

Coach's Strategy in Instilling Hard Work Character Education in Gymnastics Trainees at the Persani Training Center, Malang City

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Abstract

This research describes the character of hard work that is manifested in gymnastics trainees, describes the strategies and supporting and inhibiting factors of trainers in instilling hard work character education in gymnastics trainees. The research was conducted using a qualitative research approach with a case study type. This research was conducted at the Persani gymnastics training ground in Malang City. The data collection technique used in this research was in-depth interview techniques, observation and documentation studies. Data analysis techniques are carried out through the stages of data reduction, data presentation, and drawing conclusions. To ensure the validity of this research, researchers used source triangulation, technical triangulation, and time triangulation techniques. This research shows that the character of hard work is manifested in gymnastics training participants, which is demonstrated by a disciplined attitude, never giving up, and being serious about doing their work. The strategies used by trainers in instilling educational character are through a serious but relaxed approach, reflection, example, providing motivation and giving rewards. Supporting factors for trainers in instilling hard work character education in gymnastics trainees include cooperation with parents, adequate facilities, and a positive training environment. Meanwhile, the inhibiting factors are school schedules and gymnastics trainees who are dating.

Keywords: Training Strategies; Gymnastics; Character Education; Hard Work

1. Introduction

Gymnastics one of the sports that is currently starting to experience an increase in popularity in Indonesia. A combination of beauty of movement, expression, challenge, skill, and room for creativity makes gymnastics an attractive sport for many individual. Recently, gymnastics has been in the spotlight in the world of sports, because for the first time Indonesian gymnast have qualified for a place to compete in the Olympics. The increasing number of gymnastics enthusiasts in Indonesia has led to the growth of clubs new gymnastic through out the region. Gymnastics clubs become places where individuals from various ages from children to adults can learn gymnastics, both for recreational or competitive purposes.

Gymnastics sports clubs are a form of non-formal education which focuses on developing talent, physical fitness and skills exercise and character building in children. Non-formal education is a process learning that takes place outside the formal educational environment. Non-education Formal education is designed to meet an individual's educational and development needs in a more flexible and open context. Non-formal education is regulated in Law Number 20 of 2003 Article 100 Paragraph 2 which reads: The implementation of non-formal education units includes courses and institutions training,

study groups, community activity centers, Taklim Council, Education Early Childhood Non-formal pathway (Yuliawan & Firdaus, 2019). Review the regulations The government said that sports clubs can be said to be one form of institution non-formal education

Gymnastics clubs have now become important centers for the development of gymnastics athletes. A good training ground should provide adequate facilities, structured training, as well as experienced and well-trained trainers. Apart from that, to become an outstanding gymnast you also need to have quality character. Quality character is needed by every gymnasts because achieving achievements in gymnastics takes a long time and requires a training process that is not easy and simple enough.

One of the characters that an athlete must have is hard work. The character of hard work plays an important role in achieving achievements. According to Gunawan, et al The character of hard work plays an important role in achieving achievements According to Gunawan, et al in (Candra & Mislan. 2021) states that to achieve maximum performance It takes hard work to build your physique and master your technique well. Based on research carried out by Ali Maksum, et al (2006) which aims To find out the personality traits of high achieving athletes hard work is wrong one of the personality traits that supports athlete performance. Based on this, you can It is said that hard work is one of the characters that is the foundation for success of an athlete

Although the character of hard-pork is one of the important factors in achieve achievements but not all atrietes have the character of hard work One of the reasons why athletes do not have the character of hard work is factors trainer support. There are many cases where trainers dont provide adequate support to its athletes. Even though there is one person's support The coach is a crucial factor that influences how far an athlete will go work hard. The relationship between athlete and coach influences how hard the athlete works work. A traner who motivates provides guidance and provides emotional and technical support can be an important factor in improving athlete's hard work. It can be said that strong support from the coach is key in motivating athletes to work hard and achieve achievements

In Malang City there is one place that organizes events gymnastics training namely Persani Malang City. Persani Malang City is one of therm which is successful in producing competent gymnastics trainees. In place Persani training in Malang City includes various gymnastic disciplines including gymnastics artistic, rhythmic gymnastics and aerobic gymnastics. Achievements produced by training participants Gymnastics at Persani Malang City can be said to be very good, especially in terms of discipline aerobic exercise Aerobic exercise participants were able to retain their gold medals year after year at the most prestigious competition event in East Java, namely Porprov Even in recent years, aerobic exercise pagdicipants have been able to won competitions at national level.

