



Evaluation of the IBL Satya Wacana Salatiga Team Achievement Development Program

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Abstract

The achievement coaching program aims to introduce, grow, guide, and develop a personality basis that is balanced, intact, and in harmony to provide knowledge and skills according to talent. Sports teams need the right coaching program to achieve maximum performance. This study aimed to identify, reveal, and evaluate the performance development of the IBL Satya Wacana Salatiga team. The evaluation includes context, input, process, and product. The design used in this research is program evaluation, which uses a quantitative and qualitative approach. In comparison, the model used in this study is the CIPP (Context, Input, Process, Product) model. The subjects in this study are all the administrators, coaches, and athletes of the IBL Satya Wacana Salatiga basketball team. They were directly involved in the achievement coaching program. Data collection techniques were collected using a questionnaire, observation, documentation, and interviews. The data analysis technique study uses quantitative descriptive and the Mile and Huberman interactive analysis model. The results and conclusion of the overall evaluation using the CIPP model for the Satya Wacana Salatiga (SWS) basketball team explained that the achievement coaching program implemented was good. However, there were still some areas for improvement in the SWS basketball team achievement coaching program, starting from facilities and infrastructure, funding, and awards. Evaluation in the coaching process continues to improve from time to time.



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INTRODUCTION

The achievement coaching program for every sports team is essential to increase achievement in various sports (van Mierlo & van Hooft, 2020). The coaching aims to introduce, grow, guide, and develop a personality base that is balanced, whole, and harmonious in order to provide knowledge and skills according to talent. Sports teams require proper coaching in order to achieve maximum performance (Kozlowski & Ilgen, 2006). Of the many sports in Indonesia, basketball is one of the sports that must be nurtured and developed. Basketball is a popular sport in Indonesia. Many competitions have been held, ranging from regional to national, attended by various age groups and levels of education, from Elementary Schools to Colleges.

Satya Wacana Christian University (SWCU) Salatiga is the only university in Indonesia with a professional basketball team. The team is involved in the highest basketball competition in Indonesia, namely the Indonesian Basketball League (IBL), with the team name Satya Wacana Salatiga (SWS). SWS is also the only team representing Central Java to participate in IBL. The first SWSS was present in Salatiga in 2007 under Satya Wacana Angsapura Salatiga. Over time and with changes in management, coaches, athletes, and sponsors, Satya Wacana Angsapura Salatiga changed to Satya Wacana Salatiga (SWS), which in previous years had also undergone a name change. Satya Wacana Salatiga (SWS) is a new name released last February by collaborating with Bank Jateng as a sponsor.

The presence of SWS brings fresh air to basketball lovers in Central Java, especially in the City of Salatiga. Many talented young people join SWS because

all the athletes who are part of the SWS team are active students currently studying at Satya Wacana Christian University (SWCU), which is placed in various faculties. SWCU, through the SWS team, searched for and recruited athletes in various regions of Indonesia. SWCU provides full scholarships for athletes selected and judged to be competent to defend the Salatiga Satya Wacana Saints team. It can be said that the achievement program development carried out by SWS has been good, and it has been proven that SWS can produce reliable young players.

SWS is the pride of the people of Central Java, especially the City of Salatiga. The SWSS team has many fans who are usually called Bala Satya. Based on the results of preliminary studies, the Satya Wacana team began to form on August 1, 2007 and started competing in the 2010-2011 IBL season, which was called the NBL (National Basketball League). Seeing the opportunities that exist and the resources that are sufficient for SWCU to become involved in the highest basketball league in Indonesia, namely, the NBL (2010-2015) and IBL (2016-present), the Salatiga Satya Wacana team has participated in 10 seasons of the highest national league in Indonesia. The struggle is challenging to be in the current position. Based on information obtained from iblindonesia.com (2021), there are twelve teams (12) in the IBL League. The twelve teams were from Java, Sumatra, DIY, and Papua. Additionally, the Satya Wacana team has many potential young players with several achievements. Most of the athletes were selected to represent their respective regions to participate in basketball competitions from the provincial to national levels. In 2018 several athletes from the Satya Wacana team were selected as representatives of Indonesia to participate in international-

level basketball competitions. Then in 2020, one of the athletes from the Satya Wacana team was named the Most Inspiring Young Player.

