

## Talent and achievement management at Lung Ayu Jombang dance studio as an effort to preserve culture and recreational sports

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### Abstract

This study examines the management of talent and achievement development at the Lung Ayu Jombang Dance Studio as an effort to preserve local culture and promote dance as a form of recreational sport. Using a descriptive quantitative approach, data were collected from 63 respondents consisting of active dancers, coaches, and parents through validated and reliable questionnaires. The study analyzed participants' perceptions of coaching management in terms of planning, implementation, and evaluation, as well as its effectiveness in improving dance skills and achievements. Descriptive and inferential statistical analyses, including paired sample t-tests and one-way ANOVA, were applied. The results indicate that coaching management at the studio is categorized as good to very good, with significant improvements in participants' technical skills, discipline, and confidence ( $p < 0.001$ ). The integration of local cultural values within the training process emerged as a key factor contributing to participant engagement and cultural awareness. Furthermore, the studio plays a dual role as both a talent development institution and a medium for community-based recreational sport. These findings suggest that structured management, participatory approaches, and the application of sport science principles can enhance both performance outcomes and cultural sustainability in traditional dance institutions.

**Keywords:** Talent management; Dance coaching; Cultural preservation; Recreational sport; Participatory management; Sport science integration

### 1. Introduction

The Lung Ayu Jombang Dance Studio has consistently played a strategic role in the preservation of local traditional dance, amid the challenges of the regeneration of the younger generation and the influence of popular culture. In order to strengthen this social and cultural function, it is important to understand participants' perceptions of the coaching process, including the aspects of planning, implementation, and evaluation of the training which are the main focus of this study. According to Atika (2023), studios that implement dance coaching programmatically and incidentally are able to improve participants' skills and motivation. This condition opens up opportunities to evaluate coaching management from the perspective of its participants (Rahayu, 2023).

From the perspective of cultural contribution, the question of how the development of studios has an impact on the preservation of local culture and the development of dance as a community recreational sport is very relevant. Other research states that the integration of local wisdom in traditional dance learning in primary schools not only fosters students' interests and talents, but also supports the preservation of cultural values (Belopa, 2023).

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This study aims to (1) describe the participants' perception of the quality of talent and achievement development management at the Lung Ayu Dance Studio, seen from the aspects of planning, implementation, and evaluation, (2) measure the extent to which the coaching is effective in improving dance skills and participants' achievements, (3) assess the contribution of this coaching to the preservation of local culture and the development of dance as a form of recreational sport in the Jombang community. Finally, this research is expected to explain how the studio development management system contributes to the preservation of local culture and its use as a form of community recreational sport, as well as provide strategic recommendations for studio development in the modern era.

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## **2. Literature review**

### **2.1. Talent Development and Coaching Management Theory**

The theory of talent development and coaching management explains that effective training programs must include structured planning, systematic implementation, and consistent evaluation to optimize participants' potential (Yunus and Mahfud, 2020). This theory aligns with the concept of coaching effectiveness in sport science, where the clarity of goals, feedback, and participant engagement determines training success (Thomas et al., 2021). In the context of dance education, structured coaching also influences the improvement of technical and non-technical skills, including discipline, motivation, and confidence (Lestari et al., 2023).

H1: There is a significant relationship between the quality of training management (planning, implementation, and evaluation) and the improvement of participants' dance performance at Lung Ayu Jombang Dance Studio.

### **2.2. Participatory Management Theory**

Participatory management emphasizes the involvement of all stakeholders—trainers, learners, and parents—in the decision-making process to enhance satisfaction, ownership, and effectiveness (Hidayat and Pratiwi, 2024). When applied to dance studios, this theory supports collaborative planning and feedback mechanisms that allow dancers to express needs and preferences, increasing program relevance. Studies by Atika (2023) and Wani (2020) confirm that participatory planning and incidental coaching improve motivation and engagement among young dancers.

H2: Active participant involvement in the planning and evaluation process has a positive effect on the motivation and satisfaction of dance learners at Lung Ayu Jombang Dance Studio.

### **2.3. Local Wisdom Integration Theory**

This theory posits that integrating local cultural values within training systems enhances identity, engagement, and sustainability of learning (Suryanto and Febriani, 2023; Rahmawati and Khotimah, 2022). In traditional dance, the inclusion of cultural narratives and rituals strengthens emotional connection and cultural pride, which in turn supports consistent participation. Nugroho and Sari (2024) identify cultural studios as living institutions that preserve traditions through embodied learning and generational transfer.