The success of the aerobic exercise participants in winning the competition This of course cannot be separated from the hard work of the trainees themselves and their roles coach. Achieving maximum performance in gymnastics is not something which is easy to get without practice and hard work. Hard work on participants This practice in winning every match is demonstrated through disapline them in following each training schedule on time and obediently predetermined rules. The senior gymnastics participants also worked hard in the aerobic discipline demonstrated by a never give up attitude and maximum effort in every

exercise or when competing. It cannot be denied that the training program provided their coaches are sometimes very hard to live with. However they have an attitude do not give up easily so even though their training program is heavy and difficult they don't shy away from it and they don't just stick to an exercise program to spend time practicing but also doing the program with full of sincerity or giving maximum effort every exercise. Besides that, the success of aerobic exercise participants cannot be separated from the role of the trainer. Gymnastics trainers in Persani do not only play a role in training internal techniques gymnastics, but it's more than just that. Coaches also have a role in shaping the character of hard work in gymnastics trainees.

Of course, the hard work of gymnastics trainees cannot appear immediately just like that, however, of course there is a long process to grow character hard work for the gymnastics trainees. One example is when a child just taking part in gymnastics training or you could say they are junior training participants his hard work character has not yet been formed. Participants in junior gymnastics training they still often skip training, they are less committed to training so he is often late when attending practice. Moreover they also tend to being lazy when carrying out an exercise program and giving up easily feel frustrated when facing challenges and obstacles in training They not yet fully aware that the character of hard work is something necessary in gymnastics training But when the junior category gymnastics participants were already there growing up and continuing to participate in gymnastics training activities until entering the category seniors their hard working character begins to awaken. Those who were still frequent at first skipping practice, giving up easily and lacking commitment to being a good person Have high discipline, never give up, and always try your best every time you undergo a training program or when competing

With the success of the trainers at Persani Malang City in instilling hard working character. Therefore, researchers want to deepen and know more continue with the strategies used by trainers to develop work character hard, from the beginning gymnastics training participants often skip classes and give up easily in facing challenges, but after following the practice for several years It turns out that it produces gymnastics training participants whose hard work character can be achieved seen and can produce championships at the national level

Previously, previous research had been carried out by Indah Ayu Apriza with title "PAI Teacher Strategy in Forming Hard Working Character in Middle School Students Negeri 2 Pendopo Barat Empat Lawang" which results in PAI teacher strategies in To form the character of hard work in students, the strategies carried out include Teachers form students' self-awareness of the need to have work character hard teachers accustom students to independent learning and give sanctions to students who cheating, the teacher motivates and gives direction to students to compete healthily and have self confidence, and give exemplary and an example of the character of hard work (Apriza, 2020) Additionally, research conducted by Nur Indah Rahmati entitled "The Role of Religious Education Teachers Islam in Forming Students' Hard Working Character in Forming Work Character "Students at Ma'arif NU 01 Jatinegara Tegal Junior High School" shows that the strategies of Islamic religious education teachers in character formation hard work in the form of including the character value of hard work in the Syllabus and RPP. exemplary, habituation, group work, as well as warnings and rewards (Rahmawati, 2019) Both studies show that to realize and forming the character of hard work in children requires a strategy to make it happen. From previous research, there

is still a need to explore and understand more deeply the strategies for forming a hard working character. Even though from These two studies have discussed strategies in forming character hard work on children but the strategy used by previous researchers is a strategy which is used in formal education while the focus of researchers in this research is a strategy for building the character of hard work in non-formal institutions. Therefore Therefore, the author is interested in researching "Trainers Strategies in Instilling Education Hard Work Character in Gymnastics Trainees This research examines it in depth about the strategies used by gymnastics coaches to develop character work hard on gymnastics trainees so that they are able to achiev perfortmance.

