information that is presented systematically about planning, values, goals, benefits, effectiveness, and conformity with criteria and predetermined goals (Munthe, 2015). Evaluation is the process of determining the results achieved by several planned activities.

A program is not just a single activity that can be completed in a short time; it is a continuous activity because it implements a policy. The program also aims to encourage the realization of a condition where sports activities can be carried out by all levels of society, regardless of age limits, gender differences, or differences in socio-

economic conditions (KS, 2013). To develop or produce outstanding athletes, a long-term process is needed that requires systematic, planned, directed, and consistent treatment and is carried out from an early age or elementary school age and is supported by sports science and technology (Law Number 3 of 2005).

The conditions for coaching that must be fulfilled are: (a) the existence of passion with a character that discusses pleasure and pain, underlying the spirit and actions as a driving force to push forward, regardless of all the control that may be faced at this time; (b) very emotional, possible only if accompanied by knowledge and experience of the natural environment obtained so far; and (c) the combination of emotions and rules of each sport (Puig & Vilanova, 2011). Achieving achievements in sports can only be done through a systematic, planned, regular, and continuous coaching process (Pakaya et al., 2012). For sports development to run as well as possible, important components in the national sports development system are: 1) objectives; 2) management; 3) manpower factors; and 4) athletes. 5) facilities and infrastructure; 6) program content structure; 7) learning resources; 8) methodology; 9) Evaluation and research; as well as 10) funding (Assalam Didik & Sulaiman, 2015).

High coaching is determined by many factors, including the quality of the trainer, the quality of the training program, equipment and supporting facilities, support from the government, sponsors, and parents. Coaching is carried out by the parent sport organization both at regional and central levels, with continuous or repeated training patterns to shape character, technique, tactics, and progress within the club or branch (Wicaksono, 2010). Coaching in the sport of pencak silat must have athletes, coaches, facilities and infrastructure, organization, and supporting factors. All these aspects must run well and sustainably in accordance with their respective rights and obligations (Rosyid & Hartoyo, 2015).

The components of sports development in Pencak Silat are a system that involves a number of main components, namely at least 10 main components, namely financial support, organization and integrated sports policy structure, production and breeding, and achievement development. Development of elite group achievements, sports infrastructure, provision of coaching training and quality of training, quality of competition, scientific research, and media and sponsorship environments (Lutan, 2013). Law of the Republic of Indonesia number 3 of 2005 concerning the National Sports System, article 21, explains that the central government and regional governments have obligations in fostering and developing sports, including sportsmen, manpower, organizing, funding, methods, infrastructure, and facilities, as well as sports awards.

Pencak silat is an Asian martial art that has its roots in Malay culture, especially in Indonesia. Pencak silat has been known for centuries. Pencak silat experts and warriors believe that the Malay people created and used this martial art since prehistoric times because, at that time, humans had to face harsh, wild nature. Pencak silat at that time aimed to survive by fighting wild animals. The theories in pencak silat include mastering breathing, movements, and materials. In Indonesia itself, there is a parent pencak silat organization called the Indonesian Pencak Silat Association, better known as IPSI. Pencak silat has now become a competition event between countries, namely the ASEAN Games, which are held every four years. Several national and international silat organizations are starting to grow rapidly. Such as in Asia, the United States, and Europe. Silat has now officially entered as a sport in international competitions, especially in the SEA Games (Mizanudin et al., 2018). Pencak silat is a martial art that was born and grew in society and has four aspects, namely: mental and spiritual aspects, cultural arts aspects, self-defense aspects, and sports aspects, which were previously used for self-defense in

war. In today's developments, pencak silat is starting to be known by the world at large. Apart from these four, pencak silat also contains positive values, namely: 1) Increasing devotion to God Almighty; 2) Love for the Motherland and Nation; 3) Health and fitness; 4) Generating self-confidence; 5) Training mental resilience; 6) Developing high self-awareness; 7) Developing spotivity and a warrior spirit; and 8) Higher discipline and tenacity. Overall, pencak silat teaches the character and attitude of piety, responsiveness, and resilience (Moh.Nur Kholis, 2016).

