

SPORT ORGANIZATIONAL CHARACTERISTIC IN BUILDING ACHIEVEMENT

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Abstract; The function of organization in building and developing national sport activity starts from club as the lowest stratum till the big management level as the highest stratum is a necessity that has absolute existence. More than that, all parties have realized that organization should have the special characteristic that appropriate with the sport developed. An organization must be run with the structures and processes that may no longer be handled by amateurs, but must be managed by people who are professional. An organization that has character is members who can do the duty and responsibility very well and give the effort to develop their potentiation. Thus it would lead to themselves satisfaction in performing tasks and the goals of the organization that are expected can run smoothly and optimally. As for the characteristics of organization are: 1) Structure, each organization develops through the structure's type after pass through the certain period. 2) Atmosphere, the state of an organization's environment is a situation and conditions which acceptable to the members of the organization. 3) Resource; Resources organization is the financial resources and human resources. Based on description above, we need the most appropriate concept study for the development and coaching sports organizations in accordance with each characteristic that have role to achieve maximum goals.

A. Introduction

An organization can run smoothly when the organization was still running in the rule characteristics. An organizational characteristic is the behavior/behavioral of an agency / institution against the condition that exists outside the institution and within the institution itself, means that in the business world, it always focused on its customers not only from outside the company but also the people in the company that is an asset of the company itself.

The characteristics (characteristic of organization) proposed by James. I (209; 1986) are: 1) Structure, each organization develops through the structure's type after pass through the certain period. The members of organization differentiated on the basis of factors such as expertise, status, etc. 2) atmosphere, the state of an organization's environment is a situation and conditions which acceptable to the members of the

organization. Each member expects the organization's situation that can be supported to run the organization in order to run an orderly and purposeful 3) Resource; Resources organization is the financial resources and human resources. Resource is a major capital organization, which is referred to financial resources and human resources. For that reason through this study will reveal the most appropriate solution concept for the development and coaching sports organizations that have a role in sports achievements coaching in the future.

B. Literature Review

1. Organizational Characteristic

Thomson says that the organization is a number of people who perform certain tasks and jobs for each person or group of people in a rational way, non personal to achieve certain goals. (Berry, 2000:136). Organization can be interpreted as a deliberate arrangement of people to achieve specific objectives. Examples Telkomsel Company set up mobile communication networks, college organize education among students, bank manage customers to savings and loans the finance (Amirullah, et al, 2004: 5)

Furthermore Abdul Azis (2008:4) describes some characteristics of the organization such as 1) A social entity; 2) Goal directed 3) Have a deliberate and structured activities system; 4) Has clear boundaries. Organizational characteristics is behavior and behavioral of an agency / institution against the condition that exists outside the institution and within the institution itself, means that in the business world, it always focused on its customers not only from outside the company but also the people in the company that is an asset of the company itself (means there was rarely an institution that considers its employees has potential to be an asset and finally received less attention from the company itself), so it all leads to quality which determined by two things that written like before.

So, an organization which has the effective organizational characteristic is:

- a. Concern about human resources and treat it as a valuable asset
 - b. The training programs and its development open as wide as possible
 - c. The compensation programs performing well
 - d. The rotation rate of human resources is low
 - e. Top management has commitment and support the human resources development
 - f. All Team participated in making organization policy
- (<http://adigugun2000.wordpress.com/karakteristik-organisasi-yang-efektif/> 2013/07).

In addition each organization also has common elements that also have common characteristics as well. Among them is dynamic character (social condition, economic change, technological change), need information,

have a purpose, have a structure, has resources, and skill to produce. Furthermore Arni Muhammad (2002: 29-31) says that the main organizational characteristics of an organization consisting of: 1) Have a purpose, 2) Have the resources, 3) Have an organizational membership structure, 4) Have a system of procedures, 5) Atmosphere or the circumstances in the organization itself.

Based on the description of some experts above, the characteristics of sport organizations in question are: (1) Organizational structure, which has elements of the division of labor, departmentalizes, hierarchy, coordination. (2) Organizational atmosphere, which has a favorable element value in supporting and basic assumptions within the organization, (3) Resources, is everything that is used and who take the course of an organization, financial resources, facilities, and human resources himself.

