

DEVELOPMENT OF IN SERVICE JOB TRAINING TRAINING MODEL IN IMPROVING THE COMPETENCE OF POST PANDEMIC COMMUNITY EDUCATORS ASSISTED BY QUIZZIZ APPLICATION

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Abstract

This research was motivated by various conditions related to the current handling of the COVID-19 pandemic. Especially with the aim of educational programs for the community related to the current situation. Given the importance of public education in dealing with this problem, increasing the understanding of educators regarding the revitalization of educational programs in the PKBM environment is very important, especially regarding its role in dealing with post-pandemic education programs by using the Quiziz application as a learning medium. The theoretical background in this study is ecoliteracy related to environmental education and resilience related to community resilience to the ongoing pandemic. The research method used is a survey method with the aim of understanding the condition of the community during the pandemic condition and a questionnaire to determine the impact of information and indirect guidance from government officials and community education institutions. The respondents selected were learning residents and community members in PKBM Geger Sunten, Suntenjaya Village, Lembang, West Bandung Regency.

Keywords: educator's competencies, training

Abstrak

Penelitian ini dilatarbelakangi dengan berbagai kondisi yang terkait dengan penanganan pandemi covid-19 saat ini. Terutama dengan ditujukan dengan program pendidikan bagi masyarakat terkait dengan keadaan saat ini. Mengingat pentingnya tentang pendidikan masyarakat dalam menghadapi permasalahan ini, maka peningkatan pemahaman para pendidik terkait revitalisasi program pendidikan di lingkungan PKBM sangat penting, terutama mengenai perannya dalam menghadapi program pendidikan pasca pandemi dengan menggunakan aplikasi quiziz sebagai media pembelajaran. Latar teoritis dalam penelitian ini adalah ecoliterasi yang berkaitan dengan pendidikan lingkungan dan resiliensi yang berkaitan dengan daya tahan masyarakat terhadap pandemi yang sedang terjadi. Metode penelitian yang digunakan adalah metode survey dengan tujuan untuk memahami kondisi masyarakat pada masa kondisi pandemi dan angket untuk mengetahui dampak dari informasi dan pembinaan tidak langsung dari aparat pemerintah maupun lembaga pendidikan masyarakat. Responden yang dipilih adalah warga belajar dan anggota masyarakat yang ada di PKBM Geger Sunten, Desa Suntenjaya, Lembang, Kabupaten Bandung Barat.

Kata Kunci: kompetensi pendidik, pelatihan

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INTRODUCTION

The corona pandemic began to enter Indonesia in February 2020 maybe even earlier, and grew more rapidly in March 2020, with these developments prompting extraordinary responses from the community. As of Monday (30/3/2020), the number of reported cases in Indonesia has reached 1,285 cases with 114 deaths and 64 patients have been declared cured. With conditions that are uncertain, it requires clear handling, especially building public awareness regarding the various things that can be done to develop community preparedness and resilience related to the challenges of the COVID-19 pandemic that is currently being faced.

Along with the decreasing number of COVID-19 cases, the Indonesian government and local governments have begun to open social activities, such as schools, shopping centers and other public facilities (Kompas, 23 October 2021). However, there are still some obstacles that require study related to the readiness of these various facilities in providing services to the community, especially in maintaining the existing health protocols. This is to avoid increasing the spread of the COVID-19 pandemic.

The Community Learning Activity Center (PKBM) is a community education unit that also provides educational services for the community. Therefore, support is needed in an effort to improve service quality, after going through the pandemic period, where learning is carried out online, then during the face-to-face learning period after the opening of public service facilities, it is necessary to provide guidance and assistance to educators/tutors at PKBM Geger Sunten . From a total of 25 tutors, only 5 people stated that they were ready and able to hold face-to-face meetings offline. This is related to schedule arrangements, determining learning implementation procedures and also related to the development of offline learning media which during 2020 to mid 2021 were abandoned, because they used online learning.

Based on the opinion of M. Kamil (2010), it is stated that mentoring of educators is also an important part in maintaining the quality of non-formal education carried out in non-formal education units. Therefore, this study seeks to analyze related to the implementation of in-service job training conducted at PKBM Geger Sunten. Especially the impact on the readiness of educators in conducting offline and online learning simultaneously. By using the Quiziz application, it is hoped that it can increase the understanding of learning residents as well as interest in learning in the learning process.

Training is one of the efforts to maintain and improve the competence of the learning participants (Utami & Nikawanti, 2019). In the opinion of Goleman, Bennett & Barlow (2012: 16-17) states that the main practices in building good training include having competence in; 1) Developing empathy for all forms of life; 2) making invisible visible and 3) Understanding how nature supports life. With these three things, it is hoped that it will support people's understanding that nature provides various human needs, but cannot be used as a tool to fulfill human desires that never end. Therefore, in developing the implementation of training, it must be related to the interests and main tasks of educators in carrying out their duties as educators in non-formal education units.

METHOD

This research approach is qualitative with the aim of finding and describing the results of this training properly and in accordance with the conditions in the field. This is in accordance with the opinion of Moleong (2005:6) which states that qualitative research is research that intends to understand the phenomena of what is experienced by research subjects such as behavior, perceptions, motivations, actions and others holistically, and by way of description. in the form of words and language, in a special natural context and by utilizing various natural methods. Thus for the in-service training process, the use of qualitative research will help to understand the existing phenomena completely and precisely. The Research and Development approach will actually be carried out, but based on the conditions in the field it has not been carried out on the implementation of the resulting product test, considering the application used is one of the free applications that can be accessed by all parties. However, in further research, a product model test will be carried out in the form of a learning module for equivalence education tutors at PKBM Geger Sunten, Suntenjaya Village, Lembang District, West Bandung Regency with the help of the Quiziz application.