The aim of pencak silat is to form pencak silat people who believe and are devoted to God Almighty, have a noble personality, love brotherhood, peace, humility, are able to control themselves, discipline, self-confidence, are resistant to trials and so on. Pencak silat is also taught to be virtuous, know right from wrong, be friendly and polite in speaking, have a big soul, and not hesitate to apologize if you do something wrong to others or others.

The development of the loyal heart terate brotherhood pencak silat initially experienced ups and downs until the figure of RM Imam Koesoepangat emerged, who was a student of the founder of this silat and Ki Hadjar Hardjo Oetomo. RM Imam Koesoepangat has made many changes since taking the helm from 1974 to 1988. PSHT Pencak Silat, which was originally called Pencak Sport Club (PSC), was also not just a sport. Like pencak silat institutions, PSHT was initially just a college that taught kanuragan sports, which, in its development, was also widely used as a tool of struggle against the colonialists. The word pencak itself contains elements of resistance, so it is not surprising that the Pencak Sport Club was later banned by the Japanese government and its leader was imprisoned. This culture is not merely a culture in the form of martial arts but is also closely related to the way its followers experience and live life. There are rituals there; there are patterns of behavior, even lifestyles.

Organizations certainly require the formation of branches and branches with matters relating to resources, which include three aspects, namely: (a) human resources, (2) facilities and infrastructure, and (3) sources of funds. After the organization is formed, it is necessary that coaching be carried out with guidelines in the Articles of Association (AD) and Bylaws (ART) as well as the organization's main regulations. Coaching within branches includes: (1) management; (2) students and athletes; (3) coaches and referees; and (4) training, matches, and competitions. Branches and branches in pencak silat sports must have a clear background and coaching plan. It is not only established but also has a planned program to advance student athletes. The athlete's position in carrying out the program. Some of these problems include: (1) Quality aspect: some trainers are not yet certified in the PSHT Kupang city branch, and there is a lack of special trainer training activities, so not all trainers have been included in the trainer training (coaching clinic). (2) aspects of facilities and infrastructure, especially training facilities or buildings, and other supporting equipment are very limited at the PSHT Kupang city branch (branching) and need assistance from related parties. (3) lack of funds for developing pencak silat sports Kupang City Branch PSHT achievements (twigs), To carry out sparring practice with branches to other branches or districts (Hana Puspita Santoso, 2017). The emergence of the Terate Faithful Heart Brotherhood was initially in the Kupang City Branch and especially in NTT. Pencak Silat was present in the 1970s under Eko Nasikun, while PSHT was present in Indonesia in 1922, founded by one of the pioneer heroes of independence, namely Ki Hadjar Hardjo Oetomo, and from year to year. The main problem in the Kupang city branch is that each branch produces coaches, but in the development of athletes there are still problems due to the lack of special or licensed coaches who focus on coaching athletes, refereeing, and very minimal

facilities and infrastructure, so this is affected in the development of coaching athletes for performance, so when This PSHT sport only carries out training activities with what is available in each branch. So with this research, we can prove in the field or obtain data about the advantages and disadvantages (pencak silat organizations that have potential and lack of human resources, facilities, infrastructure, and funding, running programs and creating programs) that exist in the Kupang City Branch PSHT Pencak Silat sport regarding coaching components for recruiting students and athletes, recruiting coaches, experts (medical, physical trainers, psychologists), consumption, funding, and facilities and infrastructure that are not yet good because they do not meet standards; therefore, an evaluation is needed to be taken into consideration by the management.