2. Method

This research was conducted using a qualitative research approach type of case study. This research was conducted at the Persani gymnastics training ground, Malang City. Which is on Jl. Kawi, No. 24. Klojen District, Kauman Village. Technique Data collection used in this research is by technique in-depth interviews, observations and documentation studies. Data analysis techniques were carried out through the stages of data reduction, data presentation, and drawing conclusions. For To ensure the validity of this research, researchers used techniques triangulation: sources, technique triangulation, and time triangulation.

3. Results and Discussion

3.1 Result

1. The character of hard work is manifested in the gymnastics training participants at Persani Kota Malang

Based on the findings, the character of hardwork is manifested in the participants Gymnastics training is demonstrated through discipline. Discipline of gymnastics training participants. The discipline of gymnastics training participants is demonstrated by always following the training schedule on time according to the predetermined schedule and the training participants have have the awareness to attend practice regularly without needing repeated reminders times by the trainer.

The manifestation of the character of hard work in trainees can also be seen from their attitude never give up. Trainees show an attitude of never giving up when facing failure both during matches and training. Never give up attitude It can also be seen that the gymnastics training participants are still trying to achieve their goals even though facing many obstacles.

Apart from his never giving up attitude, the character of hard work is manifested within him trainees are serious about doing a job. The serious attitude of gymnastics training participants is shown by always trying their best in carrying out a sometimes heavy training program. The seriousness of the trainees Exercise in doing a job is also shown with strong commitment to complete the tasks that have been started well. Based on observations

2. The trainer's strategy in instilling the character of hard work in trainees exercise

a) Serious but relaxed approach

Based on the findings, a serious but relaxed approach is a strategy. The first thing the trainer does is instill the character of hard work in gymnastics participants. A serious but relaxed approach is taken to creating the training atmosphere, which is relaxed and fun for gymnastics trainees but still focuses on developing the abilities of gymnastics trainees. By making the training atmosphere relaxed and fun, the training participants are motivated to work hard.

Based on the results of observations, a flexible approach with serious training methods. But the relaxation applied by the trainer has proven to be able to create a training atmosphere which is fun. The trainees looked very enthusiastic during training and it was visible that trainees support each other. A flexible approach was implemented. Coaches are able to create good personal relationships between coaches with gymnastics trainees.

b) Habituation

The gymnastics coach revealed that in instilling the character of hard work, gymnastics training participants require a habituation or habituation process. With the habit of hard working character will be formed indirectly. For instilling the character of hard work, the trainer makes it a habit for training participants to attend practice every day, get the trainees used to not giving up easily.

c) Exemplary

Coach instilling the character of hard work in gymnastics trainees always try to be a model or role model for gymnastics trainees. Because children often learn by imitating the behavior of adults around them, in the context of gymnastics the coach is an adult figure model or role model for trainees. The coach tries to be a role model for training participants by demonstrating the attitudes they want to instill in them, gymnasts. In order to encourage trainees to work hard, the trainer demonstrates the same work ethic.

d) Providing motivation

Providing motivation is one of the methods used by trainers. Instilling the character of hard work in gymnastics trainees. Based on observations, it can be seen that in every training activity the trainer always provides motivation to gymnastics participants. When training activities are about to start, the coach always provides motivation by inviting training participants to be enthusiastic about carrying out the training. On some occasions, the trainer also always provides motivation and encouragement to the participants in gymnastics practice when they start to lose enthusiasm in practicing by opening their mindset to not give up easily, and always try hard. Coaches sometimes give motivation in between running activities by reminding them that their goal is to achieve success. Motivation is only provided by current training activities but also when training experiences failure.

According to gymnastics training participants, the coach never tires of providing motivation to remind them to always work hard. Thanks to that motivation given by the trainer at any time, it is able to have an influence on the training participants to always be motivated to work.

e) Giving rewards

The next strategy used by trainers is to work character hard on gymnastics training participants is through giving rewards. Coach delivers reward with the aim of appreciating the efforts of gymnastics training participants so far have worked hard. With the trainer giving rewards to the participants for gymnastics training motivated to work hard. The rewards given are not only in the form of goods or meals but also includes praise and recognition for achievements and performance the good one. Praise in the form of words can increase the motivation of training participants because they feel appreciated and recognized for their efforts. This makes them more motivated to work hard and improve their performance

3. Supporting and inhibiting factors for coach in installing character hard work for gymnastics trainees

a) Support from parents of gymnastics training participants.