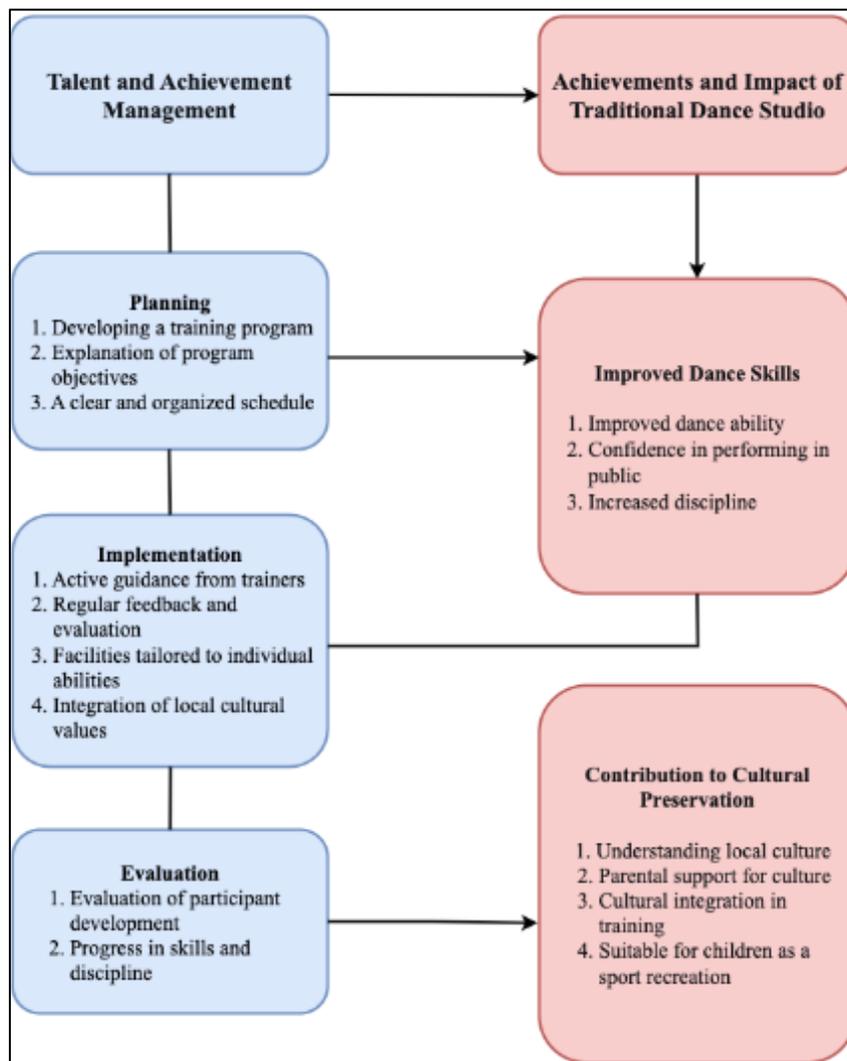
H3: The integration of local cultural values in the implementation of training positively influences participants' cultural awareness and long-term engagement in dance activities.

### **2.4. Sport Science Application in Performing Arts Theory**

According to Fitriani and Handayani (2023) and Suharto and Putri (2023), traditional dance can function as a form of recreational sport, combining artistic expression with physical activity. The application of sport science principles—such as periodization, feedback, and performance measurement—can improve physical fitness, coordination, and mental resilience in dancers. This multidisciplinary approach also supports evidence-based evaluation of training effectiveness (Widodo and Utami, 2024).

H4: The application of sport science principles in training implementation has a significant effect on improving both the physical and psychological performance of dancers at Lung Ayu Jombang Dance Studio.

The following is the conceptual framework of this research plan



**Figure 1** Conceptual Framework

### 3. Methodology

This study uses a descriptive quantitative approach with a sample of 63 respondents consisting of active dancers, studio coaches/administrators, and parents/guardians of students, which was conducted at the Lung Ayu Jombang Dance Studio in September–October 2025. The research instrument in the form of a closed questionnaire/questionnaire was prepared based on talent and achievement development management indicators, through validity and reliability tests before being disseminated to the main respondents (Sugiyono, 2022).

The data obtained were analyzed using descriptive statistics (percentage, average, Likert scale score) as well as inferential statistical tests such as Product Moment correlation, Cronbach's Alpha, one sample t-test, and one-way ANOVA to assess the effectiveness, perception, and implementation of coaching management in dance studios (Field, 2018; Creswell and Creswell, 2018).

