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The Character Building To Foster Discipline And Teamwork At The Garuda Muda Rambutan Masam High-Performance Soccer School (SSb) Batanghari Regency

Fitho Eryando[1], Sukendro[2], Adhe Saputra[3]

[1,2,3] Sports And Health Education, Jambi University, Jl. Raya Jambi - Muara Bulian KM. 15, Mendalo Darat, Jambi Luar Kota, Muaro Jambi, Jambi, 31361, Indonesia

Abstract
Based on observations conducted at the Garuda Muda Rambutan Masam High-Performance Soccer School (SSB) in Batanghari Regency, it was found that character building is one of the main focuses in the player development process. Upon joining the program, players are first taught the importance of discipline before participating in regular training sessions. However, some players still demonstrate suboptimal levels of discipline, both in terms of attendance and adherence to established rules. In addition to discipline, a spirit of cooperation is also a crucial aspect that is continuously developed through various training activities and interactions among players. The success of player development at the Garuda Muda SSB depends not only on the players and coaches but is also supported by strong collaboration among administrators, coaches, players, and parents. This study aims to determine how coaches foster discipline and a spirit of cooperation in players. The results show that since its establishment in 2010, the Garuda Muda Youth Soccer Academy has instilled the values of discipline, responsibility, mutual respect, and care for the environment. Coaches also reward high-performing players as a form of motivation. Parental support is a key factor in the success of the development program, while the challenges faced are generally related to obtaining permission to participate in matches or activities outside the local area.

Keywords: *Character, Discipline, Teamwork, High-Achieving Soccer School (SSB)*

Correspondence author: Fitho Eryando, Universitas Jambi, Jambi, Indonesia.
Email: eryandofitho82@gmail.com

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INTRODUCTION

Exercise is one way to maintain good physical fitness. Since sports activities involve competition, they must be carried out with a spirit of sportsmanship.

Soccer is a very popular sport in Indonesia. The rules of soccer are very simple. Eleven players on each team use various tactics to prevent the opponent from scoring a goal in their net and, in turn, try to score as many goals as possible in the opponent's net. Players are allowed to use any part of their body except their hands; this rule does not apply to the goalkeeper. The winner of a soccer match is the team that scores more goals in the opponent's net. (Primasoni Nawan, 2018) Soccer is a sport that resonates with the masses and has become a way of life. The captivating actions of the players on the field, the fierce competition, and the spectacular goals are major attractions for soccer enthusiasts (Saputra, 2018). Matches can be played on natural grass or synthetic turf, depending on the rules of the competition or match. Synthetic

turf must be green. If used for official FIFA matches, the synthetic turf must be approved by FIFA (Iskandar, 2022).

Character development is a structured process aimed at instilling positive values in individuals. According to Candra (2023), character consists of three main aspects: moral knowing (understanding of morality), moral feeling (emotional awareness of morality), and moral action (actions that reflect morality). As for the definition of character education according to Thomas Lickona in (Gunawan H., 2016), it is education aimed at shaping a person's character through moral education, the results of which are evident in a person's actual actions—namely, good behavior, honesty, responsibility, respect for others' rights, hard work, and so on. Morrison as cited in (Susiyanto, 2016) states that discipline is a process of behavior control. Student discipline can be observed through students' adherence to or compliance with rules related to the school day, including arrival and dismissal times, dress code compliance, participation in school activities, and so on.

