

## The Role of Organizational Management in Enhancing Para Badminton Performance at National Paralympic Committee Indonesia Purwakarta

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### ABSTRACT

The Importance of sports in improving the quality of life and athlete performance for people with disabilities. The NPCI (National Paralympic Committee Indonesia) of Purwakarta Regency has shown its commitment for providing good services for people with disabilities, including through the development of disability sports such as badminton. Although the NPCI badminton team in Purwakarta Regency has achieved good results at the regional level, there are still obstacles such as suboptimal facility management, unmet sports equipment needs, and ineffective management. This study aims to analyze the role of organizational management in improving the performance of para-badminton sports at the National Paralympic Committee Indonesia (NPCI) of Purwakarta Regency. The research method applied in this study is a qualitative approach with data collection through observation and structured interviews to gather data from six individuals and analysis of organizational management aspects such as planning, organizing, actuating, and controlling. This research uses Millies and Huberman model analysis which consists of four components that work synergistically, data collection, data reduction, display data, and conclusions drawing. The findings of this study show the effectiveness of organizational management in supporting the development of para badminton athletes, especially in structured planning, efficient organizing, dynamic program implementation, and proactive controlling. The importance of organizational management in achieving optimal performance in para-badminton sports, by improving athlete development programs and sports management concepts. The NPCI of Purwakarta Regency can improve their strategies and programs to achieve better performance in para-badminton sports, as well as enrich theoretical understanding of the role of organizational management in the context of para sports.

Keywords: Badminton; Paralympic; Sport Managements

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### INTRODUCTION

Disability is a condition where an individual is unable to perform all or part of normal activities due to physical or mental abnormalities (Setyaningrum et al., 2021). The Indonesian government has committed to protecting the human rights of people with disabilities by enacting Law Number 19 of 2011 and Law Number 8 of 2016 concerning people with disabilities, which replaced Law Number 4 of 1997 concerning people with disabilities. People with disabilities are those who experience physical, intellectual, mental, and sensory limitations over an extended period, which hinder their participation and effectiveness in society.

According to Kiuppis (2018), physical activities specifically designed for people with disabilities are referred to as para-sports. The importance of para sports in improving the quality of life and the performance of para-athletes is evident. There has been a positive



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development in the attention and recognition of the achievements of para-athletes in society, and para sports are increasingly being chosen to improve health and performance. The achievements of para-athletes show that disabilities are no longer barriers to success, and nurturing para-athletes will foster confidence, independence, and self-esteem. Furthermore, sports can serve as an indicator of national progress and help build a positive national image. The NPCI (National Paralympic Committee Indonesia) of Purwakarta Regency plays a role in developing para sports as an institution for nurturing disabled athletes.

Purwakarta Regency is committed to providing good services for people with disabilities, including providing facilities for nurturing achievements through the NPCI of Purwakarta Regency. Para-athletes can contribute to the region through their achievements in various branches of para sports championships. The NPCI of Purwakarta Regency plays a significant role in nurturing para-athletes and developing branches of para sports championships. Some sports that have developed in Purwakarta Regency include athletics, weightlifting, badminton, chess, among others. Badminton is a favorite sport in Indonesia played by many and has a significant impact on society. Badminton can provide all kinds of benefits related to overall health improvement. Furthermore, its impact has been observed in all types of populations, ages, and genders (Olahraga et al., 2019).