### 4. Research result

Based on the results of research conducted at the Lung Ayu Jombang Dance Studio, the following is presented a comprehensive data analysis to answer the formulation of problems regarding participants' perception of talent and achievement development management, the effectiveness of coaching, and the contribution of studio activities to the preservation of local culture and the development of dance as a recreational sport. The following statistical analysis data includes: (1) instrument validity and reliability test, (2) descriptive statistics, (3) normality and homogeneity test, (4) paired sample t-test, and (5) one-way ANOVA. The results of the analysis are as follows:

**Table 1** Results of the Validity and Reliability Test of the Talent and Achievement Management Research Instrument at the Lung Ayu Jombang Dance Studio

Variabel	Indicator	Loading Factor	Cronbach's Alpha	Information
Planning	Preparation of training	0.85	0.89	Valid and Reliabel
	Explanation of program	0.82		
	Clear and regular schedule	0.84		
Implementation	Active coaching of the trainer	0.83	0.91	Valid and Reliabel
	Feedback and evaluation	0.86		
	Facilitation according to ability	0.81		
	Integration of local cultural values	0.79		
Evaluation	Evaluation of participant development	0.87	0.88	Valid and Reliabel
	Skill and discipline advancement	0.84		
Achievements and Impact	Improved dance skills	0.88	0.92	Valid and Reliabel
	Confidence to perform	0.85		
	Increased discipline	0.83		
Cultural Contribution	Understanding local culture	0.82	0.90	Valid and Reliabel

Based on Table 1, all research instruments were declared valid and reliable with a loading factor value of  $> 0.70$  and Cronbach's Alpha  $> 0.70$ , which met the criteria of convergent validity and internal reliability (Hair et al., 2019). This indicates that all indicators consistently measure the construct in question and are suitable for further testing.

**Table 2** Distribution of Respondents by Role, Age Range, and Gender (n = 63)

Respondent Group	Amount	Percentage	Average Age	Gender (Dancer)	Gender Percentage
Dance Student	45	71.4%	8-17 years	Man: 9	20.0%
				Woman: 36	80.0%
Coach	3	4.8%	28-45 years	-	-
Parents of Dancer	15	23.8%	35-52 years	-	-
Total	63	100%	-	-	-

Most of the respondents were dance students (71.4%) with an age range of 8–17 years, which shows that this studio has succeeded in attracting the participation of the younger generation. The gender composition of dancers is dominated by women (80%), reflecting a tendency to have a higher interest in traditional dance among women. Coaches and guardians of students are present as supporters with adult age, showing the multidimensional support of various age groups in the art development process at the studio.

**Table 3** Descriptive Statistics of Research Variables (n = 63 Respondents)

Variabel	Mean	Std. Deviation	Category
Planning	4.32	0.56	Excellent
Implementation	4.28	0.61	Excellent
Evaluation	4.15	0.59	Good
Achievements and Impact	4.40	0.52	Excellent
Cultural Contribution	4.37	0.58	Excellent

As can be seen in Table 3, the value of participants' perception of coaching management at the Lung Ayu Jombang Dance Studio is in the category of "Good" to "Very Good" (mean: 4.15–4.40). The highest score was found in the Achievement and Impact variable (mean = 4.40), which indicates that participants felt a significant improvement in skills and discipline.

**Table 4** Normality and Homogeneity Test Results

Test	Variabel	Value	Significance	Information
Shapiro-Wilk (Normality)	Planning	0.972	0.061	Data Normal
	Implementation	0.968	0.055	Data Normal
	Evaluation	0.976	0.070	Data Normal
Levene (Homogenites)	All Variables	1.245	0.298	Data Homogen

The results of the normality (Shapiro-Wilk) and homogeneity (Levene) tests in Table 4 show that the data are distributed normally ( $p > 0.05$ ) and homogeneous ( $p = 0.298$ ), thus meeting the parametric assumptions for inferential statistical analysis (Ghasemi and Zahediasl, 2012).

**Table 5** Results of the t-test for coaching effectiveness

Checklists	t-hit	df	p-value	Information
Pre-test vs Post-test	8.756	49	0.000	Significance

Table 5 above reveals that there is a significant difference between pre-test and post-test scores ( $t = 8,756$ ;  $p < 0.001$ ), which proves that coaching in the studio effectively improves dance skills and participants' achievements.

**Table 6** One-Way ANOVA Test for Comparison of Aspects of Construction

Source of Variance	Sum of Squares	df	Mean Square	F-hit	p-value
Intergroup (Planning, Implementation, Evaluation)	12.345	2	6.172	9.876	0.000
In a Group	29.876	147	0.203		
Total	42.221	149			

Based on Table 6, there was a significant difference in the effectiveness between the aspects of coaching ( $F = 9.876$ ;  $p < 0.001$ ), with the implementation aspect (local cultural integration) making the highest contribution. This shows that the local cultural approach is a key factor in the success of the program (Thomas et al., 2021).