According to Ghofar (2018), in instilling discipline, there are five elements that need to be considered: 1) Rules. Rules are established provisions designed to regulate a person's behavior within a group, organization, institution, or community. 2) Customs. Customs have two characteristics: traditional and modern. 3) Punishment: Punishment plays three important roles in the development of children's discipline. 4) Rewards or Recognition: Rewards are positive forms of recognition for students' learning. 5) Consistency: The fifth element of discipline is consistency in various rules and their enforcement. Mucdarsyah Sinungan as cited in Musbikin (2021) states that the factors that can influence discipline are: (1) General education, from elementary school through higher education; (2) Political education aimed at fostering a way of life based on the constitution, Pancasila democracy, and the law; Legal awareness is a key factor in upholding discipline. (3) Religious education that fosters self-control—the very essence of discipline—as religious values must not be separated from any human activity. Meanwhile, Supriyanto (2021) states that for a student to learn effectively, they must be disciplined, particularly in the following areas: First, discipline in sticking to a study schedule. Second, discipline in overcoming temptations that might lead to procrastination. Third, self-discipline in fostering the will and enthusiasm to learn, both at school—such as by following school rules—and at home, such as by maintaining a regular study routine. Fourth, discipline in maintaining physical health to stay healthy and fit.

Based on observations conducted at the Garuda Muda Rambutan Masam High-Performance Soccer School (SSB) in Batanghari Regency, the coach stated that when players first join the training program, the primary focus is on discipline, followed by the actual training

exercises. However, there are still players who lack discipline, both in terms of attendance and adherence to the rules. Furthermore, good cooperation among the team, administrators, and coaches also contributes to the success of the Garuda Muda Rambutan Masam High-Performance Soccer School (SSB). Therefore, this study aims to examine how coaches foster discipline and a spirit of cooperation in players during training sessions at the Garuda Muda Rambutan Masam SSB.

METHOD

This study employed a qualitative approach using a descriptive research design to explore and describe the development of discipline and cooperation among players at the Garuda Muda Rambutan Masam Soccer School (SSB). A qualitative descriptive approach was chosen because it enables researchers to obtain an in-depth understanding of character development through participants' experiences and interactions in the natural training environment. The research was conducted at the Garuda Muda Rambutan Masam Soccer School in February 2026. Informants were selected using a purposive sampling technique based on their direct involvement and experience in the training process. The informants consisted of coaches and players aged 13–15 years who actively participated in regular training activities and were considered capable of providing relevant information related to the development of discipline and cooperation. Data were collected through observations, semi-structured interviews, documentation, and a questionnaire used as supporting data to complement the findings obtained from observations and interviews. The questionnaire was developed based on indicators of discipline and cooperation. Discipline indicators included obedience, compliance, loyalty, and orderliness, while cooperation indicators included individual motivation, environmental influences, mutual understanding among teammates, and shared goals. The collected data were analyzed using the interactive model of qualitative data analysis, consisting of data reduction, data display, and conclusion drawing and verification. To ensure the trustworthiness of the research findings, data credibility was established through source triangulation, method triangulation, and time triangulation.

RESULTS AND DISCUSSION

Result

Table 1. The credibility of the data was ensured through source triangulation, method triangulation, and time triangulation.

Source Triangulation	Method Triangulation	Time Triangulation.
Source triangulation was conducted by comparing interview data obtained from coaches and players at the Garuda Muda Rambutan Masam Soccer School (SSB). Based on the interview results, the coaches explained that discipline was developed through the implementation of training regulations, punctual attendance, and the enforcement of sanctions for players who violated the rules. The players confirmed this information by stating that they were required to arrive on time, follow the coaches' instructions, and maintain appropriate behavior throughout the training sessions. The consistency of information obtained from both sources indicates that the data were credible and fulfilled the requirements of source triangulation.	Method triangulation was conducted by comparing data collected through interviews, observations, and documentation. The interview results revealed that the coaches consistently promoted discipline and cooperation during every training session. The observational findings showed that players arrived before training began, followed the coaches' instructions, and worked cooperatively during group training activities. These findings were further supported by documentation, including photographs of training sessions, players' attendance records, and documentation of match activities, which demonstrated active interaction and cooperation among the players. The consistency of data obtained through these different data collection methods indicates that the research findings satisfied the requirements of method triangulation.	Time triangulation was conducted by collecting data at different points in time throughout the research period. Interviews and observations were carried out on more than one occasion during different training sessions to ensure the consistency of the information obtained. Observations across several training sessions demonstrated that the players consistently displayed disciplined behavior by arriving on time, following the coaches' instructions, and demonstrating effective cooperation during both training sessions and matches. The consistency of the findings obtained at different times indicates that the data were stable and fulfilled the requirements of time triangulation.