Compared to other types of physical activities, badminton generally offers better results in all three types of health (physical, mental, and social), and its benefits are also evident for people with disabilities (Cabello-Manrique et al., 2022). Para badminton athletes are increasingly winning championships every year, including international championships, under the guidance of the National Paralympic Committee Indonesia (NPCI). They also participated in the ASEAN DEAF GAMES 2022 in Kuala Lumpur, Malaysia, and brought home six gold medals for Indonesia. Indonesian para-athletes have indeed excelled. Purwakarta Regency has several talented para-athletes, such as Irfan Gunawan, who won silver medals, and Dea Solihat, who won bronze medals during the PEPARDA VI JABAR 2022. Despite the great potential of badminton, the performance of para badminton sports is still unsatisfactory. Based on observations conducted by the researcher, there are several aspects such as the lack of proper facility management and infrastructure. The condition of the field is still shared with DISPORAPARBUD Kabupaten Purwakarta (Dinas pemuda olahraga pariwisata dan kebudayaan Kabupaten Purwakarta) for various cultural events. Athlete needs such as wheelchairs for WH2 match events are not yet provided by the NPCI of Purwakarta Regency. The training program design that has been planned does not run smoothly due to the alternating use of training fields. Thus, the management system of the NPCI of Purwakarta Regency is not effective. Organizational management plays a crucial role in ensuring that all aspects of para badminton sports performance run smoothly. Organizational management has the task of managing resources, leading and motivating athletes, as well as organizing the conduct of training and achievement development events. In this regard, organizational management plays a significant role in helping to improve the performance of para badminton sports.

## **LITERATURE REVIEW**

Para sports are types of sports played by individuals with various forms of disabilities, such as physical, mental, or sensory (Wijayanti et al., 2016). The aim is to provide opportunities for individuals with disabilities to participate in physical activities and improve their quality of life. Para sports influence society's attitudes and perceptions, changing their mindset about people with disabilities. Negative attitudes like these are prevalent, especially towards people with disabilities. The Department for Culture Media and Sport (DCMS) states that

such changes will occur through media representations of people with disabilities. Increased involvement in social activities generally indicates a higher quality of life and increased well-being, which are highly relevant for people with disabilities (Ferrara et al., 2015).

Para sports can take various forms, such as individual sports like athletics and table tennis, or team sports like basketball and volleyball. In some cases, modifications or adaptations may be necessary to ensure that sports can be played fairly and safely by all participants. It is important to note that para sports are fully serious and competitive forms of sports. Para-athletes can compete at national and international levels and often win medals and awards (Muthiarani & Lismadiana, 2021).

Currently, sports have encompassed several dimensions and can reach all elements of society. Viewed from the perspective of human rights, individuals with disabilities can also participate in sports. Equal opportunities in sports aim to provide individuals with disabilities the chance to participate in sports (Kardiyanto et al., 2020). Para sports also play a crucial role in helping individuals with disabilities overcome health, social, and emotional issues they may face. Participation in sports can help boost self-confidence, reduce stress, and enhance overall quality of life. Thus, disability sports are an important and valuable form of sports for individuals with disabilities, helping them lead healthy and active lives (Rahmawati et al., 2020). Para sports refer to a well-developed body of literature stemming from the fields of medicine and rehabilitation that emerged post-World War II with the establishment of the Stoke Mandeville Games, which evolved into the Paralympic Games and International Paralympic Committee. In the education sector, disability advocacy and inclusive education practices challenge school physical education and sports programs to become more inclusive as a group. It can be said that since the 1988 Seoul Olympics and Paralympics, para sports have gained prominence on the world stage. (Misener & Darcy, 2014)

The history and development of para sports in Indonesia have undergone several significant stages. Initially, para sports were very limited and difficult to access, but in the early 1980s, the first disability rights and accessibility-focused movements emerged. In the 1990s, Indonesia began hosting national and international disability sports events. In the 2000s, the government introduced programs and initiatives to promote disability sports, incorporating them into the education curriculum and ensuring accessibility for individuals with disabilities. Government involvement and related institutions became crucial in ensuring equal access and opportunities for individuals with disabilities to engage in sports and achieve success. People with disabilities are a group of individuals with various types of disabilities, including physical, mental, or a combination of both types of disabilities. There are many terms used to refer to this group, including disabled. The new term "people with different abilities" is used to replace the term disability, which has negative connotations. The World Health Organization (WHO) provides definitions of disability and defines impairment and disability based on social constructs. Generally, disability is a restriction or loss of ability caused by a decrease in the ability to perform an activity considered normal for humans. Sports are activities that can be performed by anyone, including people with disabilities, and sports media can help them reach their potential (Rr. Ufia Salaswari et al., 2020). The IPC (International Paralympic Committee) has identified several clear goals for the Paralympic movement legacy. These official objectives clearly state that the IPC "aims to use the Paralympics as a means to stimulate social development and leave a long-term sports and social legacy" (Darcy et al., 2017a).

