



## DEVELOPMENT OF A TALENT SCOUTING ASSESSMENT POSTER MODEL FOR BEGINNER VOLLEYBALL ATHLETES

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### *Abstract*

*This study aims to develop an effective and easy-to-use talent scouting assessment model poster to identify the talents and potential of beginner volleyball athletes. This study uses the Research and Development (R&D) method with the ADDIE development model. The population used was 31 students in total, then the researcher's sample with a small scale of 10 students and a large scale of 21 students, using a questionnaire instrument and using qualitative and quantitative data analysis. The results of the study indicate that the development of a poster model for talent scouting assessment according to design experts, material experts and user teachers is categorized as feasible. The development of talent scouting poster media for beginner soccer athletes is categorized as feasible.*

**Keywords:** Talent Scouting, Assessment, Volleyball, Beginner, Poster, Development.

### **Abstrak**

Penelitian ini bertujuan untuk mengembangkan poster model assesmen talent scouting yang efektif dan mudah digunakan untuk mengidentifikasi bakat dan potensi atlet bola voli pemula. Penelitian ini menggunakan metode Research and Development (R&D) dengan model pengembangan ADDIE. Populasi yang digunakan keseluruhan sebanyak 31 siswa, kemudian sampel peneliti dengan jumlah skala kecil 10 siswa dan jumlah skala besar 21 siswa, dengan menggunakan instrumen kuesioner atau angket dan menggunakan analisis data kualitatif dan kuantitatif. Hasil penelitian menunjukkan bahwa pengembangan poster model assesmen talent scouting menurut Ahli desain, Ahli Materi dan Guru pengguna dinyatakan kategori layak. Pengembangan media poster talent scouting untuk atlet bola pemula dikategorikan layak.

**Kata kunci:** Talent Scouting, Assesmen, Bola Voli, Pemula, Poster, Pengembangan.

### **I. INTRODUCTION**

Sport is a systematic process consisting of all activities or endeavors that encourage the development and fostering of physical and spiritual potential, including competitions/competitions, and intensive physical activity for recreation, victory, and peak



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performance, all aimed at developing a holistic, high-quality human being. Physical education is an integral part of education, emphasizing physical development, a healthy lifestyle, and mental and social growth and development (Nata et al., 2022). Physical education is an education that provides experiential learning through conscious, systematic, and intensive physical activity to stimulate physical, motor, cognitive, emotional, social, and moral growth and development (Setiawan & Lestari, 2022).

There are many types of sports practiced by the community. One of them is volleyball. Sheppard et al. (2008) state that volleyball is a short, fast-paced game with low activity and quick recovery times. During fast attacks, the player in the front position engages in defensive and offensive jumps. According to Opstoel et al., (2015), volleyball is an Olympic sport played by two teams, each attempting to knock the ball into the opponent's court by blocking and hitting it over the net. Volleyball is a competitive sport played on various court surfaces, depending on whether it is being played indoors or outdoors (Andini, 2022). Volleyball is a sport played by two teams, each consisting of six players, facing each other on a rectangular court (Barus et al., 2024). The goal is to get the ball into the opponent's court by bouncing it over the net and scoring points. This game requires precise coordination and teamwork between each team member to send the ball in the right direction and prevent the ball from falling on their own court. In volleyball, the need for agility, speed, and agility are very important. Each player must have the ability to jump high and react quickly to the movement of the ball coming into their own court. Basic volleyball skills are crucial for every athlete to achieve maximum performance.

Skill is a consistent, effective, and efficient way to achieve a goal, determined by speed, accuracy, form, and adaptability. It's important to remember that volleyball isn't just about physical effort; it's also about sportsmanship and team spirit. A strong code of ethics is emphasized in the sport, with respect for opponents and referees being a highly valued value.

Talent is an ability or potential that needs to be developed or trained to achieve specific skills, knowledge, and abilities. Interest is a mental tendency that can motivate a person, causing them to pay attention, be interested, feel pleasure, and take active action related to those subjects (Ahmad et al., 2018).

Talent scouting is a program or activity carried out by the Sports Excellence Development Division to identify potential athletes. Talent scouting is a systematic and

organized program designed to facilitate the selection of athletes. It can be concluded that sport is not only about physical and mental health, but also serves as a platform for developing athletes with potential and a passion for sports. This can be developed for the future and can lead to higher levels of achievement in sports.