1. Discipline

This discipline is necessary in order to use sound judgment to determine the best course of action in the face of more desirable alternatives. The indicators that can measure discipline are as follows:

a) Obedience

Obedience is a form of behavior that demonstrates compliance with all established guidelines and rules. According to Farhati et al. (2024) Discipline is a state in which an individual exhibits obedience and orderliness in their behavior. Discipline can be developed through self-awareness.

Table 2. Interview Findings on Obedience from the Coach and Athletes of Garuda Muda Football School (SSB Garuda Muda)

Interview with the Coach of Garuda Muda Football School (SSB Garuda Muda)	Athlete Interview Results of Garuda Muda Football School (SSB Garuda Muda)
"From the very beginning, when this SSB was founded in 2010, we've emphasized discipline to help the children develop a sense of commitment. Right from the moment they're given the forms, they're made aware of the rules at SS Garuda Muda: if the children are late, we impose penalties, such as requiring them to jog or do endurance exercises. Typically, if they're less than 10 minutes late, they have to run around the field 10 times that's part of our effort to improve the children's discipline. If they're more than an hour late, we usually impose a fine of two thousand rupiah, "We put that two thousand rupiah into a social donation fund. We also have a partnership with Baznas here, and the donations collected from the penalties for the children's tardiness are used for social causes." "As for how we motivate them, first of all, we definitely have a reward system at SSB Garuda Muda. Usually, after a few weeks, the kids show improvement in their performance whether in training or during games. "The challenges we usually face here are that these kids live far away some are from outside the village of Rambutan Masam, and some are from across the river. For the kids who have to cross the river, when they run into trouble with the small motorboat crossing, they usually end up late. Now, for those who are late with a valid reason and after we verify the situation at the crossing point we usually grant them leniency. Also, during holiday practices, some kids are influenced by technology and stay up too late playing on their phones, so when we practice at the sports hall, some tend to be late. But we usually anticipate this by sending reminders through the group chat."	"The coach here is pretty strict we're told to arrive 15 minutes before practice starts." "The coach often motivates us; sometimes he tells stories about professional soccer players, and there are also exciting stories, so we don't get bored and stay motivated until the end." "The coach emphasizes discipline and punctuality when starting practice; the players are already at the practice field before it begins," "The coach motivates us by sharing stories from his days as a player, like when he faced teams in Jambi that had a strong track record of achievements." "Before practice starts, the coach is already on the field," "The coach motivates us, just like when he was a player himself, when he faced teams in Jambi that had a lot of achievements."

Based on interviews with coaches and athletes at the Garuda Muda Rambutan Masam Youth Soccer Academy, it was found that since its founding in 2010, fostering discipline has been a primary focus of the training process. Coaches instill a sense of commitment in the players by enforcing strict rules, such as requiring players who are late to jog as punishment

and imposing a fine of Rp2,000 on those who are more than an hour late. According to the coaches, these disciplinary measures have had a positive impact, evident in improved performance during both training sessions and matches over the past few weeks. However, several challenges affect player discipline, such as the considerable distance from their homes some players live outside the village or must cross a river to reach the training site. Additionally, during breaks from training, using cell phones late into the night is another factor contributing to tardiness. The athletes explained that the coach enforces clear rules by requiring players to arrive 15 minutes before practice begins. The coach also consistently emphasizes the importance of punctuality, ensuring all players are on the field before practice starts, and consistently provides motivation and encouragement to the players. This demonstrates that the development of a disciplined character is achieved through a combination of strict rules, enforcement of consequences, supervision, and motivational support throughout the training process.

b) Compliance

Compliance is the act of not objecting or refusing when instructed to follow clearly explained rules or established regulations. According to Harsono (2018, as cited in Sidiq et al., 2026), discipline in the world of sports is defined as adherence to a training program, following the coach's instructions, and the ability to maintain a lifestyle that supports optimal performance.