### ***Para badminton***

Para badminton is a variant of the sport played by para-athletes. In para badminton competitions, athletes play the game while adhering to rules and regulations that

accommodate their conditions and limitations. In Indonesia, para badminton competitions and organizations are crucial for para-athletes who wish to compete and showcase their achievements. There are several para badminton organizations active in Indonesia, organizing various badminton competitions and tournaments for para-athletes (Phytanza et al., 2021). Para badminton offers a range of match categories, including men's and women's singles, men's and women's doubles, and mixed doubles, tailored to athletes with various levels of disabilities. In each category, athletes compete based on their level of disability, with classifications such as WH1 (severe disability affecting all limbs), WH2 (mild disability affecting upper limbs), SL3 (mild disability affecting one leg), SL4 (mild disability affecting both legs), and SU5 (mild disability affecting upper limbs). Para badminton combines the technical skills of badminton with the needs and abilities of the athletes, creating an inclusive and engaging competitive environment for those involved. These characteristics provide important information to coaches when working with both classes, as training needs to be differentiated based on the timing characteristics according to the intensity of each class (De Oliveira Mota Ribeiro, 2020). The highest level badminton competitions are characterized by moderate to high-intensity interval efforts, triggered by repetitive actions over a prolonged period. These competitions provide athletes with the opportunity to showcase their badminton skills and promote inclusion and equality in sports. Additionally, para badminton competitions also help raise public awareness about the abilities and successes of para athletes (Strapasson et al., 2017). Para-athletes must know their classification to compete in the appropriate match categories. The classification system aims to ensure that athletes who excel in Paralympic sports do so because they possess anthropometric, physiological, and psychological attributes. Classifiers determine whether impairments to the body (disabilities) qualify for Paralympic competition or not (Darcy et al., 2017b).

Para badminton organizations in Indonesia include Persatuan Bulutangkis Disabilitas Indonesia (PBDDI), Persatuan Atlet Bulutangkis Disabilitas Indonesia (PABDI), and Asosiasi Bulutangkis Disabilitas Indonesia (ABDI). These organizations collaborate with the government and other sports bodies to enhance the quality and participation of para-athletes in badminton competitions (Nugroho et al., 2022). Through these organizations and competitions, para-athletes in Indonesia have the opportunity to compete and showcase their achievements, as well as gain recognition and support from the community. Para badminton competitions also help boost athletes' motivation and spirit, providing opportunities for them to develop and improve their badminton skills (Pullen et al., 2024).

### ***Organizational Management***

Organizational management is the container of resources, while governance is the system that brings life. In other words, the organizational life source keeps every corner of the room active. Management deploys human resources, then everything operates within its capacity. (Kautsar et al., 2019). In other words, people act according to their obligations, and resources are used in balance. Para sports are a growing segment of the sports business industry. The growth and development of para sports raise questions about who regulates and manages organizations, businesses, and sports events (Pitts & Shapiro, 2017). Management clarifies everything, that people are the executors, and several elements are tools used to work without excess, so people work within their limits, considering their responsibilities, authority, and limitations. The management function towards para-athletes emphasizes particularly on the rise of new management, especially on the tension between para-athletes and disability rights that will be broader (Hammond et al., 2018). Leaders then make every available part a tool to achieve goals. That all resources are available, only to



serve organizational interests. Organizations are based on an open process, which means that everyone has a place, role, responsibility, authority, and limitations. Everything is a symbol of what needs to be done and what must be done, so you can work together as work partners to achieve the established goals. Management activities always involve the allocation and control of money, human, and physical resources to achieve goals (Darcy et al., 2017b). The management approach aims to analyze processes, build a conceptual framework, identify underlying principles, and develop management theories using this approach. Thus, activities in terms of institutional forms, different institutional or strategic arrangements, and highly varied arrangements in various aspects of life exist. (Mawardi et al., 2021).

