

Strategies To Strengthen Local Athlete Development In Response To The Athlete Transfer Phenomenon

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Abstract

The phenomenon of athlete transfers in regional multi-event competitions, such as PORDA (Regional Sports Week), has posed significant challenges to developing local athletes. Athlete transfers are often driven by the need for better facilities, attractive financial incentives, and opportunities to compete at higher levels. While these transfers can enhance individual and team achievements, the practice also has negative impacts, such as declining local athlete regeneration, weakened motivation, and imbalanced development of sports potential across regions. This study aims to explore the challenges and opportunities in local athlete development while formulating strategies to strengthen sustainable training programs. The research adopts a qualitative descriptive approach, focusing on the Special Region of Yogyakarta as a case study. Findings indicate that limited training facilities, a lack of qualified coaches, and insufficient financial support still constrain local athlete development. However, the high motivation among local athletes remains a potential asset that can be optimized. Recommended strategies include improving the quality of sports facilities, conducting regular internal competitions, fostering partnerships with the private sector, implementing regeneration policies through local athlete quotas, and establishing mentorship programs between senior and junior athletes. The implementation of these strategies requires synergy between the government, the private sector, and sports organizations. This study provides a significant contribution by offering evidence-based policy recommendations to create a competitive and sustainable ecosystem for local athlete development. Furthermore, the research findings open opportunities for further studies to compare athlete development models in other regions and evaluate the impact of athlete transfers on the stability of the national sports ecosystem. It is hoped that the proposed strategies will enhance the competitiveness of local athletes while fostering a fairer, more inclusive, and sustainable sports system in the future.

Keywords: Athlete Transfer, Local Athlete Development, Sports Strategies, Athlete Regeneration, Sustainable Sports Ecosystem.

Abstrak

Fenomena mutasi atlet pada kompetisi multievent daerah, seperti PORDA (Pekan Olahraga Daerah), memberikan tantangan besar bagi pengembangan atlet lokal. Perpindahan atlet sering kali didorong oleh kebutuhan akan fasilitas yang lebih baik, insentif finansial yang menarik, dan peluang untuk bersaing di level yang lebih tinggi. Meskipun transfer ini dapat meningkatkan prestasi individu dan tim, praktik ini juga menimbulkan dampak negatif, seperti menurunnya regenerasi atlet lokal, melemahnya motivasi, dan tidak seimbangnya pengembangan potensi olahraga antar daerah. Penelitian ini bertujuan untuk mengeksplorasi

tantangan dan peluang pengembangan atlet lokal sekaligus merumuskan strategi untuk memperkuat program pelatihan berkelanjutan. Penelitian ini menggunakan pendekatan deskriptif kualitatif dengan fokus pada Daerah Istimewa Yogyakarta sebagai studi kasus. Temuan menunjukkan bahwa terbatasnya fasilitas pelatihan, kurangnya pelatih yang berkualitas, dan kurangnya dukungan keuangan masih menghambat pengembangan atlet lokal. Namun tingginya motivasi atlet lokal masih menjadi potensi yang bisa dioptimalkan. Strategi yang disarankan antara lain peningkatan kualitas fasilitas olahraga, penyelenggaraan kompetisi internal secara berkala, membina kemitraan dengan pihak swasta, penerapan kebijakan regenerasi melalui kuota atlet lokal, dan penetapan program mentoring antara atlet senior dan junior. Penerapan strategi tersebut memerlukan sinergi antara pemerintah, swasta, dan organisasi olahraga. Studi ini memberikan kontribusi signifikan dengan menawarkan rekomendasi kebijakan berbasis bukti untuk menciptakan ekosistem yang kompetitif dan berkelanjutan bagi pengembangan atlet lokal. Lebih lanjut, temuan penelitian tersebut membuka peluang kajian lebih lanjut untuk membandingkan model pembinaan atlet di daerah lain dan mengevaluasi dampak mutasi atlet terhadap stabilitas ekosistem olahraga nasional. Strategi yang diusulkan diharapkan dapat meningkatkan daya saing atlet lokal sekaligus mendorong sistem olahraga yang lebih adil, inklusif, dan berkelanjutan di masa depan.