Parental support is a supporting factor in instilling character hard work. Parental support takes the form of parents' willingness to collaborate in the process of cultivating the character of hard work. Without support from parents, The trainer's efforts to instill the character of hard work are less effective. Because coach admitted that even though he regularly met with gymnastics training participants However, instilling the character of hard work also requires cooperation and ongoing coordination with parents. With coordination and Collaboration between coaches and parents can ensure that parents participate supports the process of cultivating the character of hard work carried out by trainers at home

b) Adequate facilities

Another supporting factor in instilling the character of hard work in participants gymnastics training is the availability of good training facilities. Adequate facilities helps maintain the enthusiasm and motivation of gymnastics training participants, so that they keep practicing hard and consistently. This shows that the facilities are Support is one of the key factors in cultivating the character of hard work, because can overcome boredom and laziness that may arise due to lack of adequate

c) Positive training environment

In observations it can also be seen that the training environment there is positive. Their kinship can be seen from the participants doing gymnastics exercises with each other provide encouragement or support to their teammates. Encouragement or This support from peers can increase the motivation of training participants gymnastics to keep trying to achieve perfect movements

Meanwhile, the factors inhibiting trainers in their efforts to instill work character hard on gymnastics trainees, namely

a) School schedule

From the results of the interview it can be seen that there are internal obstacles instilling hard work character education in gymnastics training participants, namely a schedule The children's schools are crowded, so they go home late in the afternoon. With a schedule After

school, the gymnastics practice participants were getting late, finally causing time. Many training sessions were interrupted and the character building process could not be carried out properly optimally. Schools getting late in the day are an inhibiting factor for internal trainers to instill the character of hard work trainees.

b) Trainees who are dating

Gymnastics trainees who are dating can influence the attitude of hard work trainees. Gymnastics trainees who are dating often end up not being responsible and disciplined towards training, such as arriving late to training to the point that sometimes gymnastics training participants bring personal problems into the session exercise so that it disrupts the atmosphere and focus of training.

3.2 Discussion

1. The character of hard work is manifested in the gymnastics trainees at Persani Malang City

It can be said that participants in aerobic exercise training at Persani, Malang City have a hard working character. The work character that is manifested in the trainee exercise includes discipline, an attitude of responsibility, an attitude of never giving up and mean it. Discipline is a manifestation of the participants' hard working character in gymnastics training at Persani Malang City. Discipline is one of the characteristics of hard work. This is in accordance with the opinion of Angelica Ardi in (Cahyani et al., 2020) who states that the characteristics of hard work are, being diligent and tenacious, careful and thorough, appreciate time and work hard, be disciplined, sincere, patient, never give up and work smart. The discipline of gymnastics training participants can be seen from the participants' obedience to exercise according to a predetermined training schedule. Trainees also have the awareness to always come to practice with self-awareness without having to never give up. The never give up attitude shown by the training participants was constantly reminded many times by coaches and parents. Based on disciplinary observations, aerobic exercise participants can be seen from the training participants who continue to come to practice diligently even though they are not at training camp. Centering Training is a training activity that aims to prepare the participants' gymnastics training to be ready to compete. During the participants' training camp period training will get intensive. Even though the gymnastics trainees did not get intensively, they remain diligent in coming to practice.

The manifestation of the character of hard work in trainees can also be seen from their attitude never give up. The never give up attitude shown by the training participants was constantly reminded many times by coaches and parents. Based on disciplinary observations, enthusiastic and get up when facing failure both during the game and exercise. The never give up attitude can also be seen in the regular gymnastics trainees trying to achieve goals despite facing many obstacles. Based on observations during the training activity process showed that the participants were doing gymnastics Aerobics has a never give up attitude. This can be seen when they have to do the same movements several times until you reach the aerobic exercise movements which is perfect. Several times the aerobics trainer was unable to attend the activity exercise. However, even though the aerobics trainer was unable to attend the activity

exercise, however, the participants in the gymnastics training seemed to still be serious carry out their training program to completion.

