



## Indonesian Climbing Coach Careers From A Gender Perspective

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### Abstract

Women who have careers in sports coaching still tend to be low, especially in masculine sports such as sport climbing. There were several studies that examined the careers of athletes and coaches, but there was no research that examined the careers of coaches in sport climbing from a gender perspective. The study investigated the career position of Indonesian sport climbing coaches viewed from a gender perspective. This research applied a qualitative research approach with a case study method. The respondent in this study was one female coach who had been a national athlete and had international achievements and had sent her athletes to international competitions. The sample was taken using snowball sampling so that there were more respondents, namely male coaches, head coaches, male athletes and women athletes. Women trained by female coach thus forming a triangulation of respondents. Observation, open interviews, and documentation were used as data collecting tools. The results of this research show that the career of female coaches kept improving, starting from being a sport climbing coach for children at the Pasar festival, then becoming a coach for Denjaka and Kopassus, becoming a DKI junior coach, and now coaching the Papua PON team. Apart from that, the respondent has also been a sport climbing athlete who excelled both nationally and internationally. Due to his achievements as an athlete and trainer, the respondent now works as a functional civil servant at the Ministry of Youth and Sports whose main task is to train sport climbing athletes. To further demonstrate his existence, the respondent has begun to expand into the world of service industry. By establishing the largest indoor sport climbing training center in Indonesia called Indoclimb. The respondent serves as head coach and one of the owners of Indo Climb.



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## INTRODUCTION

The percentage of women who have careers in sport climbing coaching in Indonesia is no more than 10%, the remainder is still dominated by men. Acceptance of women as sports participants comes at a slower pace than that of men (Aryani, Berliana, Komarudin, & Nurjaya, 2023; Nauright, 2014). One of the factors causing the lack of participation of women pursuing careers in the world of sport is that sport is still considered something exclusive and is still dominated by men (Osborne, Skillen, Osborne, & Skillen, 2015). In the international world, the participation of accredited female coaches in the 2016 Rio Olympics was only 11% (IOC, 2018) whereas in Indonesia itself, of the 146 certified sport climbing coaches, only 7 were women or only 4.8% were women, the rest were still dominated by men (FPTI, 2022). The participation of female sport climbing athletes and coaches in Indonesia will be in line with their career path. The career path starts with athletes and club coaches, which is the initial career milestone. There are many rock climbing clubs spread throughout Indonesia, one of which is the Eiger Climbing Club (ECC) which is managed by the outdoor company Eiger. The next career path is district or city level, regional government at provincial level and PP FPTI at national level. All stages must be passed by athletes and coaches to reach the top nationally certified sport climbing athletes and coaches. IOC President Bach stated that "I firmly believe that sport is one of the most powerful platforms for promoting gender equality and the empowerment of women and girls" (IOC, 2018). Furthermore, how sport can provide benefits to the lives of many people and can inspire the wider community "Development Societal

Outcome" (Astle, 2019), with development through sport development through sport (Bosscher, Knop, Bottenburg, Shibli, & Bingham, 2009). Sports coaching is a very important thing to do. The importance of sports coaching can be understood in terms of the scale of the activity and the potential reach and impact on the lives of individuals and society (North et al., 2021). Grounded in psychology, sociology, education, and sport science, sport coaching research has developed progressively as a discipline in its own right (North et al., 2021). It broadly consists of studies of the coaching process (e.g., planning), relationship development (e.g., leadership, coach-athlete relationships), coaching practices (e.g., effectiveness, behavior), and coach education and development (e.g., learning, expertise, and coach developers) (Lyle & Cushion, 2017 ; North et al., 2021). Studies in sport science also inform coaches' knowledge and practice (Williams & Kendall, 2007). Sport coaching research also develops (and critiques) aspirations for the sports coaching profession (Cassidy, Jones, & Potrac, 2015). Internationally, women are underrepresented in coaching (Banwell, Stirling, & Kerr, 2019). There are two most important components in sports coaching, namely athletes and coaches. These two components cannot be separated from one another because they are a unity that must exist in sports coaching. Great athletes are born from great coaches. Sports coaching must be done professionally. Research conducted by (White & Bennie, 2015) on the relationship between athletes and gymnastics coaches revealed that aspects of the gymnastics environment create stress and make gymnasts face many challenges in training and competition. Features of the sports environment, such as positive interpersonal relationships and