The instruments used in this research are interview guides, observation guides, documentation studies from 3 parties, namely the training participants who are equivalence tutors, the manager of the community education unit, namely the head of the Community Learning Activity Center (PKBM) and non-formal education supervisors in Lembang District. As for the data analysis technique, data reduction is done by sorting and selecting data relevant to the research focus, presenting data in the form of images, diagrams, matrices or thought maps to develop a framework for the trend of research results, then finally drawing conclusions. This data analysis technique is based on the opinion of Miles and Huberman (2014: 67).

RESULTS AND DISCUSSION

Based on the results of interviews conducted with 4 respondents, namely EM, EY, EK and MM, the following results were obtained:

First, related to the focus of research in terms of learning management. In the opinion of EM, who is the manager at PKBM Geger Sunten, stated that prior to the pandemic, learning carried out at PKBM Geger Sunten was still carried out classically, where students and tutors held face-to-face meetings. For the practical learning process, the training process is carried out directly in the available laboratories. So that learning management is carried out on an ongoing basis in accordance with the established program. Meanwhile, during the pandemic, management changed a lot, especially in terms of managing and developing multi-layered and increasingly diverse learning media. This gave rise to new challenges for tutors, and had faced quite a stagnant difficulty. This is because the quality of the internet network and the ability of learning residents to obtain communication devices that are able to support the online learning process are also not evenly distributed, due to different family incomes. Meanwhile, according to the opinion of EY, who is the tutor for the equivalence program, he stated that the educational process carried out during the pandemic was still very flexible and adapted to the needs of the learning objectives. Meanwhile, during the pandemic, learning management is very limited and requires extraordinary adjustments, related to the process of delivering material. The most challenging thing is when the material is related to the training so that it cannot be carried out continuously and consistently. Especially in utilizing learning media for certain training programs. This requires tremendous effort on the part of the tutors.

On another occasion, Respondent EK who is a tutor for the training program also revealed that during the pandemic, tutors had difficulty developing training programs that were in line with the training objectives. This is because the use of learning media is very limited, due to social restrictions. In addition, students are also very likely to experience various difficulties in understanding the substance of the material presented, because there are several techniques that should be mastered but cannot be mastered optimally. Then, MM respondents who are learning citizens stated that in several learning processes it was found that the main obstacle during the online learning process was the difficulty in getting access to a stable internet signal. So that in several meetings, the meeting process is often interrupted due to network constraints, so understanding is often interrupted. Apart from that, the media and materials also often use a meeting approach before the pandemic. This is a challenge for students to learn.

Second, related to the training provided to tutors to develop innovative online-based learning models using the quiziz application. In the opinion of EM, who is the manager of PKBM Geger Sunten, this is one of the challenges and reinforcements needed to add to the various shortcomings faced previously. So that it becomes a reinforcement and gives a new color to the learning and learning management faced by tutors and students. Meanwhile, according to the opinion of EY, this kind of training is considered important. Because tutors need refreshments both for materials, methods and other applications that are expected to support the tutor's skills in delivering learning material. In addition, with the Quiziz application as one of the models, this is one of the supporters of the summative and formative evaluation process which is very good, real-time, and able to provide precise and fast feedback in the learning process. Enables tutors to understand the most suitable approach and material for each meeting and the character of the learning community. EK respondents also expressed the same thing, training using a more timely approach will make it easier for tutors to control and supervise various opportunities in the learning process. This is done primarily to find obstacles in learning and the methods used and as far as possible to find solutions to learning problems. Respondents, MM, as learning residents, admitted that after this training, they felt a change in the use of online learning media, materials with newer structures, and a more real-time and interactive evaluation approach. This encourages a renewed interest in learning.

Third, related to the impact of training on the development of quiziz application-based learning programs, according to EM, as the manager, feels very important and helped by this kind of training. It is hoped that media development training and learning evaluation can continue to be carried out and implemented to support improving the quality of learning. Respondent EY conveyed the same thing, saying that the training and assistance related to the use of the Quiziz application is expected to have a maximum impact in improving the quality of learning at PKBM Geger Sunten, especially for the equivalence program tutors. Respondents EK also revealed that equality education that has been assisted by the Quiziz application can increase the evaluation capacity of tutors, so that it is expected to support the achievement of a more optimal quality of learning. MM respondents as learning residents also revealed that equality education assisted by the Quiziz application was more interesting and gave a response that was closer to face-to-face meetings.

Based on the results of the research above, it can be found that in-service job training has a positive impact in supporting the quality of learning and educational services in community education units. This is in line with the opinion of Sugito (2021) who revealed that there is a direct positive influence on In Service Training, pedagogic competence, work climate partially or jointly on teacher performance. Thus, the role of inservice job training and the use of IT

applications in the form of Quiziz are expected to improve the quality of education at PKBM Geger Sunten.

CONCLUSION

The conclusions of this study are:

1. The learning process carried out before the pandemic period was carried out with a classical learning system that still followed the learning pattern used before the pandemic came. Meanwhile, at the time of the pandemic, the learning process faced various shortcomings, including the condition of the communication network that had not fully worked well, this was due to various obstacles such as the network and the availability of communication tools, both the Geger Sunten PKBM and the learning residents.
2. The use of the Quiziz application provides a faster response in the learning process so as to support improving the quality of learning during the recovery period of the learning process after the COVID-19 pandemic.
3. Inservice job training training has an impact in the form of increasing student motivation and increasing the variety of learning methods provided by tutors in the learning process.

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