Organizational structure emphasizes the structure or relationships between organizational units (Kautsar et al., 2019). This structure is necessary to achieve the company's goals. In this organizational structure, the CEO acts as the company's leader. Directors are accountable to the headmaster. In carrying out their duties, the director oversees the marketing manager, production manager, and manager (Scherer et al., 2016). Each manager oversees a division according to their field. For example, the marketing manager leads the marketing division to promote production. Meanwhile, the manager oversees the division to manage employees. The production manager is responsible for the production division of a company's goods.(Ernawati et al., 2022)

Organizational management functions are considered essential functions in management. Because management forms an organizational institution that facilitates management in controlling and supervising ongoing organizations. In this way, leadership itself can compensate for leadership deficiencies so that they can be improved, and management objectives can be achieved. The management process includes Planning, Organizing, Actuating, and Controlling. The word "process" is added to signify activities carried out systematically and these activities are performed by managers at all levels (Ayuningtyas et al., 2021).

*Planning*, Planning is the most important function of organizational management. Planning means setting goals to achieve objectives, how to develop and shape them. Planning is also the best way to achieve goals and implement organizational strategies (Owolabi, 2022). Planning is the most important management function because this function will determine the other management functions. It can be compared to people who do not plan; they are actually planning to fail. Planning is the process of selecting the best alternatives for arrangements. Planning is a decision to act in the future. Management plans provide an overview of all activities to be carried out, who will carry them out, and when they will be carried out(Abrahamyan, 2023).

*Organizing*, Organizing refers to the relationships between individuals within an organization. Planning also relates to the capabilities and resources used to achieve organizational goals. Organizing is a process of determining, grouping, and controlling various activities undertaken to achieve goals, placing individuals in each activity, providing the necessary tools, and deciding on the adequate authority delegated to each person performing the activities.

*Actuating*, Actuating means that the organization carries out what has been planned beforehand. Actuating emphasizes the activities of a group of people within an organization to achieve organizational goals (Llagjevic-Govori et al., 2022).

*Controlling*, Controlling involves finding and implementing methods to ensure that the plan is executed according to instructions. Control is the activity of adjusting the implementation to the established plan.

Organizational management plays a crucial role in improving sports performance. They are responsible for ensuring that sports programs run smoothly and efficiently, as well as ensuring that athletes have access to the resources and support needed to achieve the best results (Hidayatullah et al., 2020). There are several key tasks that organizational management must perform to fulfilled these responsibilities. They must determine the direction and goals of the sports program, identify and manage resources, ensure that sports competitions are well organized, ensure that the program has the necessary financial support, and provide support and motivation for athletes and teams. By carrying out these tasks, organizational management plays a key role in enhancing sports performance (Pullen et al., 2019).

## **METHOD**

The research method used in this study is a qualitative approach, focusing on an in-depth understanding of the social and cultural phenomena related to the role of organizational management in enhancing the performance of disability badminton sports. The qualitative approach emphasizes subjective understanding of the subjects and involves methods such as interviews, observations, and documentation (Fadli, 2021).

### ***Research Time and Location***

This research was conducted at the NPCI Kabupaten Purwakarta office, located at St. Basuki Rahmat Block Kosim No.20, RT.54/RW.01, Sindangkasih, Kec. Purwakarta, Purwakarta Regency, West Java. The data collection process took place over a specific period, and the research time was focused on situations and contexts relevant to the role of organizational management and the performance of para badminton sports (Siagian et al., 2022).

### ***Research Targets***

The research targets include the organizational management of NPCI Purwakarta Regency, para-athletes, and badminton coaches who are part of NPCI. Research participants are referred to as informants, participants, informants, colleagues, or teachers. In this context, organizational management, athletes, and badminton coaches are identified as research subjects (Darmalaksana, 2020).