The Satya Wacana team is also supported by a licensed coaching staff with much experience, and all coaching staff have a sports knowledge background. The Satya Wacana team produced many reliable and accomplished players. However, it was a pity that these players moved to strengthen the top team when the contract period was over as a student. The journey of the Satya Wacana team in the IBL league took work. Since joining the highest league in Indonesia, the Satya Wacana team has never tasted a championship title. In 2016 the Satya Wacana team qualified for the playoffs for the first time, but at that time, IBL had a policy of placing foreign players in each team. Therefore the Satya Wacana team was getting stronger and helped by the presence of foreign players based on observations; foreign players were indeed in the Satya Wacana team dominating compared to local players. Based on the background of the problems described above, the Satya Wacana team could have achieved more optimal performance during the IBL season, even though they had reasonably good resources. This is the fundamental reason to encourage researchers to evaluate the achievement coaching program for the Satya Wacana basketball team.

Program evaluation is an activity arranged systematically to collect, process, analyze, and present primary and secondary data sources objectively (Yarmohammadian & Mohebbi, 2015). Data sources can be humans, natural objects, institutions/institutions, artificial objects, events, etc. Program evaluation is a systematic method for answering fundamental questions related to program evaluation. Program evaluation can

include coaching program implementation, coaching program objectives, management, administrators, athletes, program structure, facilities, and infrastructure and funding (Lee et al., 2019a).

This study's evaluation of the achievement coaching program uses the CIPP evaluation model (Context, Input, Process, and Product). The CIPP program evaluation model obtains more comprehensive results during the coaching program. The CIPP program evaluation model aims to provide a detailed description of a program, starting from context, input, process, and product (Sopha & Nanni, 2019). The evaluation of the basketball achievement development program for the Satya Wacana team is guided by the Law of the Republic of Indonesia No. 3 of 2005 concerning the National Sports System.

METHODS

This type of research is evaluation research with a mixed method. Of the many definitions of mixed methods, some are best suited for developing and evaluating complex interventions, namely those of individual learning and related learning programs—mixed methods such as combining qualitative and quantitative approaches into research methodology. Evaluation in this study will use the CIPP Model. The CIPP evaluation model was chosen because it is the most suitable for the evaluation to be carried out and will get more complete results. The CIPP model is an evaluation model that views the program being evaluated as a system. Daniel Stufflebeam developed the CIPP evaluation model in 1966 (Stufflebeam, n.d.). The CIPP evaluation model is a comprehensive framework for implementing formative and summative evaluations of program objects, projects, personnel, products, institutions, and

systems (Oliveira et al., 2021). The CIPP evaluation model aims to provide a very detailed and broad description of a project or program, starting from context, input, process, and product (Zhang et al., 2011).

Participants

The subjects in this study were coaches, athletes, and administrators of the IBL Satya Wacana Saints Salatiga basketball team involved in the training program of twenty two people. In this study, the researcher only determined nine people who were the research subjects with consideration that during the research process, a new management team was rearranged, and several senior players who had been involved in the coaching program had moved to another group. The list of players for the Satya Wacana IBL team is also filled with new players who have not been intensely involved in the coaching program but are included in the composition of the Satya Wacana IBL team.

Materials and Apparatus

The tools and materials used in this study were: a questionnaire, interview guidelines, camera for observation and documentation, and sound recorder used to record voice during the interview process. Observation is a complex process composed of various biological and psychological processes. Two of the most important are the processes of observation and memory (Haaker et al., 2021). Interviews are used as a data collection technique if the researcher wants to conduct a preliminary study to find problems that must be investigated (Shodiq et al., n.d.). If the research seeks to know things from more in-depth respondents and the number of respondents is small (Sutton & Austin, 2015).

Procedures

The instruments used in this study were a questionnaire, interview guidelines, observation guidelines, and documentation. The device is separated into several parts according to the intended subject. Interview guidelines were used to obtain information from coaches, administrators, and athletes (interview data collection was recorded using a recorder). Observation and documentation guidelines were used to get information from administrators and coaches.