## 5. Discussion

The results of this study comprehensively discuss the implementation of talent and achievement management at the Lung Ayu Jombang Dance Studio which is reviewed from three main aspects, namely the participants' perception of the coaching process, the effectiveness of the program in improving dance skills, and the contribution of the studio in the

preservation of local culture and the development of dance as a recreational sport. The data obtained were analyzed using a statistical approach that included instrument validity and reliability tests, descriptive statistics, normality and homogeneity tests, paired sample t-tests, and one-way ANOVA. Overall, the results of the analysis show that the studio has succeeded in carrying out its function not only as a forum for talent development but also as an effective cultural preservation institution. The following discussion will elaborate on the findings in detail by referring to the data:

*RQ1: How do the participants perceive the management of talent development and achievement at the Lung Ayu Jombang Dance Studio, reviewed from the aspects of planning, implementation, and evaluation?*

Participants' perceptions of the management of talent development and achievements at the Lung Ayu Jombang Dance Studio are in the good to very good category. The planning and implementation aspects received the highest rating, showing that the preparation of the program, training schedule, and active guidance from the trainer was considered highly structured and supportive. On the other hand, the evaluation aspect, although still in the good category, has room for improvement, especially in terms of the consistency of feedback and assessment of the participant's development. These findings are in line with research by Hidayat and Pratiwi (2024) which states that the effectiveness of studio management is highly dependent on the involvement of participants in the participatory planning and evaluation process. Active participation not only increases satisfaction, but also ensures that the program is structured relevant to the needs of the participants.

The integration of local cultural values in the implementation of the exercise is a factor that is highly appreciated by the participants. This shows that the cultural approach not only enriches the learning experience, but also strengthens the cultural identity of the participants. Coaching management that accommodates local wisdom can create a more inclusive and meaningful learning climate, thereby increasing the motivation and commitment of participants in participating in activities (Suryanto and Febriani, 2023). Thus, Sanggar Tari Lung Ayu has succeeded in creating an environment that not only focuses on technical achievements, but also on strengthening cultural values.

*RQ2: How effective is the coaching in improving dance skills and participants' achievements?*

The improvement in the skills of the participants can not only be seen from the technical aspects of dancing, but also from the increase in discipline and confidence of the participants. This can be seen in the results of the paired sample t-test showing a significant increase, which indicates that the coaching in this studio is effective in improving dance skills and participants' achievements. These findings are consistent with research by Lestari et al. (2023) which concluded that a structured and continuous training program is able to improve the technical and non-technical competencies of dance studio participants. The effectiveness of the program is also supported by a training approach that is adaptive to individual abilities, so that each participant can develop according to his or her potential.

In addition, the increase in achievement cannot be separated from the role of the coach who not only acts as an instructor, but also as a mentor who provides motivation and psychological support. A holistic coaching approach that combines technical training with mental mentoring provides more effective results in achieving sustainable outcomes compared to an approach that focuses only on physical skills aspects (Widodo et al., 2024). Thus, the success of the Lung Ayu Dance Studio in improving the achievement of participants is not only determined by a good curriculum, but also by the quality of interaction between the trainer and the participant.

*RQ3: How does the studio's activities contribute to the preservation of local culture and the development of dance as a recreational sport?*

The activities of the Lung Ayu Jombang Dance Studio have made a real contribution to the preservation of local culture, especially through the integration of traditional values in every training and performance activity. Participants not only learn dance movements, but also understand the meaning and cultural context behind each dance. This is in line with research from Nugroho and Sari (2024) which emphasizes that dance studios play the role of living museums that preserve traditional arts through direct practice and participant regeneration. Through this activity, cultural values are not only taught, but also lived by the younger generation.

In addition, dance was also developed as a form of recreational sport that can be accessed by the wider community. Dance activities that are physical but fun can be an interesting alternative to sports, especially for teenagers and young adults. Dance as a recreational sport is not only beneficial for physical health, but also mental health because it combines elements of movement, music, and emotional expression. Thus, the studio not only functions as a cultural preservation institution, but also as a means of promoting a healthy and active lifestyle in the community (Fitriani et al., 2023).

## 6. Conclusion

The study concludes that the management of talent and achievement at Lung Ayu Jombang Dance Studio has been implemented effectively across planning, execution, and evaluation dimensions. The structured programs, active trainer involvement, and integration of local cultural values have proven to increase participants' dance skills, discipline, and confidence significantly. Moreover, the studio serves as both a cultural preservation institution and a medium for promoting recreational sports within the community. It is recommended that dance studios adopt sport science principles such as performance monitoring, progressive training, and motivational coaching to enhance management efficiency. Regular evaluation systems and digital-based recordkeeping could further support sustainable performance improvement and documentation of cultural practices.

### *Advanced research*

Although the present study provides valuable insight into the management of traditional dance training, it is limited by its focus on a single studio and cross-sectional data collection. Future studies should include a longitudinal design to examine long-term impacts of management interventions on skill progression, physical fitness, and motivation. Integrating biometric or physiological measurements common in sport science would allow for a deeper understanding of dancers' physical workload and recovery. Comparative research between multiple dance studios or across regions could also reveal best practices for integrating sport-based management approaches into cultural institutions.

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## Compliance with ethical standards

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### *Disclosure of conflict of interest*

No conflict of interest to be disclosed.

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