### ***Data Collection Instruments and Methods***

The research instruments include interviews, observations, and documentation. Observations are conducted both participatively and non-participatively to gain a comprehensive understanding of organizational management practices and factors influencing the performance of para-badminton. Structured and unstructured interviews are conducted with organizational management, coaches, and athletes to gain in-depth insights into the role of organizational management. Data collection involves document studies including financial reports, official letters, and important records (Noble & Heale, 2019). The validity of the data is ensured through triangulation method, which involves collecting data from various sources and different methods to ensure accuracy and reliability. Data sources include athletes, coaches, and organizational management of NPCI Purwakarta Regency (Alfansyur & Mariyani, 2020). There are tests for Credibility, Dependability, and Certainty of the obtained data. Credibility testing is conducted through triangulation techniques and data verification. Dependability testing maintains the reliability and consistency of data through accurate documentation, verification of research results, and

consistent analysis. Certainty testing is integrated to ensure that the research findings are acceptable and reliable to both scientific and general communities.

### **Data Analysis**

Data analysis follows Millies and Huberman's analysis model consisting of four stages: data collection, data reduction, display data, and conclusion drawing. Data reduction involves grouping and selecting representative data. Display data is done through narrative texts and field notes. Conclusions are drawn and verified through continuous verification and evaluation processes during the research (Onwuegbuzie & Weinbaum, 2016). Thus, this research methodology is designed to provide a comprehensive understanding of the role of organizational management in improving the performance of para badminton sports at NPCI Purwakarta Regency.

## **RESULTS**

The research results indicate that the role of organizational management in improving badminton sports performance involves management functions such as planning, organizing, implementing, and controlling. Although management has succeeded in achieving performance improvement goals, the smoothness of its role is influenced by several obstacles such as organizational structure and facilities and infrastructure.

The management of the Para Badminton National Paralympic Committee of Indonesia in Purwakarta Regency applies management functions, although there are shortcomings in the organizational aspect, especially regarding member recruitment and the existence of overlapping positions. Although the management structure of NPCI is relatively simple, involving only the chairman, secretary, treasurer, and sports branch staff, management is able to provide sufficient attention to athlete development. To explain this, the researcher describes the research results in terms of management, including planning, organizing, implementing, and controlling in NPCI Purwakarta Regency as follows:

### **Planning**

Based on the research findings, it was found that Planning plays an important role in improving badminton sports performance. The process begins with athlete recruitment through state special schools in Purwakarta Regency, emphasizing the activity and participation from various layers of society. Organizational management also plays a role in fund allocation, covering recruitment, pretests, training programs, and participation in competitions. Concrete steps have been taken by the management of NPCI Purwakarta Regency to support badminton athletes towards the desired achievements. However, there is still room for improvement, particularly in terms of monitoring and evaluating the effectiveness of training programs as well as managing budgets more transparently and efficiently. Collaboration between agencies, ongoing evaluations, and focused planning have occurred to achieve the set performance targets, but understanding and coordination between coaches and NPCI management need to be improved so that all aspects of the training program can be well-coordinated to achieve optimal performance. Budget planning involves collaboration with the Department of Youth, Sports, Culture, and Tourism of Purwakarta Regency in meeting the needs of facilities and infrastructure to athlete needs.

Comprehensive analysis serves as the basis for formulating performance strategies, considering the classification of competition numbers. The application of dynamic, adaptive, and innovative strategies forms the basis for ensuring athlete involvement in every competition number. NPCI management determines realistic and ambitious targets,

considering pretest results, evaluation of previous programs, and competition numbers participated in by athletes. The focus on achieving champions in every competition number demonstrates NPCI Purwakarta Regency's commitment to excellence at the provincial and national levels. With a solid approach, NPCI management becomes the main axis in guiding athletes' journey towards excellence in badminton at the National Paralympic Committee of Indonesia in Purwakarta Regency.

### ***Organizing***

Based on the research findings, organizing in the Management of Badminton at the National Paralympic Committee of Indonesia (NPCI) in Purwakarta Regency involves goal setting, task allocation, and delegation of authority. The organizational structure is based on the Decree of the Regent, providing a clear legal basis for the interaction and responsibilities of each member. Task assignments are tailored to the program design, ensuring each member focuses on their respective tasks. Although there are overlapping positions, they are utilized to enhance coordination, and evaluations need to be conducted to prevent overlapping responsibilities. NPCI has designed an efficient organizational structure with a focus on direct relationships between management and coaches.