The interview guide is divided into four variables, where each variable consists of several indicators. The variables and indicators are:

1. Context: background of the coaching program, objectives of the coaching program, the mechanism of the coaching program.
2. Input: trainers, athletes, team management, facilities and infrastructure, funding, awards.
3. Process: implementation of coaching programs, implementation of development program, monitoring and evaluation.
4. Product: achievement.

In carrying out the data collection process, researchers conducted observations and documentation by following the activities carried out by the Satya Wacana basketball team, including training on the basketball court. In taking data verbally, the researcher also went directly to athletes, administrators, and coaches in the dormitory and conducted an in-depth interview.

Design or Data Analysis

The achievement coaching program aims to introduce, grow, guide, and develop a personality basis that is balanced, intact, and in harmony to provide knowledge and skills according to talent.

Sports teams need the right coaching program to achieve maximum performance. This study aimed to identify, reveal, and evaluate the performance development of the IBL Satya Wacana Salatiga team. The evaluation includes context, input, process, and product. The design used in this research is program evaluation, which uses a qualitative approach with the in-depth interview method. In comparison, the model used in this study is the CIPP (Context, Input, Process, Product) model. The subjects in this study are all the administrators, coaches, and athletes of the IBL Satya Wacana Salatiga basketball team. They were directly involved in the achievement coaching program. Data collection techniques were carried out using questionnaire observation, documentation, and interviews. The data analysis technique in this study uses the quantitative descriptive and Mile and Huberman interactive analysis model, namely by collecting data, reducing data, presenting data, and drawing conclusions.

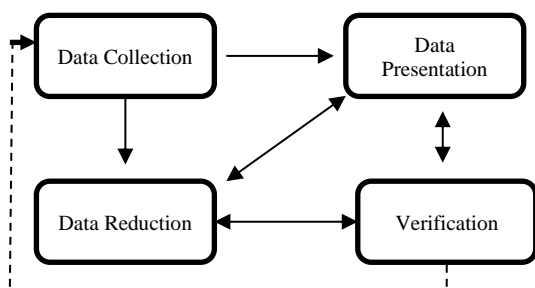


Fig 1. Mile and Huberman's Interactive Analysis Model

Table 1. Questionnaire scale calculation criteria

Score intervals	Criteria
$(M_i + 1.5 SD_i) < x$	Excellent
$M_i \leq x < (M_i + 1.5 SD_i)$	Good
$(M_i - 1.5 SD_i) \leq x < M_i$	Passable
$x < (M_i - 1.5 SD_i)$	Deficient

RESULT

The research results are discussed in detail according to the systematics of the evaluation used in this study. The results will explain quantitative and qualitative analysis data from all aspects used in the research and all the factors supporting the production of actual research data.

Table 2. SWS Context Evaluation

Context	Mean	Category
Background	3.02	Good
objectives of the coaching program	3.09	Good
Mechanism of the coaching program.	3.06	Good

The results of the elaboration of the context factor evaluation data discuss the background of the coaching program, the objectives of the coaching program, and the process. Context evaluation is carried out by distributing questionnaires to club officials, coaches, and athletes. In addition, researchers also conducted interviews with coaches and club administrators. The following are respondents' opinions about the aspects contained in the evaluation context. According to "Y" the head of SWSS said: "The coaching program begins with looking for players from various regions but must comply with the criteria for selection to be carried out in Salatiga. Selection is carried out by practicing directly with SWSS team members. The target for the championship is different every season, namely at least the playoffs, so it is hoped that in the next few years, they can become a top professional team. SWS entered the playoffs in 2016, so it can be said that the target to win is fulfilled". Based on the results of interviews and analysis of context evaluation data, evaluation in terms of context can be categorized as good.