Apart from his never giving up attitude, the character of hard work is manifested within him trainees are serious about doing a job. The serious attitude of gymnastics training participants is shown by always trying their best in carrying out a sometimes heavy training program. The seriousness of the trainees exercise in doing a job also shown with strong commitment to complete the tasks that have been started well.

2. The trainer's strategy in instilling the character of hard work in trainees exercise

a) Serious but relaxed approach

Taking a serious but relaxed approach to gymnastics training participants is The first strategy is to create a good training atmosphere please the trainer using a variety of methods. The method used by trainers Creating a fun training atmosphere is by throwing jokes and humor in trainees during training activities. According to (Hadi, 2011) humor is a trait that seems trivial but is often a factor determine the success or failure of a coach. The ability to create others relaxing by providing a refreshing joke or humor is an important factor to reduce tension and generate new optimism, both in training as well as before and after the match. In creating an atmosphere It's fun during training. The trainer also combines a variety of forms interesting exercises for gymnastics trainees. An interesting variety of forms of exercise implemented with the aim that the training is not boring for the training participants and encourage trainees to always participate actively during training so that encourage gymnastics training participants to stay motivated to work hard in every process exercise. This is in accordance with the opinion of (Jannah, 2021) which states that Irregular and uninteresting training programs can make athletes unfit have high motivation to achieve, training methods that do not vary can make athletes feel bored.

Based on observations, a pleasant training atmosphere is created Joking and using a variety of forms of exercise has been proven to make participants practice feel more motivated, increase active participation and willingness of training participants to work hard when practicing. The research findings agree with (Widiastuti, nd) which states that an educator can build the character of the students by creating comfortable and enjoyable conditions for students to learn, so that students' character can be developed through the learning proses

b) Habituation

Trainer are aware of forming the charahter of hard work in trainees requires a habitual activity By getting used to the work character hard will form indirectly. This is in line with Amirulloh Syarbiri in (Rosikum. 2018) which states that individual character is formed It takes a long time, it can't be spontaneous so it's getting used to it which is based on experience needs to be continuously trained and used to Habituation itself is an action or activity that is repeated regularly so that it becomes a habit that is inherent in students. Through habituation, students can internalize the desired attitudes, behavior and values (Hidayat 20231

To instil the character of hard work, the trainer familiarizes the parfiopants with training exercise to always attend practice every day Get training participants used

to coming Practicing every day teaches the importance of discipline and consistency to practice. Without discipline and consistency in participating in training, training participants gymnastics will not be able to achieve the desired results, such as winning a race or receive awards. In order to instill the character of hard work as a coach also make it a habit for gymnastics trainees not to give up easily For Get gym participants accustomed to not giving up easily the trainer always repeats movements that trainees fall to do until they can do it right

c) Exemplary

In instilling the character of hard work, gymnastics coaches use elements exemplary as one of the strategies in instilling character education hard work for gymnastics trainees. Gymnastics coaches realize that coaches must Be a good role model for gymnastics trainees. Therefore, gymnastics coach Always set a good example for gymnastics trainees. Gymnastics coach consistently demonstrate or give real examples of role models who want to instilled in gymnastics trainees. When the gymnastics coach wants to plant the character of hard work, the coach also exemplifies how hard work is by providing real examples in daily activities