Next will be described the characteristics of the organization which is the core dimension of the discussion of this paper include:

a. Organizational Atmosphere

Robert G. Owens defines the organizational atmosphere as study perceptions of individual about various aspects of the organizational environment. While Keith Davis argues the definition of organizational atmosphere as "The human environment within an organization's employees do their work". The Davis's statement implies that the organizational atmosphere is related to the entire existing environment or faced by human beings in an organization where they carry out their work. (<http://gurutisna.wordpress.com/atmosphere-organization/> / / 05.03.2009 /).

Similar with Davis, Renato Taguiri and Litwin like quoted by Wirawan defines organizational atmosphere as the quality of the organization's internal environment relatively ongoing, experienced by members of an organization, influencing their behavior and can be described in terms of a set of characteristics or nature of the organization (<http://gurutisna.wordpress.com/2009/03/05/iklim-organisasi/>).

James L. Gibson and friends propose the definition of organization atmosphere as "Climate is a set of properties of the work environment perceived directly or indirectly by the employees who work in this environment and is assumed to be a major force in influencing their behavior on the job". Gibson said that the atmosphere is a set of equipment from a work environment that is felt directly or indirectly by the employees who working in this environment and assumed to be the main force which affects their behavior at work. (<http://gurutisna.wordpress.com/2009/03/05/iklim-organisasi/>).

Another definition of organizational atmosphere proposed by B. H Gilmer as quoted by Wayne K. Hoy stating that organizational atmosphere is a characteristic that distinguishes one organization to another organization

and influence people in the organization. While Steers said that the organizational atmosphere can be seen as an organization personality that reflected by its members. Furthermore Steers said that certain organizational atmosphere is the atmosphere that views workers, not necessarily the actual atmosphere and atmosphere that appears in the organization is a primary factor that determines the behavior of workers. Litwin and Stringer told Linda Holbche classify organizational atmosphere dimensions as follows:

1. Responsibilities, employees are given the freedom to carry out tasks and solve them, given more motivation to carry out the task without having to always seek the approval of the manager, given the courage to endure the risk of job without fear of being scolded.
2. Flexibility, employees are given freedom for more innovative
3. Standards, required to achieve the satisfactory results characterized by encouragement for progress
4. Team commitment, people will give what the best that they can do if they have a commitment to the organization and proud to be in it
5. Clarity, clarity on what the objectives, level of responsibility, the values of the organization. It is important to be known by the employees so that they know what is actually expected from them and they can give the appropriate contributions to organization
6. The award, employees are valued according to their performance. Managers should give more recognition than criticism. Promotion system should be created to help employees achieve the peak performance. Growth opportunities should use rewards and performance improvement.
7. Leadership style, when the leadership style according to the situation, the results will be achieved.

Based on the explanations above, it is clear that the organizational atmosphere is closely linked to the individual's perception against social environment of an organization that affect the organization and behavior of its members. So the organizational atmosphere includes some elements that can make a sports parent organization is imbued by all members in carrying out its work program to achieve good and optimal performance.

b. Organizational Structure

Jennifer M. George and Gary Jones (2008:535) define the organization structure as "the formal system of task and reporting relationships that controls, coordinates, and motivates employees so that they cooperate and work together to achieve an organization's goal." Furthermore the other writer, such as John A. Wagner and John R. Hollenbeck (2010:237) define the organization structure as "... a system of interrelated jobs ... comprises a relatively stable network of inter-connection of interdependencies among the different people and tasks that make up an organization an organization's structure differentiates among its parts even as it helps to keep those parts interconnected ... it creates and

reinforces relationships of interdependence among the people and groups within it.”

Mullins (2005:596) define the organization structure as “ ...pattern of relationship among positions in the organisation and among members of the organisation. Structure makes possible the application of the process of management and creates a framework of order and command through which the activities of the organisation can be planned, organised, directed and controlled.” While, Marilyn M. Helms (2009: 665) define the organization structure as “ ...the way that an organization arranges people and jobs so that its work can be performed and its goals can be met. When a workgroup is very small, and face-to-face communication is frequent, formal structure may be unnecessary, but in a larger organization decisions have to be made about the delegation of various tasks. Thus, procedures are established that assign responsibilities for various functions. It is these decisions that determine the organizational structure.” The last one, Stephen P. Robbins (2003:178) shortly define the organization structure as the concept which “ ...defines how job tasks are formally divided, grouped and coordinated.”