Kata Kunci: Perpindahan Atlet, Pembinaan Atlet Lokal, Strategi Olahraga, Regenerasi Atlet, Ekosistem Olahraga Berkelanjutan.

A. INTRODUCTION

The practice of athlete transfers in multi-event competitions such as PORDA and PON has become commonplace in many regions. Efforts to recruit athletes from outside the area are often undertaken to strengthen teams and achieve maximum performance targets (Mustofa, 2020). This phenomenon is driven by local governments that view medal achievements as indicators of success in sports development. However, the consequence of this practice is a reduced opportunity for local athletes to compete, ultimately creating disparities in performance development (Sukarma et al., 2023). Developing local athletes is a cornerstone for sustaining sports achievements at both regional and national levels. The lack of attention to local athlete development due to the prevalence of athlete transfers has hindered regeneration and the nurturing of new talent. Regions with limited financial resources tend to lose their potential athletes, becoming reliant on external athletes. To address this issue, a strategic approach focusing on strengthening local athlete development systems is essential to ensure competitiveness and sustainability (Wijayanto, 2022).

Many local athletes feel marginalized by the policies surrounding athlete transfers, leading to diminished motivation to excel and, in some cases, prompting athletes to leave the world of sports altogether (Asri & Wijaya, 2021). The lack of effective development strategies makes it difficult for local athletes to reach their full potential. Moreover, this phenomenon

reflects inequality in competition, as financially stronger regions tend to dominate. Limited facilities, a lack of qualified coaches, and insufficient development funds are the main barriers to improving the quality of local athletes (Reza & Azwar, 2023). These disparities exacerbate the challenges in regions that lack strategic policies to enhance the competitiveness of local athletes. In-depth studies are needed to formulate effective development strategies capable of addressing the challenges arising from the athlete transfer phenomenon (Aryanti, 2021).

Previous research highlights the importance of systematically developing athletes from an early age through training centers such as PPLP and PPLM, which have proven effective in generating quality athlete regeneration (Maulana & Ali, 2023). Organized internal competition programs at the club and school levels are seen as a way to encourage local athletes to improve their skills while fostering healthy competition at the regional level (Pipit Mulyah, Dyah Aminatun, Sukma Septian Nasution, Tommy Hastomo, Setiana Sri Wahyuni Sitepu, 2020). Several studies also emphasize the crucial role of governments in providing adequate training facilities and transparent funding to support local athlete development. Collaboration among governments, academics, and sports organizations is considered a key strategy for creating sustainable policies focused on local athlete development (Syaukani et al., 2024). Additionally, the knowledge transfer process from senior athletes to juniors can be an effective step in strengthening the competitiveness of local teams.

Research hypothesizes that structured local athlete development supported by adequate facilities and funding can enhance their competitiveness in facing the dominance of transfer athletes (Wijayanto, 2022). This research aims to formulate effective and comprehensive strategies for strengthening local athlete development, including improving facilities, implementing internal competitions, facilitating knowledge transfer from senior to junior athletes, and enhancing support through government policies (SHELEMO, 2023).

The study focuses on local athlete development at the regional level, specifically addressing challenges stemming from athlete transfer practices in multi-event sports competitions (Arifianto et al., 2021), such as PORDA DIY. The novelty of this research lies in the formulation of development strategies that integrate policy elements, infrastructure provision, and athlete regeneration management approaches. Through a solution-oriented approach, this study is expected to contribute significantly to developing sustainable and competitive local athlete development systems in the future (Agus Tri Hartanto & Andun Sudijandoko, 2014).

B. RESEARCH METHOD

The research adopts a qualitative descriptive approach to formulate strategies for strengthening local athlete development in response to the phenomenon of athlete transfers in regional multi-event sports competitions. This approach was chosen as it allows for an in-depth exploration of social, policy, and sports development aspects. The study location is the Special Region of Yogyakarta (DIY), which is often a focal point for athlete transfer phenomena, making it a representative case study.

