

ABSTRAK

Di era globalisasi, prestasi atlet sangat penting bagi negara atau institusi olahraga, meliputi medali, rekor, atau posisi dalam kejuaraan, yang juga diukur dengan peningkatan kinerja. Prestasi atlet dipengaruhi oleh faktor fisik, teknis, dan psikologis seperti motivasi, yang dapat ditingkatkan melalui tunjangan kerja dari manajemen olahraga. Motivasi, baik intrinsik maupun ekstrinsik, sangat penting karena mempengaruhi perilaku atlet. Dukungan pelatih, fasilitas, dan insentif berperan dalam meningkatkan motivasi atlet untuk berlatih keras dan fokus pada tujuan. Tunjangan kerja seperti finansial, fasilitas, atau dukungan medis dapat meningkatkan kepuasan dan komitmen atlet. Pemerintah wajib menyediakan sarana dan prasarana olahraga sesuai standar nasional untuk menarik minat berolahraga dan mencegah penurunan motivasi atlet. Investasi dalam infrastruktur penting untuk menciptakan atlet berkualitas. Kabupaten Jember menunjukkan prestasi signifikan dalam kejuaraan Porprov Jatim, menggarisbawahi pentingnya dukungan pemerintah dalam menyediakan fasilitas dan tunjangan, serta tingginya motivasi berprestasi untuk kesuksesan atlet. Penelitian ini dimaksudkan untuk menguji variabel tunjangan atlet dan fasilitas atlet terhadap motivasi atlet serta prestasi atlet sebagai variabel tidak bebas. Populasi penelitian ini adalah atlet Kabupaten Jember dengan sampel 150 orang, penetapan sampel dengan metode cross sectional. Hasil penelitian ini menunjukkan bahwa variabel tunjangan atlet memiliki pengaruh positif dan signifikan terhadap motivasi atlet di Diaspora Kabupaten Jember. Variabel fasilitas atlet memiliki pengaruh positif terhadap motivasi atlet, namun tidak signifikan di Diaspora Kabupaten Jember. Variabel tunjangan atlet tidak memiliki pengaruh signifikan terhadap prestasi atlet di Diaspora Kabupaten Jember. Variabel fasilitas atlet memiliki pengaruh positif dan signifikan terhadap prestasi atlet di Diaspora Kabupaten Jember. Variabel motivasi atlet memiliki pengaruh positif dan signifikan terhadap prestasi atlet di Diaspora Kabupaten Jember. Variabel tunjangan atlet memiliki pengaruh positif dan signifikan terhadap prestasi atlet di Diaspora Kabupaten Jember melalui motivasi atlet. Variabel fasilitas atlet memiliki pengaruh positif terhadap prestasi atlet di Diaspora Kabupaten Jember melalui motivasi atlet.

Kata Kunci: Prestasi Atlet, Motivasi Atlet, Tunjangan Kerja, Fasilitas Olahraga, Kabupaten Jember

ABSTRACT

In the era of globalization, athletes' achievements are very important for a country or sports institution, including medals, records, or positions in championships, which are also measured by improved performance. Athletes' achievements are influenced by physical, technical, and psychological factors such as motivation, which can be improved through work allowances from sports management. Motivation, both intrinsic and extrinsic, is very important because it influences the behavior of athletes. Coach support, facilities, and incentives play a role in increasing athletes' motivation to train hard and focus on goals. Work allowances such as financial, facilities, or medical support can increase athlete satisfaction and commitment. The government is obliged to provide sports facilities and infrastructure according to national standards to attract interest in sports and prevent a decrease in athletes' motivation. Investments in infrastructure are important to create quality athletes. Jember Regency showed significant achievements in the East Java Porprov championship, underlining the importance of government support in providing facilities and benefits, as well as high motivation for achievement for the success of athletes. This study is intended to test the variables of athlete allowances and athlete facilities on athlete motivation and athlete achievement as non-independent variables. The population of this study is Jember Regency athletes with a sample of 150 people, the sample is determined by the cross sectional method. The results of this study show that the variable of athlete allowance has a positive and significant influence on the motivation of athletes in the Diaspora of Jember Regency. The variable of athlete facilities has a positive influence on athlete motivation, but it is not significant in the Jember Regency Diaspora. The variable of athlete allowance does not have a significant influence on the achievement of athletes in the Diaspora of Jember Regency. The variable of athlete facilities has a positive and significant influence on the achievement of athletes in the Jember Regency Diaspora. The athlete motivation variable has a positive and significant influence on the achievement of athletes in the Jember Regency Diaspora. The variable of athlete allowance has a positive and significant influence on the achievement of athletes in the Diaspora of Jember Regency through athlete motivation. The variable of athlete facilities has a positive influence on the achievement of athletes in the Diaspora of Jember Regency through athlete motivation.

Keywords: Athlete Achievement, Athlete Motivation, Work Allowance, Sports Facilities, Jember Regency