Based on observations, the development of volleyball in Karimun Regency is very good, due to the extraordinary enthusiasm of the community for this sport. Volleyball is not only a sport aimed at improving health, but also serves as a means to achieve success at both the regional and national levels. Today's youth are slowly starting to take an interest in volleyball, and some children have potential in volleyball, but there's still a lack of proper coaching. While elementary school children have the physical fitness and stature to excel in volleyball, physical education teachers in schools generally don't understand how to develop their potential due to the lack of books on talent scouting. Consequently, children's talents aren't properly channeled.

## **II. RESEARCH METHODS**

This type of research is research and development or R&D (Research and Development). According to (Sugiyono, 2019), it is a method used to obtain specific product results and determine the effectiveness of said product. Research and development is a type of research oriented towards developing a new product. The development design used in this study is ADDIE. The ADDIE development design is as follows:

### **a. Analysis**

This is the first stage in ADDIE. At this stage, researchers must analyze existing problems and needs in the field, such as the low understanding of teachers among elementary school students and the lack of learning media in the form of posters.

### **b. Design**

At this stage, the learning media to be developed begins to be designed based on the results of the previous analysis. At this stage, researchers also develop instruments that will be used to assess the developed pictorial posters.

### **c. Development**

At this stage, poster development is carried out according to the design. Afterward, the pictorial posters will be validated by material experts and media experts. Validation is conducted to assess the validity of the content and structure.

#### **d. Implementation**

Implementation is the concrete step to implement the developed learning system.

According to Sugiyono (2022), a population is a collection of objects or subjects with certain qualities and characteristics determined by the researcher to be the focus of the study, from which the results can then be generalized to draw conclusions. The population in this study was 31 students. A saturated sampling technique was used. According to Sugiyono (2022), saturated sampling is a sampling technique where all members of the population are used as samples. The sample in this study was 31 students at SD Negeri 002 Meral, Karimun Regency.

Data collection was conducted using a questionnaire. The questionnaire used in this study consisted of two types:

Table 1. Subject Expert Validation Questionnaire Grid

No	Kriteria	Indikator	No butir penilaian	Jumlah Item
1.	Aspek Isi	Kesesuaian materi yang diajarkan dosen pengampu mata kuliah test dan pengukuran	1	1
		Kelangkapan materi dengan tujuan pembelajaran	2	1
		Kemudahan memahami Bahasa yang digunakan	3	1
		kesesuaian materi agar mudah dipahami.	4	1
		kesesuaian ukuran teks pada materi.	5	1
2.	aspek Tampilan	kesesuaian gambar dengan materi	6	1
3.	aspek kualitas	media mampu mengaktifkan pikiran dan kegiatan belajar.	7	1
		media menarik dan dapat mempermudah proses pembelajaran.	8	1
		kesesuaian materi dengan media buku panduan talent scouting	9	1
		ketepatan penggunaan media buku panduan talent scouting	10	1

Table 2 Media Expert Questionnaire Grid

No	Kriteria	Indikator	No Butir	Jumlah Penilaian
1.	Aspek kualitas	Kualitas media yang dikembangkan sudah memenuhi kriteria media pembelajaran	1	1
		Ketepatan media untuk digunakan sebagai media pembelajaran	2	1
		Desain yang dibuat menarik perhatian pembaca	3	1
		Media dapat digunakan sesuai kebutuhan pembaca	4	1
		Ketepatan penggunaan bahan pembuatan media	5	1
		Tampilan umum media menarik	6	1
2.	Aspek Teknis	media mudah digunakan	7	1
		Pemilihan ukuran huruf tepat	8	1
		Jenis huruf mudah dibaca	9	1
		Illustrasi gambar menarik untuk pembaca	10	1
		Gambar memiliki warna yang menarik	11	1
		Ukuran gambar profesional	12	1
		Tampilan cover sesuai dengan nis	13	1
		Tidak ada desain yang dapat	14	1

The research instrument for the validator was designed using a pre-rated Likert scale. The results of the assessment using a qualitative scale were then converted into quantitative values using the Slovin Formula, a formula for calculating the minimum sample size when the behavior of a population is not known with certainty (Nata & Kurniawan, 2024). The results of the assessment using a qualitative scale were then converted into quantitative values using the Slovin Formula, a formula for calculating the minimum sample size when the behavior of a population is not known with certainty (Nata & Kurniawan, 2024).

$$P = \frac{F}{n} \times 100\%$$

### III. RESEARCH RESULTS

In this study, product revisions were carried out through suggestions from material experts and media experts.