coach behavior, support gymnasts through these challenges and encourage them to overcome failure. However, sports career development has generated a lot of academic and scientific debate, especially in recent years (Galatti, Collet, Bertram, & Milistetd, 2016; Malcolm & Pinheiro, 2014; Sheridan, 2014). Therefore, the best solution is needed to complete it. The percentage of women who have a career in sport climbing is no more than 10%. The rest is still dominated by men. After completing being a sport climbing athlete, women usually get married and become housewives, some of them work as educators, business people, in government and so on, only a few women continue their careers as coaches. Most of the female coaches train in clubs and regional governments.

There are several women who become regional government coaches but rarely become head coaches. This data also inspired researchers to conduct qualitative research, as a way to obtain concrete data about the obstacles experienced by female coaches to develop and excel in the sport of sport climbing. Several scientific fields were tried to be examined, such as culture, psychology, and others as parts that were considered to contribute to the opportunities for achievement for women.

## METHODS

The approach used in this research is a qualitative approach with a case study method. Case study research is a qualitative approach whose research explores real-life, limited systems, through detailed and in-depth data collection involving multiple sources of compound information (e.g., observations, interviews, audiovisual materials, documents, and various reports), reporting case descriptions and

themes. case, the unit of analysis can be a multiple case or a single case (Creswell & Creswell, 2018). In this research, the case that occurred was the lack of interest in women in pursuing a career as a sport climbing coach, because women thought that being a sport climbing coach was very difficult because it was a masculine sport

## Participants

The participants in this research were one Indonesian female sport climbing coach who had been a national athlete with international achievements and had led her athletes to achieve both national and international achievements, one male coach, one head coach, as well as male and female athletes. Female athletes trained by female coaches.

## Sampling Procedures

The collection technique used triangulation of respondents consisting of female coaches, fellow coaches (head coaches and male coaches), and athletes (male athletes and female athletes). Sampling was used with snowball sampling started with one coach and then expanded to many more.

The following are the eligibility criteria for participants in this study:

1. Female coaches (FC) are coaches who have been national athletes and have brought their athletes to national and international achievements.
2. Head coach, code (HC) is the head coach in national training.
3. Male coach, code (MC) is the female trainer's co-trainer.
4. Male athletes (MA), namely male athletes from respondents who have achieved achievements both nationally and internationally

5. Female athlete, code (FA), namely female athletes from respondents who have achieved national achievements.

### Materials and Apparatus

In this research the instruments used were observation, interviews, and documents. The interview technique used was semi-structured, the author created an instrument grid for female trainers, then the grid was developed in the field according to the needs. The three instruments of observation, open interviews, and documents become a triangulation of instruments that were explored in such a way that they became one comprehensive instrument. The following is a picture of the triangulation instrument used for this research.

### Procedures

There were some stages in collecting data from this research. First, gather the data about the subjects that would be used as research, namely female sport climbing coaches who had been national athletes and had brought their athletes to national and international achievements. Information was received that the trainer was in DKI Jakarta province, then the next thing to do was ask the trainer for permission to conduct research. Second, carried out a qualitative sampling strategy using a qualitative approach with case study methods and snowball sampling so that male and female athletes from the coaches were also studied. Because the data was deemed incomplete, the author also took respondents from head coaches and male coaches. So that triangulation of respondent data was obtained. The author used a cellphone to record then made notes to write all the information desired. Third, storage all the data. Data was stored properly in various techniques using flash disks, email, Google Drive, and other communication

media. Then, regarding ethical issues that may arise, the author asked permission from respondents and parties who were involved in the research using polite language and observed at times that did not disturb the subject carrying out his activities. So that data collection could run smoothly and warmly. The interviews were carried out in places that make the subject comfortable, such as a training ground, café and so on. The author also wrote down all events and series of events during the research by making diaries and field notes. The following are the five steps of qualitative research (Creswell & Creswell, 2018), namely:

- (1) Researchers collect information (observation, interviews, and documentation), observations are carried out for six months starting from the process which lasts for six months from July 2022 to January 2023. Interview activities are carried out by asking several informants regarding who will be used as research subjects so that data was obtained that the respondents who would be research subjects were female coaches who were training the Papuan team who were domiciled in DKI Jakarta.
- (2) The researcher asked participants open-ended questions and prepared field notes, Open questions using semi-structured interviews using the initial basis regarding the career obstacles instrument from (Swanson, Daniels, & Tokar, 1996) which consists of seven parts which the author then developed according to research needs and adapted to ethical and emic issues. Each interview session lasted three to four hours, for a total of 600 hours. Apart from that, the author also wrote field notes which the author wrote from the

beginning to the end of the research series.

- (3) Researchers analyze data to form themes or categories. The author created themes and categories to make it easier for researchers to conduct research. The author creates coding and memos as part of the data analysis step.
- (4) Researchers look for patterns, generalizations, or broad theories from themes or categories.
- (5) Researchers put forward generalizations and theories from past experience and literature.

### **Design or Data Analysis**

Statistical analysis in this research began by asking open questions that support the research question, strategies for approaching the subject, diaries or notes, transcripts, memos, emic ethics, triangulation and coding. The following is an explanation of these steps:

- (1) Research questions, the research questions in this research was what was the phenomenon of career paths for female sport climbing coaches in Indonesia?
- (2) Strategy for approaching the subject, in this study the strategy for approaching the subject was openly. This means that the author openly contacted all subjects to conduct research.
- (3) Daily notes, the writer made a daily note before the research, namely looked for information related to the research subjects who were used as respondents and while the writer was in the field. Qualitative researchers work in the field with field notes to help researchers make transcripts and memos. There were 15 diary entries that the author had made starting from April 10, 2022, namely looked for data related to female coaches, ended with 15

diary entries related to interviewing male athletes from female coaches on December 29, 2022.

- (4) Transcript, from the daily notes that had been written, as soon as possible, a transcript of the results of interviews, observations and documentation was made in the form of as complete a description as possible. The benefit of transcripts was for the development of memos and subsequent qualitative data analysis. Transcripts were the main material for qualitative data analysis.
- (5) Memo, memo is a note, summary or analysis of data that helps researchers in writing reports. In this research, the memo was a summary and comment on all the research questions that the author asked in the field, both the main question and accompanying questions to the main question. The memos in this research were the results of answers from female coaches, male coaches, head coaches, female athletes and male athletes from female coaches.
- (6) Emic ethics, in qualitative research, a study of ethics and emics is required. Ethics is a phenomenon that occurs because of old rules, values, knowledge that controls it and emics is a phenomenon that occurs based on the informant's views.
- (7) Triangulation, triangulation consisted of instrument triangulation, inter-researcher triangulation and respondent data triangulation. Instrument triangulation consisted of observations, interviews and documents, triangulation between researchers consisted of researchers, mentors and supervisors and data triangulation

of respondents consisted of female coaches, co-coaches (head coaches and male coaches) and athletes (male athletes and female athletes).

- (8) Coding, there were three steps in the coding, namely open coding, axial coding, and selective coding. In open coding, researchers identified concepts and themes. The concept and theme of this research was the career of sport climbing coaches in Indonesia from a gender perspective. Axial coding refined, aligned and categorized themes in this case into seven themes, namely interesting work, responsibility, recognition, achievement, task variety, task significance and work feedback. While selective coding was an action that led to the elaboration or formulation of cases, the case formulation in this research was what was the career position of Indonesian sport climbing coaches seen from a gender perspective

## RESULT

The position and career of female sport climbing coaches in the training process that the author met in the field, the female coach who was the respondent was born in Jakarta on January 6 1976. The respondent is a former athlete and female coach who has led her athletes to achieve both national and international achievements. The respondent is a trainer from Papua province and currently lives in DKI Jakarta. Before becoming a Papuan trainer, the respondent had trained rock climbing at TNI and POLRI agencies and had been a trainer for DKI junior athletes and the respondent also now served as head trainer at Indo Climb, a rock climbing school located at the FX Sudirman mall. Apart from being the head trainer, the respondent is also one of the

owners of Indoclimb, which is the largest indoor sport climbing place in Indonesia.