From the the expert explanations above, emphasize the definitions of organizational structure on the pattern of relationships between members of the organization, the tasks to be performed by them, the structures that are interdependent with each other, the organization's activities that should be planned, organized, directed, controlled, in order to achieve organizational goals. In this context, the conversation focus into the context of the formal character of the organization. The main factors that determine the design of the organizational structure are: 1) The organization's strategy to achieve its goals, 2) Technology used, 3) The members that involved in organization, 4) The size of the organization. While the elements in the structure of the organization are: 1) Specialization of activities or work, 2) Standardization of activities or work, 3) Coordination of activities or work, 4) Centralized and decentralized decision-making, and 5) The size of the work unit. (Hani Handoko , 2001:169 - 171).

From some descriptions above, the structure of sports organizations is the framework of formal relationships within an organization composed with the aim to assist in organizing and directing the activities of the organization, it contains elements of the division of labor, departmentalize, hierarchy and coordination to execute the work program that has been programmed and planned to achieve development goals and achievements.

c. Resources

Resources can be interpreted as a tool to achieve the goal or, the ability to get benefit from the opportunities that exist. Words of resources reflect the

human appraisal. It donot refer to an object or substance, but on an operational function to achieve certain goals, such as satisfy the needs and satisfaction. In other words, a resource is abstraction that reflect human appraisal and associated with a function and operation. (Samsudin, 2006:20).

Furthermore Samsudin (2006:21) says that managing an organization or company, will manage a variety of resources to achieve the goal. Resources owned by an organization or company can be categorized into six types of resources (6M) as follows:

- a) Man
- b) Money
- c) Material
- d) Machine
- e) Method
- f) Market

Next Mangkuprawira (2003:265) says that in resources we can use human resources; the benefits of the human resources department's involvement in planning a program are as follows:

- a) Aligning strategy and internal requirements.
- b) Developing management or employees who can be promoted.
- c) Facilitating the placement of officials or international level employees
- d) Reducing the degree of rotation of the management or employees.
- e) Opening the way for a potential management or employees.
- f) Advancing the personal growth.
- g) Satisfying the needs of administrators or employees

From the description above, the resources in question is the ability that owned by the sports organizations that support the activities and performance development which run of the organization to promote sport achievement especially in the district and optimize the potential sources of funding to carry out the work program that has been compiled.

C. Conclusion

Characteristics of an organization is internal conditions within an organization, these conditions are: organizational structures, organizational atmosphere and resources of an organization. Here, an organization must be able to develop the potential of its members to carry out a work program or to progress an organization. An organization which has the characteristics of the organization, a member may perform the duties and responsibilities seriously and give effort to develop his potential. This of course will affect the performance and behavior of members in the organization. Thus it will lead to his own satisfaction in performing tasks and the goals of the organization that are expected run smoothly and optimally.

Performance is activity associated with the work, or the measure of one's success in carrying out duties or work. To be able to run the day-to-day work, which encountered a myriad of problems, surely must be supported by organizational characteristics. Characteristics of the organization in question include 1) Resources, 2) Organizational Structure and, 3) Organizational atmosphere. The three elements must be established for the interest of the organization and the organization's progress in achieving the performance to build sporting achievements. Surely in producing a good performance in an organization, need to know how the characteristics of an organization so that the performance of managers run smoothly.

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Proceeding

International Scientific Seminar on

SPORT AND SPORTSCIENCES

**“The Role And Contribution Of Sport
And Sportsiences In Enhancing
A Better Quality Of Life”**



**Kerjasama antara
Universitas Negeri Padang dan
Universiti Kebangsaan Malaysia**

Pangeran Beach Hotel
Padang, 12 – 13 September 2013

PROCEEDING

INTERNATIONAL SCIENTIFIC SEMINAR ON SPORT AND SPORTSCIENCES

The Role and Contribution of Sport and Sportscience in Enchancing A Better Quality of Life

Dr. Norlena Salamuddin
Dr. Mohd Taib Harun
Prof. Dr.Sayuti Syahara, MS, AIFO
Dr. Syahril B, M.Pd
Drs. Arsil, M.Pd
Drs. Syafrizar, M.Pd

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Isi diluar tanggung jawab Penerbit dan Percetakan

KATA PENGANTAR

Puji syukur kehadirat Allah SWT karena atas perkenan-Nya telah dapat menyusun Prosiding Seminar Internasional dengan tema ***“The Role and Contribution of Sport and Sportscience in Enhancing a Better Quality of Life”***.