The facilities and infrastructure of NPCI in Purwakarta Regency face challenges due to the merging of training venues and offices. Improving facilities and infrastructure can help enhance the productivity of management and focus on NPCI's goals. The availability of wheelchairs poses a challenge, and further efforts are needed to meet the special needs of athletes. The arrangement of facilities and infrastructure follows policies from relevant agencies, such as the Department of Youth, Sports, Culture, and Tourism of Purwakarta Regency, which is one of the factors causing facility constraints to support athlete training programs.

Performance improvement programs at NPCI in Purwakarta Regency need to be evaluated to address ongoing shortcomings. Evaluation includes physical aspects, training curricula, coaching methods, and athlete responses. Adjusting programs with better facility availability, external collaboration, and a deep understanding of athlete needs can enhance training effectiveness. Collaboration between coaches and management occurs in developing long-term training programs to improve the quality of athlete coaching and manage athlete readiness for competitions. Thus, NPCI in Purwakarta Regency can optimize training programs, create a strong foundation for athlete progress, and enhance opportunities for achieving higher sports achievements. Although efforts have been made to ensure an organizational structure that meets the needs of sports branches, further evaluation may be needed to adjust and improve the effectiveness of NPCI programs.

### ***Actuating***

The implementation of the badminton sports program at the National Paralympic Committee Indonesia (NPCI) in Purwakarta Regency has experienced interesting dynamics. Although the program has been well-designed, its sustainability is hindered by event limitations. Involving stakeholders such as athletes, coaches, and management is crucial to gain comprehensive insights. Creative solutions, such as external collaborations, can be identified, while evaluations provide opportunities to improve specific aspects of the program to enhance athlete participation and the sustainability of badminton sports at the local level.

Effective communication is a cornerstone in NPCI Purwakarta Regency, especially among management, coaches, and athletes. Strong communication serves as a vital foundation for performance improvement programs, enabling the identification of potential



improvements and quick adjustments to the program. Effective communication also builds trust and motivation, creating positive synergy in achieving common goals. By maintaining camaraderie and strengthening communication, NPCI Purwakarta Regency can sustain engagement and productive collaboration, supporting athlete development, and achieving badminton achievements at the local level. It is evident that effective communication between athletes and NPCI management is a critical factor in supporting achievement. While athlete involvement in decision-making processes and training program planning may not be deeply rooted, regular performance evaluations provide necessary feedback for further improvements and adjustments. Additionally, NPCI management demonstrates commitment to supporting athlete development and achievements by employing various approaches depending on the individual needs of athletes and coaches. Athlete performance evaluations are conducted regularly to help tailor training programs to athlete needs, while ongoing monitoring ensures successful programs and activities for better athlete achievement.

The remarkable achievements of NPCI Purwakarta Regency in the 6th West Java Peparda, winning silver and bronze medals, are the result of the hard work of athletes, coaches, and management. Management support plays a crucial role in motivating athletes to achieve the highest achievements. Management's focus on achieving targets, directed strategies, and efficient management provides a strong foundation for guiding athletes to reach their potential and compete at a higher level. The achievements reflect the synergy of organizational management, focused coaching, and athletes' hard work, creating an environment supportive of athlete development. The presence of management focused on creating a supportive environment for athlete development and providing motivation for success. These achievements are not only honors for the region but also serve as inspiration for athletes with disabilities to strive for the highest achievements possible.

The limitations of facilities and infrastructure pose challenges for NPCI Purwakarta Regency in supporting athlete readiness. Conditions such as inadequate wheelchairs, fields, and rackets affect athlete performance, highlighting the urgency of further investment. This investment is crucial to ensure that NPCI Purwakarta Regency has adequate facilities and infrastructure, including meeting basic needs such as standard wheelchairs, adequate training fields, and quality rackets. By providing adequate facilities, NPCI Purwakarta Regency creates an environment supportive of athlete development and ensures athletes can compete and achieve success at various competition levels.