Respondents are the type of person who is firm, enthusiastic, persistent, loyal, visionary, logical, and principled. The respondent had high self-confidence because according to the respondent, the respondent has qualifications in training and the respondent has been an outstanding athlete so he must be confident. Respondents' self-confidence was seen when telling stories about athletes, training and the sport of sport climbing. Field findings regarding career awards for sport climbing athletes in Indonesia. Rewards for one's career are broadly divided into two, namely intrinsic rewards and extrinsic rewards (Chelladurai & Kerwin, 2017). Intrinsic rewards were rewards that arose from within the coach himself, while intrinsic rewards were rewards that arose from outside the athlete and coach, or in other words, extrinsic rewards were rewards from other people or institutions or systems for the success of the coach. In this study, researchers focused more on intrinsic career rewards. In this intrinsic award, the author asked about the interest in becoming a coach, the responsibility and significance of the task, the recognition and achievements obtained after becoming a coach. The following are findings from the field regarding the points above, namely.

The first aspect of the intrinsic career reward was an interesting job. The female coach respondent really loved her role as a coach, by becoming a coach the respondent could channel her hobby into sport climbing. There was a special satisfaction when the athlete became a champion and when she became a female coach. People seem to look at the respondent differently because they still rarely have professional female rock climbing trainers and this was what made the respondents interested (answers from

female athlete respondents). Furthermore, male and female athlete respondents stated that being a female sport climbing coach was very interesting and female coach respondents were the type of person who was strong and tough. Male coaches and psychologists stated that being a female coach was very interesting because rarely people were interested in becoming a sport climbing coach, which was a masculine sport. According to the head coach, it was not easy to become a sport climbing coach because it was not just about making a training program but a sport climbing coach required to be a belayer, installed equipment and made climbing routes, so that only strong and tough women were willing and able to become sport climbing coach. From the results of the interviews above, all respondents stated that being a sport climbing coach was very interesting so that triangulation of respondent data was fulfilled. When the author went directly into the field, she also saw that the job as a sport climbing coach was very interesting (observation) and there were still very few female sport climbing coaches in Indonesia (PP FPTI, 2022) (document) so that the triangulation of the instrument was fulfilled. The second aspect of intrinsic career rewards was responsibility. The respondent had a big responsibility in training "I carry out my role well, both as a civil servant in the Ministry of Youth and Sports as well as a coach, I have a moral responsibility to athletes, what if I let them go? Did you train correctly or not? I can let them go in peace when they have a solid team and I'm sure the coach can also bring them well." Furthermore, the female athletes stated that the respondents were very responsible for training and creating good training programs. The respondent's responsibility in terms of training that most excites male athletes was to have a good training formula and program that was different

from other coaches. Apart from that, respondents were also willing to spend time, energy and even materials to train their three athletes even though they were not paid. Furthermore, the head coach and male coaches stated that female coaches were very responsible in training, especially training in the lead and boulder categories.

The respondents' responsibility and love for the sport of climbing is reflected when the author communicates and sees how to train them. The third aspect was recognition, by being a female sport climbing athlete and coach with international achievements and delivered her athletes to international achievements, the respondent's existence was highly recognized in the sport climbing circle. Apart from that, female trainer respondents also had social media such as Facebook and Instagram and had many followers. The fourth aspect was achievement, achievement as a respondent athlete on a national scale, getting a gold medal in the lead category at PON 2000. For the international scope, namely being ranked 6th in the lead category at the Asian Championship in Malaysia in 2003 and ranked 5th in the boulder category at the Asian Championship in Taiwan in 2005 and was the first woman to reach the final in Asia in the lead and boulder categories, while her achievement as a coach was bringing her athletes to get gold, silver and bronze medals at the Papua PON event in 2022. For the international scope, namely bringing her athletes as finalists in the championship world (Word CUP) in 2022 as well as breaking the stigma that exists in the sport climbing community that lead and boulder athletes will never compete on the international stage (answers FC, HC, MC, MA, and FA) this data is also found in the FPTI documents and notes field daily.