Primary data were collected through semi-structured interviews with 10 participants, including local athletes, coaches, sports organization administrators, and sports experts. Secondary data consisted of PORDA policy documents, athlete performance reports, and related publications. Data collection methods also included document analysis and participatory observations conducted at training centers and during regional competitions.

Data analysis was carried out in three stages: data reduction, data presentation, and conclusion drawing, following the Miles and Huberman method. Data triangulation was employed to ensure the accuracy and consistency of findings. Data credibility was maintained through methodological triangulation, member checking, and audit trails.

The scope of the research focuses on policy analysis, development strategies, and practical recommendations to enhance the competitiveness of local athletes. The novelty of this study lies in the evaluation of the impact of athlete transfers and the formulation of athlete regeneration strategies based on empirical data.

C. RESULTS AND DISCUSSION

Results

Profile and Patterns of Athlete Transfers

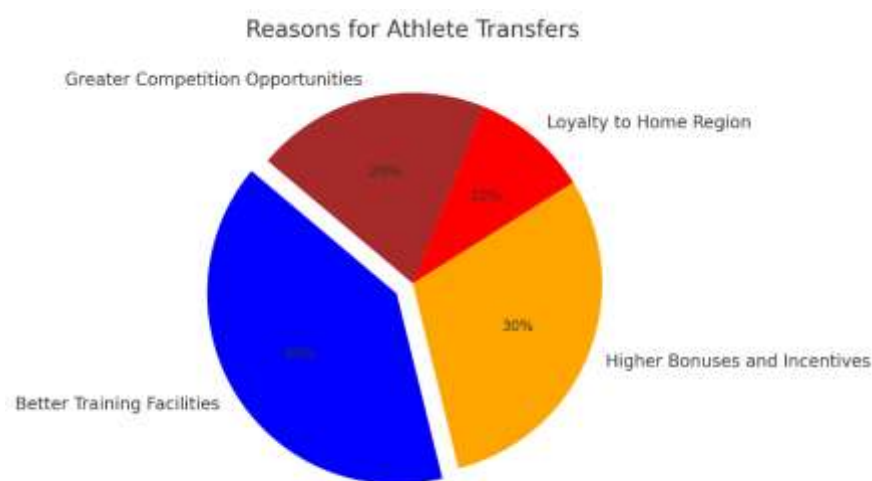
The phenomenon of athlete transfers has become a significant issue in local sports development, characterized by profiles and patterns of transfers that reflect diverse motivations, such as access to better training facilities, financial incentives, and greater competition opportunities. Findings indicate that transfers often contribute to individual performance improvements, as demonstrated by the case of Athlete A, who achieved a gold medal after moving to a new region.

Nevertheless, loyalty to the home region remains evident, with some athletes refusing transfer opportunities to maintain their commitment to their original locality. This dynamic

highlights the need for strategies to strengthen local athlete development, including the provision of adequate facilities, competitive incentives, and long-term career support to prevent the exodus of athletes to other regions.

Table 1: Athlete Profile and Transfer Patterns

Athlete ID	Athlete Name	Sport	Original Region	Transfer Region	Achievements Before Transfer	Achievements After Transfer	Reason for Transfer
001	Athlete A	Football	Sleman	Bantul	2 Silver Medals	1 Gold Medal	Better Training Facilities
002	Athlete B	Badminton	Kulon Progo	Yogyakarta City	None	1 Silver Medal	Higher Bonuses and Incentives
003	Athlete C	Athletics	Gunung Kidul	-	1 Bronze Medal	No Change	Loyalty to Home Region



Condition of Local Athletes Based on Key Factors

The state of local athlete development in the Special Region of Yogyakarta (DIY) reveals significant challenges in terms of quality training and financial support, both scoring low at 2. This indicates limitations in fundamental aspects that support the development of athlete potential, such as the quality of coaches, training facilities, and funding allocation for development programs.