Seminar Internasional ini merupakan bagian dari kontribusi Fakultas Ilmu Keolahragaan Universitas Negeri Padang yang bekerjasama dengan Universiti Kebangsaan Malaysia untuk melakukan diseminasi dan mengkomunikasikan serta bertukar fikiran mengenai topik-topik terbaru dari olahraga dan ilmu keolahragaan dan untuk selanjutnya mencari jalan keluar terbaik dari masalah-masalah yang aktual melalui pendekatan inter-disipliner.

Untuk itu, kami menghaturkan terima kasih kepada Universiti Kebangsaan Malaysia (UKM) yang sudah dapat melakukan kerjasama dengan Fakultas Ilmu Keolahragaan Universitas Negeri Padang (UNP), dalam hal ide pelaksanaan kegiatan seminar ini, pemerintah provinsi Sumatera Barat, pemerintah kabupaten/kota se-Sumatera Barat, DPRD provinsi Sumatera Barat, pimpinan Universitas Negeri Padang, pimpinan Universiti Kebangsaan Malaysia, pimpinan Fakultas Ilmu Keolahragaan UNP, Bank Nagari Cabang UNP, para penyaji makalah, dan peserta seminar. Semoga amal baik Bapak/Ibu memperoleh balasan baik yang berlipat ganda dari Allah SWT.

Padang, September 2013
Dekan FIK UNP,

Drs. Arsil, M.Pd
NIP. 19600317 198602 1 002

KATA SAMBUTAN KETUA PANITIA PELAKSANA

Walaupun bukan segala-galanya, kebermanfaatan olahraga tidak hanya dapat difahami dan dirasakan secara teoretik semata tetapi harus dapat diaplikasikan ke dalam kehidupan yang nyata. Bagaimanapun juga kajian-kajian secara teoretik masih diperlukan untuk hal-hal yang dapat diterima, secara rasional sehingga olahraga dapat diterima tidak saja secara empirik tetapi juga secara teoretik.

Perkembangan dunia yang begitu sangat pesat, memaksa kita mempersiapkan sumber daya yang memiliki daya saing yang tidak saja secara local tetapi juga harus bersifat universal. Era Globalisasi dan persaingan pasar bebas, telah menjadi ancaman dan sekaligus tantangan untuk bisa bersaing dengan bangsa-bangsa di belahan dunia lainnya. Seluruh aspek kehidupan akan terkena imbasnya tidak terkecuali dalam aspek pendidikan mulai dari tingkat pendidikan paling rendah sampai ke tingkat yang paling tinggi.

Seiring dengan perkembangan dunia saat ini, perkembangan olahraga sangatlah pesat. Perkembangan ini diiringi dengan bermunculan *issue* dan pengetahuan di bidang olahraga. Informasi-informasi yang aktual seputar olahraga bermunculan. Diharapkan forum seminar ini mampu memberikan wadah untuk dapat mengkomunikasikan serta bertukar fikiran mengenai topik-olahraga dan ilmu keolahragaan dan untuk selanjutnya mencari pemecahan masalah.

Perguruan Tinggi khususnya Fakultas Ilmu Keolahragaan Universitas Negeri Padang (FIK UNP), juga ikut bertanggungjawab dan terjun langsung dalam rangka mempersiapkan SDM di atas melalui penyiapan generasi menghadapi *issue-issue* yang muncul dalam dunia olahraga. Sehingga out come yang dihasilkan bisa disejajarkan dan memiliki daya saing yang handal dalam menjawab tantangan era globalisasi dan persaingan pasar bebas.

Untuk tujuan itulah, FIK UNP melakukan perintisan awal melalui kegiatan seminar internasional yang bertemakan “***The Role and Contribution of Sport and Sportscience in Enchancing a Better Quality of Life***”. Tujuan Seminar adalah untuk mengkomunikasikan dan bertukar pengalaman topik-topik terbaru dari olahraga dan ilmu keolahragaan dan mencari jalan keluar terbaik untuk masalah-masalah yang aktual melalui pendekatan interdisipliner .