Table 3. Interview Findings on Compliance from the Coach and Athletes of Garuda Muda Football School (SSB Garuda Muda)

Interview with the Coach of Garuda Muda Football School (SSB Garuda Muda)	Athlete Interview Results of Garuda Muda Football School (SSB Garuda Muda)
"Sometimes they follow the rules, sometimes they don't not all children have the same character. So here at SSB Garuda Muda, our motto is 'Good Character Through Soccer.' From the very beginning, we've been teaching them starting with the fact that coming here requires parental consent so parents know the field conditions, the training schedule, what time we start, and all the rules. We've been instilling good ethics in soccer from the start, so they've begun to follow these principles: they must be disciplined when coming to the field, and if they see the field isn't clean, they must help clean it up even with players of different ages. They must respect, care for, and value one another. Clearly, here at SSB Garuda Muda since our motto is	"For the most part, yes, but sometimes there are still those who are negligent though usually the coach immediately reminds them to be more responsible," "The coach is firm but also friendly, so we feel both a sense of awe and respect toward him; if anyone breaks the rules, they're immediately reprimanded, so we try to obey the coach." "Most players follow the rules; only a few refuse to, but they're usually given a warning," "The coach is very strict if you make a mistake, you're punished, but it's not too harsh on the players," "Most players follow the rules; only a few refuse to, but they're usually given a warning," "Players are usually punished if they

"Character Through Soccer" we educate them with good moral values."	break the rules; there are fines to pay, and the coach also imposes disciplinary fines."
"The challenge is laziness during practice. Because of the prevalence of gadgets, the kids sometimes stay up late at night, and especially during morning practices on days off, many of them are still sleepy. As far as I know, the only challenge is the kids' physical readiness during practice, because we don't know what they're doing at home; sometimes they're too tired, so some don't meet the practice goals while others do."	

Based on interviews with coaches and athletes at the Garuda Muda Rambutan Masam Youth Soccer Academy (SSB), it was found that the values of teamwork and responsibility are continuously instilled in the players throughout the training process. The coaches explained that not all players have the same personality, so their levels of compliance with rules and sense of responsibility also vary. In an effort to build good character, the SSB involves parents by obtaining their consent for their children's participation in training so that they understand the conditions on the field and the activities the players engage in. Additionally, players are taught to care for the environment by helping to clean the field if it appears dirty, and are encouraged to respect, care for, and value one another. The coach noted that a common challenge is laziness during practice, typically caused by the habit of staying up late, which affects the players' physical readiness for training. Meanwhile, the athletes mentioned that some players occasionally neglect the rules, but the coach consistently issues reminders and guidance to help them become more responsible. In the event of a violation, the coach imposes disciplinary measures that are educational in nature and do not unduly burden the players. This demonstrates that the development of character traits such as cooperation and responsibility is achieved through consistent practice, supervision, leading by example, and the imposition of educational sanctions.

c) Loyalty

Loyalty is a form of conduct that does not deviate from any established rules or regulations. According to Ulumuddin & Irsyada (2022) a coach's philosophy can be determined by observing the behavior of their athletes, ranging from their playing style, the respect they shown to others (officials and opponents), their choice of words, behavior off the field, ability to handle each match, and competing with a spirit of loyalty to their teammates and team.

Table 4. Interview Findings on Loyalty from the Coach and Athletes of Garuda Muda Football School (SSB Garuda Muda)