Table 3. SWS Input Evaluation

Input	Mean	Category
Coach	3.09	Good
Athlete	3.13	Good
team management	3.10	Good
Facilities and infrastructure	1.65	Deficient
Funding	2.45	Passable
Awards	2.39	Passable
Parental support	3.29	Excellent

Input evaluation in the elaboration of results emphasizes the achievement of program objectives: athletes, coaches, club management, funding, sports awards, parental support, facilities, and infrastructure to achieve program goals. Input evaluation is carried out by distributing questionnaires to club officials, coaches, and athletes. Following are the opinions of respondents on the input evaluation aspect : “Y” as the club chairman said that: “The quality of SWS coaches can be said to be good because they have qualified experience in the field of sports, carry out regular programming for players by preparing accommodation in advance so that we can achieve the desired results together; all athletes are always guided so they can progress from time to time. As for every year, SWS always gets rookie of the year nominations and the most improved player; planning in SWS is less than optimal because there is a change in team management members, which of course, affects the plans that have been made. In SWS, there is more short-term planning; There are several infrastructure facilities that can be said to be standard, such as mess rooms and private fields that are in a mess. However, some are not feasible, such as the pitch floor, which is made of concrete and starts to deteriorate over time; there are three sources of SWSS funds, namely universities, leagues, and sponsors; there are no awards for players or officials if they can win a match”.

Furthermore, according to "M" as the SWS coach said that :

“SWS does not yet have private facilities, and so far, it is still renting supporting facilities. The players are fine with the ball and jersey, but the supporting equipment still gets less attention, for example, the limited amount of elastic rubber”. Based on the elaboration of the results of the input evaluation data, it can be concluded that the input evaluation is categorized as good. This explains that the role of administrators, coaches, athletes, and parents of athletes is significant in achieving the objectives of the coaching program. However, several aspects still need to be categorized as sufficient and lacking input evaluation, namely facilities and infrastructure, funding, and awards.

Process evaluation on the results of this study describes the coaching program's implementation, the training program's performance, and the implementation of monitoring and evaluation. The following are respondents' opinions about the aspects of the evaluation process. “M” as the coach of SWS said: “The training program is straightforward according to the current season and is carried out daily. The 5x1 system is five times practice and one-time rest to maximize player skills; monitoring is carried out verbally to the players regarding rest hours, weight, and exercise every morning by giving papers that must be filled in independently by the players. Then every month, an evaluation will be carried out on the recap results that the players have filled in. Then "L" as the Altlet said: “Short, medium and long-term training programs are all given to players according to the season they are facing. Approaching competition day, the training schedule will be increased in intensity, plus an evaluation at the end of the training session; a team meeting is held every Thursday, which players and management attend. On several occasions

also brought in doctors to check the players' physical condition. Evaluation is not only given by management but the players are also allowed to evaluate each other.”

Table 4. SWS Process Evaluation

Process	Mean	Category
implementation of the coaching program	3.23	Good
Implementation of development program	3.06	Good
Monitoring and evaluation	3.18	Good

Based on the elaboration of the results of the process evaluation data, it can be concluded that the process evaluation is categorized as good. This explains that the role of administrators, coaches, athletes, and parents of athletes is significant in achieving the objectives of the coaching program. Product evaluation in this study describes the results achieved in the coaching program. The results of the coaching program, in this case, are the achievements the SWS basketball team has won. Product evaluation data analysis is included in the good category. The SWS Basketball Team has achieved several achievements, including Best 8th Playoff in 2016, 4th place in the President Cup, second place in the National Student Sports Week, and first place in the National Student League for Central Java Region DIY. Not only that, but the basketball coach of the SWS basketball team is also often involved in National events and becomes a speaker in basketball coach certification.

Table 5. Product evaluation

Product	Mean	Category
Achievement	3.15	Good

Based on the elaboration of the product evaluation results, the aspects revealed in the product evaluation fall into the good category.

DISCUSSION

Context evaluation discusses the background, objectives, and coaching program. This factor is the fundamental reason for the team in the process of achieving program goals. To achieve the vision and mission of the team that has been set, all elements in the SWS basketball team must work together and gather one strength. Context evaluation becomes a reference for management in making decisions and improvements (Lee et al., 2019b). The context evaluation aspect of the SWS basketball team is in a suitable category. However, many inputs must be considered and aligned between the background and the goals of the coaching program and the coaching program process. These three factors must be aligned with the vision and mission of the SWS basketball team. Systematically, context evaluation aims to provide an overview or information for policymakers in planning decisions regarding setting goals that are already in progress or in the future (Aziz et al., 2018). To achieve this, the purpose of the evaluation program in the context aspect must be able to provide an accurate and measurable description of information (Fridrich et al., 2015). Planning decisions must be supported by relevant information facts resulting from identifying needs (Krist et al., 2017). A continuous data collection program is needed in order to achieve team goals. This information must be categorized and managed systematically and measurably so that policymakers can make decisions objectively, explaining how well the institution can achieve its planned goals.