The fifth aspect was the variety of tasks. The female coach now works as a

functional civil servant for the Ministry of Youth and Sports whose main task is to train rock climbing, apart from that she is also a trainer for the Papuan contingent and is the head trainer at Indo Climb (answers FC, HC, MC, MA, and FA). This data was also found in FPTI documents and field diary notes. The sixth aspect was the significance of the task. The task of a coach according to female coaches was to create and provide training programs to their athletes and the athletes carried out the program that had been created by their coach. Furthermore, according to the head coach and female athletes, it was not only about training physically but also mentally, the male coach added that training must also be done with the heart. The male athlete added that his main task was to solve the problems his athletes faced during training. The last aspect was job feedback. Feedback from work as a trainer was getting a job as a civil servant at the Ministry of Youth and Sports, becoming a trainer known to the wider community and becoming one of the owners of Indo Climb (answers FC, HC, MC, MA, and FA) this data is also found in FPTI documents and field diary notes.

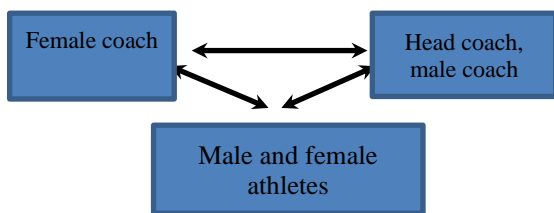


Figure 1. Triangulation of Respondent Data

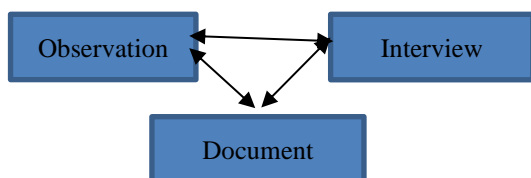


Figure 2. Instrumental Triangulation

Table 1. Coding participant data

No	Respondent	Code	Amount	Information
1	Female Coach	FC	1	Respondent
2	Head Coach	HC	1	Respondent
3	Male Coach	MC	1	Respondent
4	Male athlete	MA	2	Respondent
5	Female Athlete	FA	1	Respondent

## DISCUSSION

The position and career of female coaches in the training process has the same opportunities as men. Although according to data in the field there are fewer female trainers than male trainers. The number of female coaches in Indonesia is no more than 10% compared to men (PP FPTI, 2022). The underrepresentation of female coaches is worrying for a number of reasons. First, this is an indication of structural bias and discrimination (Burton, 2014) where women do not receive the same opportunities to pursue career choices as men (Hartzell & Dixon, 2019). Women pursuing a coaching career have reported significant challenges including lack of support, social networks and roles, job insecurity, inadequate pay, balancing work and home commitments including working at weekends and/or evenings. While these challenges are not unique to female coaches, they are more likely to impact women's ability to initiate and/or continue coaching (Lewis et al., 2016). Second, and perhaps more importantly, the decline in the number of women in coaching positions has long-term consequences, resulting in fewer role models for future generations of female coaches and athletes (Murray, Lord, Lorimer, & Murray, 2020). In the training process, women have the same position as men (Keolahragaan,



2022), but in reality, in the field, most female coaches only act as assistant coaches, and in certain areas there are no female coaches. Only a small number of women occupy strategic positions as coaches or even head coaches in the sport of rock climbing. One of the reasons is that women are considered less tactical. There is little recognition of the presence of women in society, including in sports (Murray et al., 2020). There are two factors that cause women's positions and careers to tend to be different from those of men, namely internal factors and external factors. Internal factors are those that come from within the woman herself, while external factors come from outside the woman. In terms of internal factors, women think that being a female sport climbing coaches is very difficult because apart from creating a training program and training, the trainer also has to prepare and install the equipment used for climbing, make climbing routes and become a belayer so that a lot of time and energy must be spent on. Become a sport climbing coach. So, there is less interest in becoming a sport climbing coach. Apart from the heavy tasks that must be carried out by sport climbing coaches, from a psychological perspective female coaches also lack high self-confidence, have excessive anxiety, motivation and so on, according to what was stated by (Sagas, Cunningham, & Pastore, 2006); (Murray et al., 2020).