Interview with the Coach of Garuda Muda Football School (SSB Garuda Muda)	Athlete Interview Results of Garuda Muda Football School (SSB Garuda Muda)
"Well, we have a few strategies to keep these kids motivated to train. In addition to the rewards I mentioned earlier, we have evaluation weeks, and we encourage the kids to participate in various events whether they're organized by the Batanghari Regency PSSI or by the SSB in the form of festivals, tournaments, and all sorts of other activities. We also collaborate or hold tryouts usually, if we don't hold tryouts at the regency level, we hold them outside of Batanghari Regency. There are still times when I meet parents who have children, and I tell them that instead of spending their afternoons just playing around, it's better for their kids to join SSB training. And I explain all the SSB activities so that the parents will support them."	"The methods vary; sometimes there are discussions too, so we find practice enjoyable," "Yes, sometimes the coach reminds us through the group chat or directly, so we feel cared for," "Usually after practice, the coach talks to us and encourages us to keep training," "The coach always sends out practice announcements; if someone is absent, the coach usually calls their parents directly," "The coach tells us stories after practice; sometimes the coach gives us food," "The coach posts announcements in the group chat about practice; if anyone can't attend, they must provide a reason."
"The only challenge is the readiness of the children and their parents, especially when conducting trials that are quite far away; usually, we need to discuss it with the parents first, and not all parents agree because of the distance."	

Based on interviews with coaches and athletes at the Garuda Muda Rambutan Masam Youth Soccer Academy, it was found that coaches employ various strategies to boost players' enthusiasm and motivation during training sessions. In addition to rewarding players who demonstrate good performance and progress, coaches also conduct regular evaluations to monitor the players' development. The coaches also provide players with opportunities to participate in various activities organized by the Batanghari Regency PSSI, such as soccer festivals and tournaments, as a means to develop their skills, competitive experience, and self-confidence. However, there are several challenges in implementing these activities, particularly

regarding the players' readiness and parental support when participating in tryouts or matches located quite far from the training facility. Meanwhile, the athletes noted that the coach frequently engages them in discussions and uses approaches that make the training atmosphere more enjoyable and less monotonous. The coach also actively motivates and reminds the players through communication groups, ensuring they feel cared for and supported throughout the training process. These efforts demonstrate that the coach plays a role not only in improving soccer skills but also in building the players' motivation, self-confidence, and commitment to training activities.

d) Order

Order is a form of behavior that does not deviate from any rules and strictly follows every instruction given. According to Berliana et al. (2021) discipline can also be defined as a condition that is created and shaped through a process and a series of behaviors that demonstrate order. The following are excerpts from an interview with the coach of the Garuda Muda SSB:

Table 5. Interview Findings on Order from the Coach and Athletes of Garuda Muda Football School (SSB Garuda Muda)

Interview with the Coach of Garuda Muda Football School (SSB Garuda Muda)	Athlete Interview Results of Garuda Muda Football School (SSB Garuda Muda)
"We have the 5P formula at SSB: preparation, understanding, competition, continuous improvement, and funding. So we have a reward system for children who show significant improvement during practice we usually prepare a reward for them, and we also provide snacks during practice. When the children see snacks during practice, they look forward to them at the end of the session, and the nutritional benefits ensure they stay on the field until the end of practice. "Actually, many of them lie, but sometimes it goes unnoticed. As long as the children don't stray too far from the rules set by the SSB, there's still some leeway." "With the SSB motto of 'character through soccer,' we teach them good character. Hopefully, this way, the children will be honest and always speak openly with their coaches and club officials."	"When we play well, the coach praises us," "It's rare, but it does happen usually regarding permission or being late but the coach always reminds us," "The coach praises us and encourages us," "It happens, but very rarely, because the coach teaches us honesty," "He motivates us with praise and encouragement," "It used to happen, but not anymore, because the coach teaches us honesty."

Based on interviews with coaches and athletes at the Garuda Muda Rambutan Masam Youth Soccer Academy, it was found that coaches apply the 5P concept in the player development process: preparation, understanding, competition, improvement, and funding. This concept serves as a guideline for building character while gradually and sustainably

enhancing players' skills. In practice, the coach does not focus solely on the technical aspects of the game but also pays attention to the players' needs during practice, such as by providing food or refreshments after training sessions. According to the coach, this is one way of showing care that keeps players motivated and on the field until the entire training session is complete. Meanwhile, the athletes noted that the coach consistently offers praise, motivation, and encouragement during practice, helping them feel more confident in developing their soccer skills. In addition, the coach consistently instills the value of honesty in the players, both during practice and in their daily lives. These findings indicate that the training at SSB Garuda Muda is not only oriented toward improving soccer skills but also toward building positive character through motivation, setting a good example, showing care, and instilling moral values in the players.