The results of the observations showed that, carried out together with the head of the Ady Branch, W. has/does not exist in the Kupang City Branch, the Terate Faithful Brotherhood pencak silat sport. This is proven by the results of observations/interviews of branch heads of the Persaudraan Setia Hati Terate pencak silat sports branch, where one branch has representatives taking special training and has four referees in the program, two specifically for athlete trainers, and two specifically for spiritual formation which will only be implemented in 2021 from 5 branches (Maulafa, Oebobo, Alak, Kelapa Lima, and Oesapa), but the rest are all trainers in each Kupang city branch train with theory or materials according to the rules of the Terate Faithful Heart Brotherhood organization as they are, based on the results of observations/ Interviews underachievement from year to year due to the influence of training in various branches, training places are partly on dry land, asphalt, rough floor fields, supporting facilities are limited, for example bad bodies and fishing rods, while students/athletes also use personal funds for transportation and food, and also Human resources are very

limited as they are, not all of the training programs in each branch carry out the program according to the results of observations, so the researchers feel that it is very influential in coaching athletes who excel as well as regular daily training.

The development of an organizational institution can be shown by how an institution can manage and create a special design to be developed to achieve maximum results according to the expectations of the coaching program (Abdurrahman, 2017). Every organization faces a situation of limitations in carrying out its activities, be it limited human resources, funds, infrastructure, or other things. These limitations are necessary in order to act as a driving force in the organization. Studies published in sports coaching are organized as quantitative analyses based on data, qualitative studies, and conceptual studies such as theory development, conceptual frameworks, models, and empirical ideas. Preliminary studies show that Pencak Silat PSHT Kupang City Branch is one of the

organizers of achievement coaching, which used to achieve achievements until 2010, and until now there have been no achievements because there is no preparation for athletes and coaches, and there is also no program where the achievement coaching program is prepared by the coach. and related matters, facilities, infrastructure, and funding, because every year the focus or goal is only to produce new residents or trainers, and there are no trainers prepared to train athletes who are prepared by the Kupang city branch or branches (Alex Panggo, 27 February 2022), a former Kupang Branch PSHT Pencak silat athlete. Theory related to this, the presentation also shows how 'The Wall' (administrators, coaches, athletes, government, etc.) has been used to help various organizations fundamentally change their coach development programs to programs where coach development is more efficient but more effective, and the program is completely coach-centric. (Callary Bettina, Catalina Belalcazar, 2021)

Data on Medals/Achievements (Alex Panggo) Pencak Silat PSHT Kupang City Branch

Number	Event Type	Medali			Year	Description
		Gold	Silver	Bronze		
1	Danrem Cup		1		2007	
2	Danrem Cup			1	2008	
3	Pomda Undana (Universitas Nusa Cendana)	1			2009	
4	Kejuda Antar Perguruan Se-Ntt		1		2009	
5	Pomnas Palembang				2009	Quarterfinal Round
6	Porda			1	2010	
7	Kejuda Antar Perguruan Se-Ntt		1		2010	
8	Posradasar Kab.Alor	1			2010	
	Amount	2	3	2		

(Data source: Kupang City Branch PSHT Trainer)

There are several factors that cause poor management of sports organizations. Among them, the management of the organization is not running well, there is miscommunication between sports administrators, a lack of good cooperation between administrators, a lack of understanding of the main duties and functions (tupoksi) of administrators in the sport, incorrect coaching of coaches, a lack of communication between administrators and coaches. and athletes, as well as a lack

of sports relationships with athletes' parents (Fawaid, 2021).

There are several program evaluation models, including the researcher choosing the stake model (contingence method) to be used in this research. The general emphasis or important thing in this model is that the evaluator makes an assessment about the program being evaluated. Stake said that the description on the one hand is different from the judgment on the other hand. In this model, input (antecedent), process

(transaction), and output (outcomes). Program evaluation can be carried out using evaluation models initiated by experts. There are several models used to evaluate a program, including: 1) Kirkpatrick's evaluation model; 2) CIPP model evaluation; 3) Bebe's Whell (Wheel) model evaluation.; 4) evaluation of the Provus model; 5) evaluation of the stake model; and 6) evaluation of the Brinkerhoff model (Widoyoko, 2010: 173).