Seminar ini dilaksanakan pada tanggal 12 dan 13 September 2013. Seminar ini bertempat di Pangeran Beach Hotel Kota Padang Provinsi Sumatera Barat. Sebagai Ketua Pelaksana kegiatan ini, saya ingin menyampaikan penghargaan yang setinggi-tingginya kepada FIK UNP Padang, serta kepada Universiti Kebangsaan Malaysia dan semua anggota panitia yang telah berupaya sekuat tenaga, menyisihkan waktu dan tenaganya dalam rangka mensukseskan acara ini. Terima kasih atas kerjasama dan komitmennya.

Terakhir saya menyampaikan rasa terima kasih yang paling dalam khususnya kepada para pembicara kunci yaitu Dr. Ir. Roy Suryo, Menteri Pemuda dan Olahraga, Prof. Dr. Phil Yanuar Kiram Rektor UNP Padang, Prof. Dr. Hemut Digel Universitas Tübingen, Prof. Dr. Jackueline D. Goodway, OHIO State University USA, Dr. Mohd. Taib Harun, Universiti Kebangsaan Malaysia, Dr. Michael Koh, Republic Polytechnic Singapore, Dr. Norlena Salamuddin, Universiti Kebangsaan Malaysia, Prof. Dr. Joko Pekik Irianto, Deputi Peningkatan Olahraga Prestasi Kemenpora, Dr. Ian Harris Sujae, Republic Polytechnic Singapore, Robert Jhon Ballard Australian Strength and Conditioning Assosiation dan khususnya kepada para pembicara kunci yang datang dari luar negeri, saya berharap semoga selama keberadaan di kota Padang, memperoleh pengalaman yang baik dan menyenangkan dan diiringi doa semoga selamat kembali pulang menuju rumah dan keluarga masing-masing. Semoga hasil seminar ini akan membawa pencerahan bagi kita semua, bagaimana upaya yang harus dilakukan oleh Perguruan Tinggi khususnya FIK UNP Padang dalam membentuk manusia Indonesia yang berdaya saing tidak saja secara local tetapi juga internasional. Semoga amal baik Bapak/Ibu memperoleh balasan baik yang berlipat ganda dari Allah SWT.

Ketua Pelaksana,

Prof. Dr. Sayuti Syahara, M.S., AIFO

KATA PENGANTAR EDITOR

Pertama dan yang paling utama, kami panjatkan puji syukur kehadirat Allah SWT, atas petunjuk dan karunia-Nya, sehingga Prosiding Seminar Internasional Olahraga dan Ilmu Keolahragaan dengan tema ***“The Role and Contribution of Sport and Sport Science in Enchancing a Better Quality of Life”*** yang akan dilaksanakan pada tanggal 12 s/d 13 September 2013 dapat diselesaikan dan diterbitkan.

Seminar tersebut terselenggara berkat kerjasama antara Universitas Negeri Padang dengan Universiti Kebangsaan Malaysia yang mengundang keynote speaker sebanyak 8 (delapan) orang yang berasal dari Jerman, Amerika, Australia, Malaysia, Singapura dan Indonesia serta didukung oleh 62 makalah teknis yang disampaikan dalam sidang paralel. Di dalam prosiding ini berisi 4 makalah keynote speaker dan hasil karya tulis ilmiah lainnya yang berasal dari berbagai institusi yaitu; 1) University of Tübingen, 2) The Ohio State University, 3) Universiti Kebangsaan Malaysia, 4) Universitas Padjadjaran, 5) Universitas Negeri Medan, 6) Universitas Negeri Jakarta, 7) Universitas Negeri Padang, 8) Universitas Negeri Manado, 9) Universitas Pendidikan Indonesia, 10) Universitas Negeri Yogyakarta, 11) Universitas Negeri Semarang, 12) Universitas Cendrawasih, 13) Universitas Pendidikan Ganesha Singaraja, 14) Universitas Bina Darma Palembang, 15) KONI Provinsi Sumatera Barat, 16) KONI DKI, 17) Sekolah Dasar Negeri 7 Keliat Ogan Ilir Palembang.