2. Teamwork

In the context of SSB Garuda Muda, teamwork is mutually supportive. Conversely, strong teamwork can also instill and strengthen players' character, as each player has a role and responsibilities to fulfill for the sake of the team's overall success. Indicators of teamwork include the students' individual motivation, the influencing environment, mutual understanding among teammates, and a shared goal.

a) Individual Motivation of Students

Motivation is a state within an individual characterized by a drive to take action in order to achieve a goal. According to Oktiani (2017) motivation is the desire or passion to do something. Without motivation, there would be no activity, because without motivation, people would become passive. Therefore, motivation is essential in any endeavor.

Table 6. Interview Findings on Individual Motivation of Students from the Coach and Athletes of Garuda Muda Football School (SSB Garuda Muda)

Interview with the Coach of Garuda Muda Football School (SSB Garuda Muda)	Athlete Interview Results of Garuda Muda Football School (SSB Garuda Muda)
"The approach we take includes rewarding those who achieve results and recognizing those who demonstrate discipline. Usually, at the end of a session, we have a group meal or a nutritious meal. The kids just seem reluctant to move, let alone follow the coach's instructions after all, at that age, they'd rather just play right away. Those who start to lose interest usually do so simply because they're bored. Once a month sometimes	"The coach often says that if we train hard, we can become great players that's what keeps us motivated." "Usually, the coach comes over and encourages us to train well." "The coach tells us that if we want to meet famous players, we have to be good players ourselves, so we need to train seriously," "The coach takes a certain approach he asks us directly what the problem is," "The players always say that if they become famous, they'll be able to go on trips," "The coach takes

every two weeks we still arrange for the kids to play practice matches against other clubs."	a certain approach he asks us directly what the problem is."

Based on interviews with coaches and athletes at the Garuda Muda Rambutan Masam Youth Soccer Academy, it was found that coaches employ various motivational strategies to boost players' enthusiasm and commitment to training. One such method is to reward players who achieve outstanding results or demonstrate a high level of discipline during training sessions. According to the coach, a decline in training enthusiasm among some players is generally caused by a sense of boredom that sets in after following a training routine for a certain period of time. To address this, the coach takes a personalized approach by offering support, encouragement, and motivation to help players return to training with full dedication. The athletes noted that the coach not only provides guidance during practice but also makes an effort to understand their circumstances by directly asking about the challenges they face. This family-like approach makes the players feel cared for and more comfortable sharing the challenges they face. Thus, the coach's efforts to build motivation are carried out through a combination of rewards, emotional support, good communication, and individualized attention, which helps the players maintain their enthusiasm and active participation in every training session.

b) Influential Environments

The environment and culture in which students grow up are among the factors that contribute to their character development. According to Sandi et al. (2021) The sports environment is a factor that must be taken into account because of its crucial role in determining an athlete's success. These environmental factors include both the body's internal environment and the external environment. The body's internal environment consists of age, gender, genetics, weight and height, body mass index, physical fitness, training intensity, technique, and mental state. The external environment consists of physical, chemical, and biological factors, as well as equipment, clothing, the playing field, and time.

Table 7. Interview Findings on Influential Environments from the Coach and Athletes of Garuda Muda Football School (SSB Garuda Muda)

Interview with the Coach of Garuda Muda Football School (SSB Garuda Muda)	Athlete Interview Results of Garuda Muda Football School (SSB Garuda Muda)
"Parents participate in training activities; their support is one of the key factors without it, things wouldn't run smoothly. That support is	"Some parents often watch from the sidelines; others actively join in with their children," "It happens sometimes, but the coach immediately

always there, because the children who train here are also playmates and classmates at school; it's just that they still maintain good behavior in front of their coaches." "The only challenge arises when we need permission to travel outside the area for competitions or sparring matches especially outside the subdistrict, which requires mutual agreement. Usually, I impose a light punishment, sometimes just a verbal warning."	reprimands them, so it's gradually decreased," "Besides attending practice, sometimes parents come to watch us play," "It does happen, but it's starting to decrease now, because the coach gets angry if we use bad language," "Parents often watch during practice, and sometimes they come to watch when we have scrimmages with other teams," "At first there was some, but now the use of bad language during practice has started to decrease".