Input evaluation identifies and assesses alternative program strategies to achieve the specified goals. Not only that, but input evaluation can also provide information detailing specific strategies (Umam & Saripah, 2018). To meet these objectives, the input evaluation unit must have the personnel, resources, and procedures to conduct the study (Rooholamini et al., 2017). This planning is carried out to achieve an effective and efficient input evaluation. Input Evaluation the SWS basketball team is in a good category, but several inputs and categories need to be more sufficient and reasonable. These aspects are infrastructure, funding, and awards. Infrastructure is an essential factor in the process of fostering achievement (Elfina, 2022). With adequate facilities and infrastructure, it is easier for a team to achieve optimal performance. The SWS Basketball Team still needs a legal court for National league matches. So far, the SWS Team has rented a field for practice, which is also used for the basketball community. Gym facilities are also an essential part of supporting athlete performance. Gym facilities need to be standard enough to be used in measurable training. Funding and awards are also a motivation for athletes and coaches in carrying out the coaching process. With higher awards, athletes will have the motivation to practice and win every game. When discussing athlete salaries, the SWS basketball team 's salaries may be lower than other professional teams. However, the added value of the SWS basketball team is that they are student-athletes who are given salaries and living expenses and get scholarships to take higher education at the University.

Process evaluation is structured to provide information during the implementation phase of the coaching program (Limhani et al., 2019). Process evaluation can help program managers to

operate the program according to the planned design (Linzalone & Schiuma, 2015). The primary purpose of process evaluation is to provide a complete picture of the actual program activities (Ashghali-Farahani et al., 2018). Such descriptions should be prepared to aid program replication and to help determine why program objectives were or were not achieved. In the process, the coaching program carried out by the SWS basketball team has been good, starting from the aspects of implementing the training program and implementing the coaching program to monitoring the coaching program. Data collection in implementing the training process in this aspect is essential.

This data must be provided neatly and transparently, and information on all implementation processes must be accessible at any time if needed by athletes, coaches, or administrators. Evaluation can be done every day or even every week or every month. At the end of the program period, administrators and trainers must provide a report explaining the discrepancy between the program procedures that have been planned and those that have been implemented (Morse et al., 2002). Product evaluation aims to relate results to objectives and assess the overall aspects of a procedure. Aspects of product assessment should be described in terms of measurable goals. Product evaluation is an evaluation of product quality to reflect on the experience as a guide for follow-up design improvements (Zhou & Guo, 2018)

Product evaluation discusses the achievements of athletes, both from the national and international levels. Achievement is an achievement or a benchmark in coaching (Zuber et al., 2020). In its journey, the SWS basketball team has scored a lot of outstanding athletes. Athletes who have completed their studies at tertiary institutions will

usually be bought or transferred to other professional teams with high selling power. The SWS basketball team is full of talented young athletes from all over the region. The SWS basketball team is a means for athletes to excel in basketball. By the time this article was written, the SWS basketball team had changed management in November 2021. The SWS basketball team chose a new coach and management, including the athletes who underwent a reshuffle. As long as the SWS basketball team carries out the identification, it continues to improve to have better management, starting from the administrators to the coaching staff. Athletes' salaries are also increasing, although not significant, but at least there is a change in a better direction to increase the motivation of athletes, management, and staff.

CONCLUSION

The conclusion of the overall evaluation using the CIPP model for the Satya Wacana Salatiga (SWS) basketball team explained that the achievement coaching program that was implemented was good. However, there were still some areas for improvement in the SWS basketball team achievement coaching program, starting from facilities and infrastructure, funding, and awards. Evaluation in the coaching process continues to improve from time to time.

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