Based on the results of interviews with gymnastics training participants, it shows that The example shown by the coach, especially in terms of hard work able to motivate gymnastics training participants to imitate the same behavior. This is in line with opinions (Aufa et al 2022) which state that instilling character in students through example has been proven to be powerful approach. Without role models what is taught to children will just be a mere concept. With exemplary everything that is conveyed will be leave an impression on the child

d) Providing motivation

Providing motivation is one of the strategies used by gymnastics coaches in instilling the character of hard work. Providing motivation by the trainer, aims to encourage gymnastics trainees to always work hard to achieve their goal According to Sanjaya et al in (Tong, Supene & Sirwono 2021) stated that the process of providing motivation is one of the dynamic aspects very vital Therefore motivation is needed by all individuals. This too confirmed by Slamento's opinion in (Tong, Supene, & Siswono, 2021) which states that an individual really needs motivation or encouragement so that something you dream of can be achieved. Hence, giving Motivating trainers to trainees is something that needs to be done in order to instill hard work character education. Providing motivation to training participants is carried out in every training activity The coach always provides motivation to the gymnastics training participants. During training activities, when it starts, the trainer always provides motivation by inviting the participants to practice enthusiastic about training. On several occasions the trainer also always provides motivation and encouragement to gymnastics trainees when they start to lose enthusiastic in practicing by opening their mindset to not being easy give up, and always try hard. Coaches sometimes provide motivation on the sidelines of walking activities by reminding them of their goals for achieving achievements. Coaches do not only provide motivation during training activities. But also when trainees fail

According to gymnastics training participants, the character of hard work is instilled through providing motivation by the trainer is able to open their minds to does not give up easily and is able to encourage them to work hard. With Consistent motivational repetition has been proven to be successful in helping exercise participants achieve significant achievements

and change trainees' views about the importance of hard work. This shows that providing motivation Consistency by the trainer has a positive impact in forming the character of hard work in gymnastics trainees. This is also in line with what is described by Mulyasa in (Bahar nd) which states that in an effort to form character students, educators are needed who are able to educate and motivate them with a character education approach

e) Giving rewards

The fifth strategy used by coaches is to instill the character of hard work through giving rewards According to Langga in (Bahar nd) gift has a significant role in behavior change strategies Giving Rewards are given to gymnastics training participants as a form of appreciation for hard work that have been carried out by gymnastics training participants. Giving rewards to participants Gymnastics training aims to motivate training participants to become more better and so that gymnastics trainees are always encouraged to work hard Implementation giving rewards or awards to shape the hard working character of participants Gymnastics training is done by giving rewards in the form of praise, eating together, giving gifts in the form of goods, and physical cutting Rewards are not given by coaches continuously but only given when trainees achieve achievements certain. This is in accordance with Soejono's theory in (Angraini & Siswanto, 2019 stated that the rewards given to students take various forms, Broadly speaking, rewards are divided into four types, namely through praise, gifts, honors and tokens of appreciation. Pattern of giving rewards to participants exercise for a certain period of time.

Based on the results of the interview, the trainer gave rewards to Gymnastics training participants are able to develop enthusiasm for practicing and continuing to work hard. This proves that giving rewards has a positive influence towards the character development of trainees.

3. Supporting and inhibiting factors for coaches in Instilling character hard work for gymnastics trainees

From the research results, it can be found that there are supporting factors and obstacles for trainers in instilling hard work character education in participants exercise Supporting factors for trainers in instilling the character of hard work in participants gymnastics ecercises

a) Support from parents of gymnastics training participants

Support from parents of trainees in the form of their availability for Coordinate and collaborate with trainers. There is support from parents helps to continue the process of instilling the character of hard work in participants gymnastics exercises held at the training ground Because after arriving home then the gymnastics training participants wilbe under control and will be coached directly by parents Without parental involvement and support, the process is difficult character formation, the hard work carried out by coaches at the training ground will not achieve optimal results So cooperation between parents and coaches is very important needed in the process of instilling hard work character education

In connection with the results of the research above it is in line with Philips opinion in (Taek, nd) states that character education must involve all parties, household and family;

schools and the school environment, more broadly (society) This is also reinforced by the opinion of (Naja, 2022) who states that The cultivation of education is essentially a responsibility between parents and society and educational institutions, where these three elements strengthen each other and complement so that students with good character are formed to the maximum, but also On the other hand, if these three elements do not work well then planting will occur character education will run less than optimally Parental support is supporting factors in instilling the character of hard work. Parental support in the form of parents are willing to collaborate in the process of cultivating work character hard Without support from parents, the coach's efforts to instill hard work character is less effective Because the coach admits that even though regularly meet with gymnastics training participants but instill character Hard work also requires continuous cooperation and coordination with people old With coordination and cooperation between coaches and parents, this can be done ensure that parents also support the process of instilling the character of hard work what trainers do at home.

b) Adequate facilities.