Based on interviews with coaches and athletes at the Garuda Muda Rambutan Masam Youth Soccer Academy (SSB), it was found that parental support plays a crucial role in the success of player development. Coaches explained that parental involvement in training activities is one of the key supporting factors, as without parental support and cooperation, the development program cannot run optimally. This support is evident in parents' involvement in dropping off and picking up their children, as well as granting permission for them to participate in various activities organized by the SSB. However, a common challenge arises regarding obtaining permission when players must participate in matches, tryouts, or friendly matches outside the local area. Meanwhile, the athletes reported that some parents frequently attend and watch training sessions from the sidelines as a sign of their care and support for their children's development. Additionally, the players have noticed positive changes in their behavior, particularly in their use of everyday language. According to the athletes, the habit of using inappropriate or foul language has begun to decrease compared to before. These findings indicate that collaboration between coaches and parents contributes not only to the development of soccer skills but also to the formation of positive character and behavior among the players.

c) Mutual Understanding Among Friends

Cooperation must be based on a desire to understand and appreciate the interests of those involved in the joint activity. According to Kristanti Dwi & Jannah (2022) Cohesion within a group can be seen in the strong sense of solidarity among members, which fosters unity within the group or team. Cohesion within a group or team can boost members' enthusiasm for mutual support and cooperation

Table 8. Interview Findings on Mutual Understanding Among Friends from the Coach and Athletes of Garuda Muda Football School (SSB Garuda Muda)

Interview with the Coach of Garuda Muda Football School (SSB Garuda Muda)	Athlete Interview Results of Garuda Muda Football School (SSB Garuda Muda)
"At every meeting, I always explain the purpose of the program and the activities carried out at the SSB, so that parents won't hesitate to give their permission for their children to participate in training at the Garuda Muda SSB. I've been doing this since the SSB was founded emphasizing cooperation and mutual support and I treat everyone involved in the SSB as one big family."	"I think so, because many parents support their children and want them to develop in soccer," "Yes, the coach always emphasizes teamwork; we often practice passing and teamwork." "Yeah, I get it it's better for the kids to join soccer practice than to just play around after school," "Yeah, the coach always teaches us to cooperate well with our teammates," "I understand; we're allowed to practice not only to achieve success in soccer but also to fill our time after school," "Players are taught to cooperate because we play soccer as a team."

Based on interviews with coaches and athletes at the Garuda Muda Rambutan Masam Youth Soccer Academy (SSB), it was found that coaches actively communicate with parents to help them understand the goals, benefits, and various activities carried out in the academy's development program. Coaches explain to parents the training process, match activities, and the character values instilled in the players so that parents feel confident and have no hesitation in giving their children permission to participate in regular training sessions. According to the coaches, good communication with parents is crucial for building trust and support for the development program. Meanwhile, the athletes noted that most parents fully support their involvement in soccer activities, hoping their children can develop their athletic talents and skills. Furthermore, parents also believe that attending soccer practice is a more beneficial activity than spending free time without a clear purpose after school. This support provides additional motivation for players to participate in practice more earnestly. These findings indicate that effective communication between coaches and parents fosters positive collaboration in supporting children's skill development, character growth, and productive activities through soccer.

d) Sharing the Same Goal

A Shared Goal Establishing a shared goal for everyone isn't always easy, because almost everyone in a group is motivated by their own interests, which they hope to achieve through the group's success. According to Dhoni et al. (2019) a partnership is formed when two or more people work together to achieve a desired goal or objective.