However, the high motivation among local athletes, with a score of 4, presents a potential that can be optimized. Therefore, efforts to improve athlete development should focus on

enhancing the quality of training by developing coach competencies and providing adequate facilities, accompanied by a more strategic allocation of funds to support athletes' needs holistically. The high motivation of athletes can serve as a foundation to address the shortcomings in the current development system.

Table 2: Condition of Local Athlete Development Based on Key Factors

Factor	Description	Score (1–5)
Training Facilities	Availability of sports facilities	3
Quality Training	Number of certified coaches	2
Financial Support	Government budget	2
Internal Competitions	Number of local competitions	3
Local Athlete Motivation	Athlete enthusiasm	4

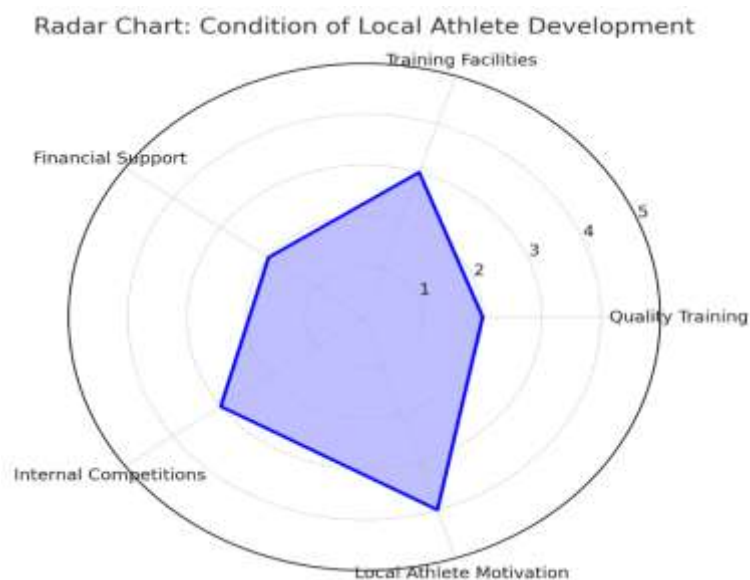


Figure 2: Radar Chart of Local Athlete Development Conditions

Impact of Athlete Transfers on Athlete Regeneration

Athlete transfers have a significant negative impact on the regeneration of local athletes, particularly by reducing opportunities for local athletes to compete at higher levels. This situation not only diminishes the motivation of local athletes but also creates disparities in the development of athlete potential at the regional level.

This phenomenon hampers the establishment of a sustainable development ecosystem, as the focus of development efforts tends to shift toward accommodating transfer athletes

rather than building the long-term capacity of local athletes.

To mitigate these impacts, strategic policies are needed to ensure a balance between athlete transfers and local development. This includes strengthening regeneration programs and providing equal competition opportunities for local athletes.

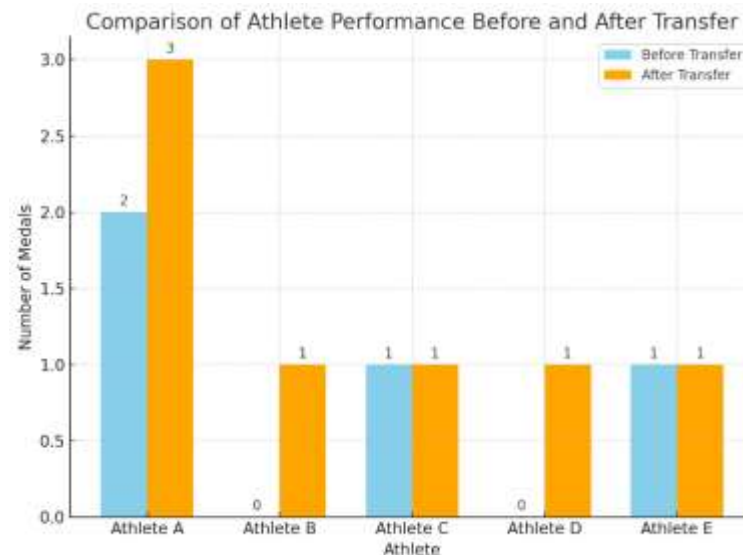


Figure 3: Comparison of Athlete Performance Before and After Transfer

Strategies to Strengthen Local Athlete Development

To strengthen the development of local athletes, efforts synergistically involving various stakeholders are essential. One critical step is to increase local government budgets to build adequate sports facilities, ensuring that local athletes remain motivated to train within their regions. Additionally, regularly organizing club-level tournaments can serve as an effective way to hone skills and enhance the competitiveness of athletes.