MATERIALS & METHODS

The research method used in this research is a descriptive-qualitative approach with a case study design. The data and data sources in this research were obtained from interviews with informants and other data in the form of archival documentation and photographs that support the main data. Data collection techniques in this research included non-participant open observation, semi-structured interviews, and documentation studies. This qualitative data analysis technique is carried out interactively. Activities in data analysis in this research are data collection, data reduction, data presentation, and finally conclusions. Write here procedure/technique of your research study.

RESULTS AND DISCUSSION

1. Evaluation of the management of the Kupang City branch of the PSHT organization

The background to the establishment of the Koto Kupang branch of the PSHT is as a gathering place for PSHT members or residents who have migrated to Koto Kupang, specifically in East Nusa Tenggara, apart from gathering for PSHT residents or members to preserve and practice the teachings of PSHT itself in the community around East Nusa Tenggara. The Koto Kupang branch of the Terate Faithful Brotherhood Organization (PSHT) has a vision of developing and forming outstanding athletes. The mission of the Koto Kupang branch of the PSHT itself is to form outstanding pencak silat athletes and

develop personalities with virtuous character through the martial arts of pencak silat. The aim of coaching is oriented towards PSHT's own achievements in the sport of pencak silat.

As explained by the head of the Kupang city PSHT branch and trainer, the Faithful Heart Terate Brotherhood (PSHT) itself was present in the city of Kupang in 1972, which is what brought this Javanese organization, namely Eko Nasikun, throughout NTT, and from time to time or year to year it developed. to all corners of NTT with the presence of Eko Nasikun's staff and cadres. The PSHT organization does have a legal umbrella, which can be called AD/ADRT, because this is an organization that must comply with the laws in Indonesia. For achievements, there is someone who has been in charge of achievements in the PSHT organizational structure in Kupang City since 2019, and everything has been running smoothly. PSHT was born in East Java, to be precise, and has spread to all corners of the Earth in accordance with the pearl or motto of PSHT (while the sun still rises on the eastern horizon and sets on the western horizon, and the earth is still inhabited by humans, while PSHT remains eternally victorious as long as -long). The PSHT permit is there because obviously we have a legal umbrella too.

From the explanation above, the Kupang City PSHT with the mission and program from the leader, namely the branch chairman, is good regarding the statement of not being the king of the street but changing the perception of being the king of the arena and supporting athletes' training, but this should also be carried out in the branches so that it becomes better and makes it easier for the nursery when it has been trained at the athlete training center in the branch.

2. Evaluation of the Kupang City branch PSHT training program

It needs to be known that in carrying out training routines nowadays, you need technology to know the latest things, both in preparing programs in coaching and knowing what is executed in coaching

athletes, for example, time tools for measuring relative speed or not. (Brady et al., 2023). As explained by the branch head and trainer in a direct interview, the branch's own training program applies to all branches in the Kupang City Branch because the training centers are in the branches, so they can be used or followed up (private training and regular) according to the needs of the training participants. For residents or trainers who come to the city of Kupang, there are 500 to 600 trainers. For monitoring itself from the branch every month using direct face-to-face and using the media. The aim is to see developments in the field. Regarding coordination with parents, maybe once every six months or once a year when the child wants to be appointed as a pencak silat trainer or warrior, and if with the athletes themselves every month or according to the existing monitoring schedule. The aim of a training program is that it needs to be planned or designed as far as possible, namely by the trainer and through good physical intensity, duration, and frequency. A program carried out by a coach is very important in supporting quality in sports, especially pencak silat, which is carried out with a training process that is related to a practice group.

3. Evaluation of human resources (HR) PSHT Kupang City branch

The success of a pencak silat sport cannot be separated from the role of existing human resources. The better the human resources involved in a sport, the better the achievements obtained. This statement is not without reason, because many former outstanding athletes from the Kupang City PSHT are now involved in pencak silat sports, especially at the Kupang City PSHT college.

Based on the results of an interview with the branch chairman, Rev. Ady W.F. Ndiy, M.Th., the number of trainers in the city of Kupang is around 200. However, there are not many human resources or education levels in PHST because that is not a benchmark for PSHT pencak silat members. There are several coaches who have

charters, but that is for those who already have special licenses, for example, referees and athlete physical trainers.