Figure 1 Before Revision



Figure 2 After Revision

#### 1. Small-Scale Trial

##### a. Expert Assessment of Poster Product Media

Table 3. Validation Results from the Material Expert Team

Validator	Skor Minimal	Skor Maksimal	Skor Total	Rata- rata Skor	Kategori	Persentase
Ahli Materi I	9	45	34	3,7	Sangat baik	94%
Ahli Materi II	9	45	34	3,7	Sangat baik	94%

Based on the validation results from media experts I and II, the media on the poster, designed by the media experts, received a minimum score of 9 and a maximum score of 45, achieving a total score of 34, with an average score of 3.7.

##### b. Expert Assessment of Poster Product Material

Table 4. Media Expert Team Validation Results

Tim Ahli	Skor Minimal	Skor Maksimal	Total Skor	Skor Hasil	Persentase	Tingkat Kelayakan
Ahli Media I	12	48	45	3,7	93%	Sangat Layak
Ahli Media II	12	48	46	3,8	95%	Sangat Layak

The table shows the results of media expert validation, with a minimum score of 12 and a maximum score of 48. A score of 3.8 is considered very appropriate.

c. Teacher and Student Response Data

Table 5: Responses from Poster Users

Ahli	Skor minimal	Skor maksimal	Total skor	Skor hasil	persentase	Tingkat kelayakan
<b>Responden I</b>	<b>9</b>	<b>45</b>	<b>34</b>	<b>3,7</b>	<b>94%</b>	<b>Sangat layak</b>

Based on Table 5, the results of the responses from Respondent I, with a minimum score of 9 and a maximum score of 45, resulted in a total score of 34, with a score of 3.7 representing 94%, with a very good level of feasibility.

2. Large-Scale Trial

a. Media Expert Assessment of Poster Products

Table 6 Media Expert Team

Validator	Skor Minimal	Skor Maksimal	Total Skor	Rata- rata Skor	Kategori	Persentase
Validator I	12	48	45	3,7	Sangat Layak	93,75
Validator II	12	48	46	3,8	Sangat Layak	95,83

Based on the five-point scale conversion table, the poster media developed by the researchers received a rating of "Very Appropriate," making it worthy of being tested.

b. Material Expert Assessment of Poster Products

Table 7. Validation Results from the Material Expert Team

Tim ahli	Skor minimal	Skor maksimal	Total skor	Skor hasil	Persentase	Tingkat kelayakan
Validator Desain	9	45	43	4,7	95,56	Sangat Layak
Validator Desain	9	45	38	4,2	84,44	Sangat Layak

The table shows the results of the validation by material experts, with a minimum score of 9 and a maximum score of 45. The scores with a feasibility level of 4.7 and 4.2 are considered Very Feasible.

## DISCUSSION

Based on the research results and data collection for developing talent scouting assessment media for beginner volleyball athletes, the researcher used the steps of the ADDIE development stage, adjusted to the needs of the product. The researcher developed a talent scouting assessment poster for beginner volleyball athletes aimed at sixth-grade elementary school students. This poster can be used as a tool for teachers to identify children's potential in volleyball.

The purpose of this research was to produce a poster that was feasible in terms of feasibility, design, materials, and usability. The poster media was developed through several stages in the drafting process until its feasibility was tested. At this stage, the researcher gathered all the information that would be useful in the product development process. After that, the product was compiled by the researcher, which was then validated by the validator.

First, the author conducted a small-scale test in this study, where the author only took representatives in each assessment category of the poster, in the material expert there was a change to one, then one design expert, one teacher and students with a total of 10 students. After conducting the research, the author then combined all the assessment results of what was made by the author, namely getting very decent results. After conducting small-scale tests and large-scale tests, it can be concluded that this poster media is categorized as very suitable for use in elementary schools. The author hopes that with this poster, it can be used as well as possible so that sports teachers understand and understand how to see the potential in students.

## IV. CONCLUSION

From the research that has been done, namely the development of talent scouting assessment for beginner volleyball athletes, according to the design expert team. poster media got a score of 3.8 with a very decent category. From the research that has been done, namely the development of talent scouting assessment for beginner volleyball athletes, according to the material expert team poster media got a score of 3.7 with a very decent category. From the research that has been done, namely the development of talent scouting assessment for beginner volleyball athletes according to poster user teachers, poster media got a score of 3.8 with a very decent category. From the research that has been done, namely the development

of talent scouting poster media for elementary school volleyball athletes, according to grade VI students, this poster media got a score of 3.26 with a decent category.

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