The low representation of women is caused by low self-efficacy and self-confidence, their motivation to coach, coaches/athletes' preferences and perceptions of each other, and/or gender perceptions regarding coaching competence. Meanwhile, for external factors, other people think that female coaches are not tactical, women tend to be weaker and the time needed to train is less because women have other jobs, namely as housewives. Apart from that, women are

also not given equal opportunities to take part in trainer training/courses held by PP FPTI, many regions send male coaches compared to female coaches to take coaches training. Women do not receive the same opportunities to pursue career options as men (Hartzell & Dixon, 2019). Women who coach female-dominated sports at the grassroots level such as gymnastics feel accepted and receive support from male colleagues (Murray et al., 2020) in contrast to masculine sports such as sport climbing.

Men's careers are more prominent than women's because men are more focused while women have to do other work, namely domestic tasks such as cleaning the house, cooking, taking care of children and husbands. Women have a dual role, namely as trainers and as housewives (Brandt et al., 2018; Cartigny et al., 2020). According to the National Pelatnas head coach and head coach at the sport Climbing Central Management (PP FPTI), currently women have a good position to become sport climbing coaches because in training there needs to be the touch of a female coach. Especially for female athletes, female athletes are usually more comfortable when they train and confide in female coaches. Apart from the coaches, there are also several women in the officials. "Now I emphasize that there should be at least one female coach or assistant coach because abroad, such as China, Japan, there are already female coaches. then the technical team like massage for girls during girls' days is better. Furthermore, the head coach also said that "in the future, the regulations need gender equality, now it is automatic, if a female coach has the ability to train, has high enthusiasm and motivation then the coach can be recruited as a sport climbing coach. Sport climbing is a masculine sport so coaches not only train and make training programs but also have to be belayers, install equipment and make

climbing routes so that women are needed who are strong, tough, capable, have high enthusiasm and motivation and can provide the most time to train athletes. If this is fulfilled then it is possible that women could become extraordinary sport climbing coaches like the female coach respondents that the author studied. Although female coaches continually face challenges stemming from dominant forms of masculinity that are still deeply entrenched in sports culture, they actively compete and navigate these challenges by leveraging existing masculinities (Murray et al., 2020).

On the other hand, women who have a career as women's coaches have their own advantages both internally and externally. These benefits are included in career awards, namely awards/rewards given by a person or agency for the achievements they have made (Chelladurai & Kerwin, 2017). From an internal perspective, being a sport climbing coach is very interesting. As stated by a female coach respondent, "I feel like they see me as different and it turns out there are female coaches and I make that an interesting thing about me." Only selected women can become coaches. Not everyone, especially women, can become a coach and lead their athletes to achieve the highest achievements and the peak of a coach's happiness is when he sees the athletes, he trains become champions. The task of a coach is to lead athletes to achieve maximum performance, maintain athlete performance for longer and slow down the decline in athlete performance by using comprehensive training rules. only a tough coach can produce tough athletes (Balyi, Way, & Higgs, 2013); (Bompa & Buzzichelli, 2015). In line with his ability to train and become a strong female coach, he will receive recognition from society and become a role model for his athletes (Bandura, 1977)

## CONCLUSION

The conclusion of this research is that the career of female coaches is always improving, starting from being a sport climbing coach for children at the Pasar festival, then becoming a coach for Denjaka and Kopassus, becoming a DKI junior coach, and now coaching the Papua PON team. Apart from that, the respondent has also been a sport climbing athlete who excelled both nationally and internationally. Due to his achievements as an athlete and trainer, the respondent now works as a functional civil servant at the Ministry of Youth and Sports whose main task is to train rock climbing athletes. To further demonstrate his existence, the respondent has begun to expand into the world of service industry. by establishing the largest indoor sport climbing coach center in Indonesia called IndoClimb. The respondent serves as head coach and one of the owners of Indo Climb.

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