A coach is a figure who will provide an example and be emulated by students or athletes in the coaching process in a sport, whether on the field or in the room, and must have adequate human resources to facilitate this. In a sports environment, coach experience is needed, human resources must be appropriate, the status of the coach must be clear, and the attitude of the coach's treatment is also an example of good communication.

A coach with bad methods will produce seeds that are suitable for the coach, both in the training process and in motivating. Coaches must have the ability and expertise to create programs, both in the long-term and short-term, in the coaching process. To achieve something requires regular, automatic, continuous practice, and making valid predictions regarding success in professional sports is one of the aspects required.

4. Evaluation of PSHT facilities and infrastructure at the Kupang City branch

In the Persaudaraan Setia Hati Terate (PSHT) Pencak Silat School, Kupang City, there are facilities and infrastructure that are commonly used, namely buildings, punching bags, body protectors, competition fields, mats, and pecking. The facilities and infrastructure owned by the Terate Faithful Brotherhood College can be said to be quite complete. This was explained by the head of the branch, Rev. Ady W.F. Ndiy, M.Th, through a direct interview, who said that the infrastructure at the branch is available and is also good because it is in line with the motto of the branch that was created, namely rise and achieve, so there must be superior seeds with the existing infrastructure. The existing infrastructure is still very good and can be used optimally. The existing infrastructure is owned by you, not rented or borrowed. For the building itself, we used the building of athlete trainer Alex Panggo.

Achieving an achievement in terms of supporting the necessary infrastructure so that in the training process there are no obstacles, namely to coaches and athletes, The provision of infrastructure is very necessary and must be adequate. This has a big influence on improving a coaching or training process. With adequate infrastructure, the training process will automatically run well and efficiently, and the facilities and infrastructure must be in accordance with the needs of the sport (Aji, 2013).

5. Evaluation of Kupang City branch PSHT funding

Funds are one of the factors that support coaching results because, without funds, it will be difficult for coaching to progress towards maximum performance, based on findings in the field. There is no source of training funds for each branch, and in fact, there has never been one in the past. For athletes training in this branch, there are vitamins and food for every training session. If the financial income comes from students who want to be validated or inducted as trainers according to the determined amount or mutual agreement, Allocation of funds for validation needs, for example, building rental, consumption, decoration, documentation, and others. All of this requires money, and the allocation is also for each ratification. There is a refund of IDR 150,000 per student from each branch, and the aim is to meet the needs of each branch.

The running of a maximum orderly coaching process requires funding in a coaching program for the sake of smoothness and prosperity in a process based in principle on justice, equity, efficiency, transparency, and open accountability for the sake of prosperity. Therefore, funding for sports development is very necessary and has a big impact (Syahputra et al., 2021). A coaching program requires significant funding in planning before implementing something so that the desired goals are achieved and satisfactory (MacDonald et al., 2010).

Observations/Results of your study should be written in this section along with tables/charts/figures etc. write serial numbers and appropriate heading/title of tables and legend/caption of figures.

CONCLUSION

Based on the discussion, it was concluded that the background to the implementation of PSHT pencak silat training in the Kupang city branch was to develop and teach the teachings of PSHT pencak silat science to the community, especially in the city of Kupang. The input for pencak silat coaching at the Kupang city branch of the PSHT college has adequate human resources (HR). The process of developing the Kupang city branch of the Pencak Silat organization, which consists of training programs, facilities, and infrastructure as well as funding, has been carried out optimally.

Declaration by Authors

Acknowledgement: None

Source of Funding: None

Conflict of Interest: The authors declare no conflict of interest.

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How to cite this article: Yeheskial Pinga, Endang Sri Hanani, Mugiyo Hartono. Evaluation of the pencak silat development program for the Faithful Heart Terate Brotherhood, Kupang City Branch, East Nusa Tenggara Province. *International Journal of Research and Review*. 2024; 11(4): 76-84. DOI: <https://doi.org/10.52403/ijrr.20240409>