Adequate facilities are an important component for the planting process Character education in children can run effectively and efficiently. In Forming the character of hard work in gymnastics trainees really requires facilities adequate, without supporting facilities, character formation will occur students will not perform optimally. This is in accordance with Popi Soplalin's opinion in (Syaroh & Mizani, 2020) which states that the crucial aspect in implementing quality education, one of which is educational facilities. Facility itself is a business and is the facilities and infrastructure needed in carry out or facilitate an activity Education can never work optimally without the availability of adequate facilities and infrastructure.

The facilities available at the Persani gymnastics training ground in Malang City are It is said to be good and supportive for the training activities of gymnastics trainees well The Persani gymnastics training ground in Malang City provides various facilities and good safe and comfortable infrastructure Facilities and facilities available such as Separate mats for aerobic exercise participants so that the training process can be done running effectively Apart from that there is a variety of sports equipment available for use in practice

c) Positive training environment

Apart from adequate facilities there are supporting factors in instilling character hard work is a positive training environment An aerobic exercise environment is established with a close family system that supports each other Coach Instill that aerobic exercise participants must progress together. If there is if the gymnastics trainees are left behind, another gymnastics trainee is required to help and encourage members who are left behind so they can move forward together This positive training environment is able to encourage gymnastics participants to motivated to always work hard. Because they support each other to be able to achieve achievements. When trainees feel supported, they are more tend to keep trying and don't give up easily. This is in line with opinion from (Pratomo, 2021) which states that students get it praise, support and motivation from the student's close friends, the student's character become better because students get a reward or appreciation in the form of praise that makes you more enthusiastic about improving your character.

Meanwhile, the factors inhibiting trainers from instilling character education hard work that is

a) School schedule

The school schedule is getting late so the process of training activities Sometimes it can't run optimally and there is less time to practice So in the end there is limited time in cultivating characters on the spot exercise. According to (Anggia, 2019) training is an important element in achievement without practice achievement will not be obtained Achievement Maximum achievement in gymnastics is not something that is obtained by easy without any practice. To achieve achievement, practice effectively and very optimally needed (Ashfahani 2020)

b) Trainees who are dating

There are trainees who are involved in romantic relationships or dating becomes an inhibiting factor for coaches in instilling the character of hard work. When there are trainees who are involved in romantic relationships or dating becomes an inhibiting factor for coaches in instilling the character of hard work. When trainees involved in a romantic relationship or dating can influence level of hard work of trainees Trainees involved in romantic relationships resulting in them tending to become less disciplined and responsible to their training schedule. Sometimes, personal problems arise Dating relationships, like arguments, are often brought to the practice site. This matter causes trainees to become frustrated, angry and imitated, which then affects the training atmosphere and relationships with friends. This situation not only disturbs trainees who are romantically involved, but also negatively impacting the overall productivity of the team The research findings above are in accordance with the opinion of Arifin in (Arfiansyah et al., 2018) explains that dating has a negative influence or impact on individuals namely 1) dating can lose concentration in studying. 2) social interaction. if the interaction pattern in dating is only carrying out activities together, so that the relationship becomes narrower 3) full of problems so This can lead to stress if teenagers don't feel ready to have goals and commitment.

4. Conclusion

The character of hard work is manifested in the gymnastics participants at Persani, The City of Malang is shown by its discipline, never give up attitude and attitude be serious about doing a job Inner trainer strategy instilling hard work character education in gymnastics training participants through various methods namely through implementing a serious but relaxed approach to trainees through habituation through example providing motivation and giving rewards to gymnastics training participants in the coach's efforts to instill The character education of hard work in training participants includes supporting factors and inhibiting factors Supporting factors for coaches in instilling character education hard work is the support of parents of trainees facilities and infrastructure adequate training, and a positive training environment. Meanwhile inhibiting factors trainer in instilling hard work character education, namely, a return schedule school is getting late and there are gymnastics trainees who are dating

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