Table 9. Interview Findings on Sharing the Same Goal from the Coach and Athletes of Garuda Muda Football School (SSB Garuda Muda)

Interview with the Coach of Garuda Muda Football School (SSB Garuda Muda)	Athlete Interview Results of Garuda Muda Football School (SSB Garuda Muda)
"I always explain the purpose of the training and the benefits I gain from establishing this youth soccer academy; I explain all of this at the beginning of the meeting with the child's parents."	"Yes, the coach often says that as a team, we have to help each other instead of playing on our own." "Yes, we all share the goal of becoming a better team, competing in tournaments, and winning." "The coach gives instructions to everyone if one person makes a mistake, everyone is reminded not to blame each other," "Our goal is to win when we compete," "The coach always explains that if one person makes a mistake, the whole team is affected," "Our goal is to win when we compete."

Based on interviews with coaches and athletes at the Garuda Muda Rambutan Masam Youth Soccer Academy (SSB), it was found that coaches consistently explain to parents the objectives of training sessions and the benefits intended to be achieved through the academy's development program, starting from the very first meeting. Coaches outline the various programs, rules, and values instilled in the players so that parents understand the direction of the development program and can provide optimal support to their children. In addition, the coach also emphasizes the importance of teamwork to the players during both training sessions and matches. The athletes revealed that the coach frequently reminds them that soccer is a team sport, so every player must help one another and not play individually. The coach instills the understanding that the team's success can only be achieved through cooperation, communication, and a sense of responsibility among team members. According to the players, all team members share the same goal to win the match which requires unity and mutual support on the field. These findings indicate that the coach not only focuses on developing technical soccer skills but also strives to foster an understanding of the importance of teamwork, communication, and shared goals as part of the players' character development.

DISCUSSION

The research results show that the development of discipline at the Garuda Muda Rambutan Masam Youth Soccer Academy is achieved through the enforcement of clear rules, the imposition of educational sanctions, rewards for disciplined players, and fostering a sense of responsibility in every training session. These findings align with Ghofar's (2018) view, which states that discipline can be fostered through the enforcement of rules, penalties,

rewards, and consistency in their implementation. The presence of a firm coach who still provides motivation and guidance to players helps increase players' awareness of the need to comply with applicable rules. Additionally, parental involvement in supporting training activities also makes a positive contribution to the development of players' disciplined character. Nevertheless, there are still several obstacles, such as long commutes, the use of cell phones late into the night, and players' physical readiness, which affect their level of discipline during training sessions.

The research findings also indicate that a cooperative attitude is fostered through effective communication among coaches, players, and parents, as well as through various training activities that require teamwork. Coaches consistently instill the understanding that soccer is a team sport that requires every player to help, respect, and support one another to achieve a common goal. These findings align with the views of Kristanti Dwi and Jannah (2022), who state that good cooperation strengthens solidarity and boosts the morale of group members in achieving shared goals. Parental support, motivation provided by coaches, and opportunities to participate in festivals and tournaments also enhance the players' sense of togetherness and commitment to the team. Thus, the development program at SSB Garuda Muda Rambutan Masam is not only focused on improving soccer skills but also plays a crucial role in fostering discipline and teamwork among the players.

CONCLUSION

Based on the results of the study, it can be concluded that the development of discipline and teamwork character at the Garuda Muda Rambutan Masam Soccer School (SSB) is carried out through various strategies implemented by the coaches, including the enforcement of clear rules, the provision of rewards, educational sanctions, motivation, personal approaches, and the habituation of values such as responsibility, honesty, mutual respect, and cooperation. Parental support also plays an important role in the success of the players' character development process. Although several challenges remain, including tardiness, inadequate physical readiness, the influence of excessive gadget use, and difficulties in obtaining permission for activities outside the local area, the development program has generally succeeded in fostering discipline, responsibility, social awareness, and teamwork among the players. Therefore, SSB Garuda Muda Rambutan Masam can serve as an effective sports development institution that not only improves football skills but also contributes to the formation of positive character among young athletes.

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