Collaboration with the private sector is equally important, particularly in providing financial support, scholarships, or incentives for high-performing athletes. Regeneration policies also need to be strengthened, such as requiring sports teams to maintain a certain composition of local athletes to ensure sustainable development.

Furthermore, interaction between senior and junior athletes through joint training programs or mentorship initiatives can accelerate the improvement of athlete quality. If all these strategies are implemented effectively, the ecosystem for local athlete development will evolve into a more competitive and sustainable system.

Table 3: Strategic Recommendations

Strategy	Implementation	Target
Facility Improvement	Construction of sports training centers	Local athletes
Internal Competition	Regional sports leagues	Local clubs
Private Sector Collaboration	Sponsorship and corporate CSR programs	Potential athletes
Regeneration Policy	Quota for local athletes in regional teams	Regional teams
Knowledge Transfer	Joint training between senior and junior athletes	Junior athletes

Research Implications

This research has a significant impact on the development of policies for local athlete development, particularly for local governments aiming to create a more equitable and sustainable sports ecosystem. Sports organizations can utilize the findings of this research as a foundation for designing development strategies that prioritize equity and sustainability. Furthermore, the involvement of the private sector becomes a crucial aspect in bridging financial and facility gaps, thereby strengthening support for sports infrastructure. This research also opens opportunities for further studies, such as comparing sports development models across regions and analyzing the long-term impact of athlete transfers on the stability of the national sports ecosystem. These findings are not only practically relevant but also have the potential to enrich academic studies in the field of sports management.

Discussion

The phenomenon of athlete transfers in the Special Region of Yogyakarta (DIY) reflects complex dynamics in the sports world, particularly in the context of multi-event competitions (Yamin, 2020). Athlete transfers are often driven by factors such as access to superior training facilities, attractive financial incentives, and opportunities to participate in higher-level competitions, all of which significantly enhance individual and team performance. However, athlete transfers also present challenges, especially regarding the sustainability of local athlete development (Prasetyo et al., 2022). One of the main impacts is the disparity in athlete management, particularly in resource-limited regions, which can hinder equitable athlete regeneration. This phenomenon not only highlights the opportunities to improve sports achievements but also calls for attention to fair and sustainable strategies to support the local sports ecosystem (Wiharjokusumo, 2020).

An analysis of athlete transfer policies reveals the need for a balance between focusing on short-term achievement and the sustainability of local athlete development, which is often neglected due to limited support for training and facilities for local athletes (Putri, 2024). Policies that overly emphasize athlete transfers can disrupt the creation of a healthy regional sports ecosystem, leading to dependency on external resources and weakening athlete regeneration (Wijayanto, 2021). Interviews with stakeholders emphasize the importance of increasing budget allocations for sports, particularly in providing competitive training facilities for local athletes to ensure equal development opportunities. Strategic steps, such as implementing minimum quotas for local athletes in regional teams, are considered effective in promoting sustainable regeneration and ensuring long-term competitiveness (Sawit et al., 2024) while strengthening the sustainability of the local sports ecosystem.

An evaluation of local athlete development programs reveals significant gaps in the quality of development compared to transferred athletes (Pokhrel, 2024), as evidenced by low scores in training facilities, quality coaching, and financial support. The high motivation of local athletes is a valuable asset to address these challenges and can be optimized through various development strategies. Enhancing coach competencies, implementing internal competitions (Gani, 2020), and forming partnerships with the private sector are strategic steps to meet the need for improved development. One proven effective approach is mentorship programs between senior and junior athletes (Dlis & Handaru, 2023), which accelerate skill enhancement while building networks of experience. Internal competitions, such as inter-club sports leagues at the regional level, can provide a platform for local athletes to hone their skills, strengthen regeneration, and foster healthy competition, all contributing to the formation of a sustainable sports ecosystem (Hendrawan et al., 2023).