The lack of application of sports science theory in NPCI Purwakarta Regency is a significant note. Integrating this theory can provide a strong scientific foundation for planning, implementing, and evaluating badminton sports programs. Sports science theory encompasses aspects such as physiology, psychology, nutrition, and rehabilitation, which can provide a holistic view of athletes' needs and potential. By incorporating this theory, NPCI Purwakarta Regency can improve the quality of athlete coaching and design more effective programs. This scientific approach helps address athletes' specific physical, mental, and nutritional aspects, providing practical solutions for performance improvement. Recognizing the importance of sports science theory, NPCI Purwakarta Regency can develop more targeted programs, enhance athlete performance, and make scientific foundations an integral component in achieving optimal sports performance.

### ***Controlling***

It is evident that controlling the training programs by NPCI plays a crucial role in improving athlete performance by providing constructive feedback, boosting confidence, and ensuring the availability of adequate facilities and infrastructure. Although controlling finances may be less clear, athletes benefit from NPCI's controlling efforts in improving their performance.

NPCI is actively monitoring and evaluating training programs, positively impacting program effectiveness, athlete confidence levels, and meeting their needs. Despite facing challenges such as overlapping positions in NPCI, steps such as regular coordination meetings have been taken to overcome these obstacles and ensure the smooth running of organized programs. Controlling athletes' physical condition is done directly to ensure optimal health and fitness, with routine evaluations of health parameters. Training supervision is preventive and proactive, ensuring that training programs adhere to plans, detecting potential issues, and providing personal guidance to athletes. With a structured approach and holistic supervision, NPCI Purwakarta Regency creates a strong foundation to optimize badminton sports programs, support athlete development, and achieve optimal performance at the local level.

## **DISCUSSION**

The research findings regarding the role of organizational management in enhancing the performance of para-athletes in badminton are clearly outlined. The findings on the role of organizational management, particularly in Planning, Organizing, Actuating, and Controlling, are elucidated. Planning involving collaboration among agencies and ongoing evaluation is key to formulating effective performance strategies. Efficient organizing and infrastructure improvement are also major focuses in achieving optimal performance. Emphasis is placed on an in-depth analysis of management processes, considering the complexity and challenges faced in the context of badminton for disabled individuals. This highlights the importance of integrating organizational management theory and practices in guiding athletes toward excellence. This research provides a foundation for the development of better strategies to support para-athletes' performance.

Despite significant efforts by NPCI Purwakarta Regency, there is still room for improvement. In-depth evaluation of management processes and identification of appropriate solutions are the focus for achieving higher performance. The implementation of sports science theory and closer collaboration among agencies can be strategic steps to improve organizational performance.

The explanation of why such research findings exist is elucidated through empirical contextual analysis and in-depth literature review. Factors such as organizational structural complexity and resource limitations are primary considerations in explaining these research findings. Additionally, a review of relevant literature provides insights into the theoretical framework supporting the research findings.

Considering the research results, it is found that despite significant progress, there are still differences and gaps that need attention. This comparison provides a basis for identifying areas for improvement and enhancing best practices in managing badminton sports for disabled individuals.

Emphasizing the importance of developing concrete action plans based on these research findings. Steps such as improving collaboration among agencies, optimizing resource management, and integrating sports science theory are primary focuses in efforts to enhance NPCI Purwakarta Regency's performance in supporting disabled athletes' achievements. By implementing the right action plan, it is hoped that NPCI can achieve greater success and have a greater positive impact on disabled athletes.

## CONCLUSION

Based on the research findings, it can be concluded that the role of organizational management in improving the performance of NPCI badminton in Purwakarta Regency is significant. Planning, organizing, actuating, and controlling are key aspects of sports management that have been well evaluated. A structured approach in planning, effective communication in organizing, routine evaluation in implementation, and proactive supervision in control have created an adaptive, cooperative, and proactive work environment. Evaluation of performance targets, monitoring of physical conditions, and budget accountability reporting are important aspects that allow for early identification of potential improvements and quick adjustment of training programs. As a further step, the implementation of recommendations from this research is expected to strengthen sports management strategies and result in sustainable improvements in sports performance at NPCI in Purwakarta Regency.

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## CONFLICT OF INTEREST

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