Prosiding ini telah melalui proses editing oleh dewan editor/penilai karya tulis ilmiah serta dilengkapi dengan diskusi dan tanya jawab pada saat seminar berlangsung. Semoga penerbitan prosiding ini dapat memberi manfaat dan dapat dijadikan acuan dalam pengembangan penelitian yang terkait dengan perkembangan dunia keolahragaan. Kami mengucapkan terima kasih yang sebesar-besarnya kepada semua pihak yang terlibat dalam penyelesaian penyusunan prosiding ini dan mohon maaf atas ketidaksempurnaan dalam penerbitan prosiding ini.

Editor

1. Dr. Norlena Salamuddin
2. Dr. Mohd Taib Harun
3. Prof.Dr.Sayuti Syahara, MS, AIFO
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6. Drs. Syafrizar, M.Pd

**JADWAL KEGIATAN SEMINAR INTERNATIONAL
PADANG, 12 - 13 SEPTEMBER 2013**

| HARI/ TANGGAL | WAKTU | KEGIATAN | KETERANGAN | PENANGGUNG JAWAB | |
|--------------------------------|---------------|---|--|---------------------|--------------|
| HARI KE 1 | | | | | |
| Kamis, 12 September 2013 | 08.00 - 09.00 | PENDAFTARAN/REGISTRASI | | Seksi Acara | |
| | | PEMBUKAAN/PERESMIAN | | Seksi Acara | |
| | | Laporan Ketua Panitia | Prof. Dr. Sayuti Syahara, MS.,AIFO | | |
| | | Sambutan | Prof. Dr. Phil. Yanuar Kiram (Rektor UNP) | | |
| | | Sambutan | Prof. Dr. Irwan Prayitno, M,Sc (Gubernur Sumbar | | |
| | | Sambutan dan Pembukaan Seminar | Dr. Ir. Roy Suryo (Menpora) | | |
| | 10.00 - 10.30 | ISTIRAHAT/ TEA BREACK | | | |
| | 10.30 - 12.30 | PLENARI I/ PLENO I | | | Ruri Famelia |
| | | 1. Prof. Dr. Helmut Digel | Universitat Tubingan - Germany | | |
| | | 2. Prof. Dr. Jackie Goodway | OHIO State University - USA | | |
| | | 3. Prof. Dr. Joko Pekik Irianto, M.Kes.,AIFO | Deputi Peningkatan Olahraga Prestasi Kemenpora - INA | | |
| | | 4. Dr. Michael Koh | Republic Polytecnic Singapore | | |
| | 12.30 - 14.00 | ISTIRAHAT/ LUNCH BREAK | | | |

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|---------------------------------|------------------------|-------------------------------|--|----------------|--|
| | 14.00 - 17.00 | PARALLEL SESSION I : | | | |
| | | RUANG 1. | Physical Education | Bafirman | |
| | | RUANG 2. | Physical Education | Khairuddin | |
| | | RUANG 3. | Psychologi | Wilda Welis | |
| | RUANG 4. | Psychologi | Umar | | |
| | 17.00 - Selesai | ISTIRAHAT/MINUM PETANG | | | |
| HARI KE 2 | | | | | |
| Jum'at, 13 september 2013 | 09.00 - 11.30 | PARALLEL SESSION II : | | | |
| | | RUANG 1. | Management | Bafirman | |
| | | RUANG 2. | Physical Education | Khairuddin | |
| | | RUANG 3. | Psychologi & Recreation Sport | Wilda Welis | |
| | RUANG 4. | Training Theory | Umar | | |
| | | 12.00 - 14.00 | ISTIRAHAT / LUNCH BREAK | | |
| | 14.00 - 16.00 | PLENARI II/ PELNO II | | | |
| | | 1. Dr. Taib Harun | Universitas Kebangsaan Malaysia | Rina Ambarwati | |
| | | 2. Mr. Robert John Ballard | Australian Strenght Conditioning Assoconiation | | |
| | | 3. Dr. Noerlena Salamuddin | Universitas Kebangsaan Malaysia | | |
| 4. Prof. Dr. A. Purba, MS.,AIFO | Universitas Padjajaran | | | | |
| | 16.00 - Selesai | PENUTUPAN | | | |

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