The strategic implications of forming a sustainable local athlete development ecosystem require a comprehensive approach integrating policies, funding, and athlete regeneration management (Raihan Putra Pratama & Abdul Rahman, 2024). A key step is improving sports facilities and infrastructure (Nugroho Susanto et al., 2022) through the construction of standardized training centers in each district/city, significantly enhancing local athletes' competitiveness. Achieving this requires close collaboration between the government and the private sector to ensure adequate funding. Additionally, organizing internal competitions, such as the Regional Sports Week (PORDA), regularly can serve as a platform for local athletes to refine their skills while boosting confidence and motivation (Sidik & Surabaya, 2024). Such

competitions also help map local athlete potential equitably (Syah, 2022), ensuring optimal athlete regeneration.

Private sector support through sponsorships and Corporate Social Responsibility (CSR) programs is another strategic recommendation, particularly for providing additional funding, scholarships, and incentives for high-achieving athletes. Local athlete regeneration policies need to be implemented by enforcing quotas for local athletes in regional sports teams, with regular monitoring and evaluation to ensure their effectiveness (Ardiansyah et al., 2024). Mentorship programs between senior and junior athletes are a crucial step in knowledge and skill transfer, which can be conducted through joint training sessions or experience-sharing events. This approach not only improves the quality of local athletes individually but also strengthens team cohesion and ensures long-term development, creating a competitive and sustainable sports ecosystem (Kharisma & Supriyono, 2024).

This research makes an important contribution to formulating local athlete development strategies that are sustainability-oriented, emphasizing novelty through an empirically-based approach to evaluate the impact of athlete transfers on local athlete regeneration (Permata, 2024). The qualitative descriptive approach used enables an in-depth exploration of social, policy, and sports development aspects, which are rarely discussed in the literature. The findings provide insights for policymakers to design competitive and sustainable local athlete development systems and serve as a foundation for more inclusive strategies (Tobasa et al., 2023). Additionally, the findings open opportunities for further research, particularly on comparing sports development strategies across regions in Indonesia, enriching the literature and practices of national sports management.

D. CONCLUSION

The study explores various challenges and opportunities in the development of local athletes amidst the increasing phenomenon of athlete transfers, particularly in the context of regional multi-event sports competitions such as PORDA. Athlete transfer practices are often driven by the need for better access to facilities, attractive financial incentives, and opportunities to compete at higher levels, which collectively enhance both individual and team performance. However, this phenomenon also brings negative impacts, such as a decline in local athlete regeneration, decreased motivation, and disparities in the development of sports potential in the regions.

Findings from this research indicate that local athlete development in the Special Region of Yogyakarta still faces significant challenges, especially related to limited training facilities, a shortage of qualified coaches, and insufficient financial support. However, the high motivation among local athletes is a valuable asset that can be optimized to overcome these challenges. Recommended strategies include improving the quality of sports facilities, organizing regular internal competitions, establishing partnerships with the private sector, implementing regeneration policies through quotas for local athletes, and conducting mentorship programs involving senior and junior athletes.

This study contributes to the formulation of strategies aimed at creating a sustainable ecosystem for local athlete development. Policies are needed that can balance the priorities between short-term achievements and local athlete regeneration to establish a fairer and more sustainable sports system. Implementing these strategies requires synergy between the government, the private sector, and sports organizations, accompanied by a data-driven approach to evaluate the impacts and ensure the sustainability of development programs.

Using a qualitative descriptive approach, this study provides practical guidance for policymakers and sports organizations to design more inclusive and sustainability-oriented development strategies. Additionally, the findings open opportunities for further studies, particularly in comparing different sports development models in other regions and evaluating the impact of athlete transfers on the stability of the national sports ecosystem. It is hoped that these comprehensive measures can enhance the competitiveness of local athletes while building a more competitive and inclusive sports ecosystem in the future.

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