Implementation of Hybrid Learning in Learning Package C Equivalency in Learning Activity Center

Maya Sahila A'ida[1], Imam Shofwan[2]

[1,2] Non-formal Education, Universitas Negeri Semarang

Info Articles

Abstract

Hybrid learning on equality package c more makes it easier participant his education in follow activity study teach, because combine activity learning stare advance with learning internet based. Study this aim for know implementation of hybrid learning. Research design this use approach qualitative. Data collection techniques use method interviews, documentation, and observations. Participants study covers head studio, four educators, and five participants educate. Data validity techniques using triangulation techniques and resources. Data analysis using data collection, data reduction, presentation, and conclusions. Research result this show that hybrid learning consisting of from (1) Existing planning prepared and planned moreover formerly like compile module, and how implementation hybrid learning; (2) Implementation done with combine activity stare face to face and online as well study independent; (3) Evaluation learning in the learning activity center Banjarnegara done with giving assignments, practice questions, and also exams module. Can be concluded that hybrid learning on equity package c at the studio activity study Banjarnegara already enough efficient help participant educate in learning. Novelty in study this that is carried out on equality package c at the studio activity study with use application equivalent online for helps the learning process, which is functional to upload materials, assignments and module.

INTRODUCTION

Education is factor important for growth individuals and society (Hakim & Darojat, 2023). Education makes someone who doesn't know become known and also make someone who doesn't educated become someone who is educated (Ernawati et al, 2022). In the era of revolution 4.0, restructuring repeat system education in frame welcome change and progress nation that can adapt with changing times (Yamin & Syahrir, 2020). As time goes by, things also change development system education, from change system consisting of learning from learning, teaching, curriculum, development participant educate, way learning, tools study facilities and infrastructure (Triyanto, 2020). Change system learning in this era of revolution 4.0 more utilise availability technology information and the internet, especially during covid-19 (Astini, 2022).

MENDIKBUD issued circular No.4 of 2020 concerning implementation of education in the emergency period of coronavirus disease (Covid-19). Minister of education and culture calls for a learning and learning process carried out at home through online/distance learning far, with still consider interests and conditions of each participant educate (Kibtiyah Zaini et al., 2021). Implementation policy education during the entire Covid-19 pandemic activity learning carried out online or no stare advance (Fahmi, 2020). In terms of this no means government no care with education but for good together so as not to infected with the Covid-19 virus (Rohmah, 2021). Because of activity study is something very thing important (Rohaeti & Lusiyana, 2020). Learning process online (online) this also makes educator difficulty in convey material learning, because no all participant educate enthusiastic in follow the learning process online (Wiryanto, 2020). Common thing happen in the online learning process including like availability facilities and infrastructure, mastery technology still minus, and addition cost internet quota (Saputra, 2021).

On going online learning during the covid-19 pandemic makes shocked, almost all over from district/city, province, center even international (Sadikin et al, 2020). Because many powerful educators, participants educate, or society that hasn't ready facing the era of revolution 4.0. Online learning in the middle this covid-19 pandemic as if force all man must ready to development technology moment this (Marynets et al, 2022). It means online learning however sophisticated technology used not yet capable replace implementation learning stare advance, because method interaction stare advance conventional still far more effective compared to online learning (Dwi C et al, 2020).

Enactment system learning distance remote (online) by the government, many teachers are lacking in mastery technology or stutter technology, so only give task for done at home for students no unemployed (Reksa Adya Pribadi, Adhinda Rafelliya, 2022). That matter impacts on the learning process teaching who doesn't effective. Therefore, that required serious effort in improve the learning process teach through appropriate learning models. For overcome problem this is the effort made is with apply the learning model hybrid learning or combination learning stare advance with learning online based (Rachmawati et al, 2021).

Hybrid learning is application method complete teaching, because always followed with utilization technology continuous information develop so the learning process in a way also automatically carry out digital literacy (Yunarti et al., 2022). Hybrid learning is a combination teaching direct (face to face) and teaching online, but more than that as element from social interaction (Wijaya & Budiman, 2021). Hybrid learning is integrated learning between activity learning stare advance with learning based technology computers and internet (Sanjaya Galus, 2021). Besides that according to (Wayan Widana, 2020) hybrid learning is not only reduce distance learning between tutor with inhabitant study but also improve interaction between second split party. So, learning this is also assessed profitable rather than learning stare face which is normal inhabitant study still dominant hang tutor and still follow learning traditional. Hybrid learning capable make inhabitant study become independent because learning this emphasize inhabitant study sued for hone ability, he thought with technology not only monotonous listen method lecture from his tutor. Hybrid learning also accompanies it exists technology issued by the ministry of education and culture ie application which

online equivalent a system for operate learning become concise and fixed efficient in support results study inhabitant studying at the learning activity center Banjarnegara.

Based on the reality that happened moment this learning process activities teach has experience obstacle specifically carry out learning in a way stare face, because lots participant educates those already works too. Application of the hybrid learning model give influence to results study participant educate (Rorimpandey & Midun, 2021). This matter shows that the hybrid learning model can increase motivation study participant educate and improve results study participant educate better. Additionally, with exists plearning hybrid learning on equality package c is very helpful participant still learn want to study but they already own work and must work. So that the application of the hybrid learning model is very effective implemented in the learning activity center.

Difference study this with study previously carried out by (Febrian Alwan Bahrudin, 2022) results study about implementation hybrid learning lectures during the covid 19 pandemic which were held in the even semester year academic 2021/2022 in the pancasila and citizenship education study program, faculty teacher training and education, Sultan Ageng University Tirtayasa. Difference with study before namely: (1) location research used; (2) subject study. Research conducted by (Kibtiyah Zaini et al., 2021) results study implementation of deep hybrid learning PAI learning at SMAN 2 Malang, time learning done for 30 minutes good offline or online, the applications used namely e-learnig, zoom, meet, google classroom, group wa, method learning lectures and exercises, differences with research conducted by researchers namely: (1) location study; (2) subject study. Then research conducted by (Munir & Setyowati, 2022) results study this about hybrid learning is being implemented at SMA Negeri 1 Pare with arrange every class limited to 50% of students, consisting of from 2 sessions however different day, during student wait session stare advance in a way take turns, they will access learning online (online) via existing platform provided in the form of oogle from, e-learning, quiziz, learning videos. Differences with study this namely: (1) research location; (2) subject study; (3) the platform used for online learning.

Research purposes this is for describe the implementation process learning in the studio activity study Banjarnegara, which includes: (1) planning learning; (2) implementation learning consists of learning stare face to face, online learning, and studying independent; (3) evaluation. Research on evaluation in the learning process has an important role in ensuring that learning objectives are achieved and identifying areas that require improvement. The focus of this research includes the development of effective evaluation methodologies, an understanding of the impact of long-term learning, as well as contributions to better education policy making. The results of this research are vital to improve the quality of learning and ensure that learning methods and approaches can adapt to the challenges and changing needs of present and future education.

METHODS

Research used researcher that is method qualitative, on approach qualitative researcher do nature of observation what presence in the object under study with use method descriptive. According to (Sugiyono, 2020) method study qualitative is method research used for examining the conditions natural objects, where researcher is as instrument key, technique data collection is carried out in a way triangulation (combination), data analysis inductive, and outcome study qualitative more emphasize meaning rather than generalizations. As for focus in study this that is implementation of hybrid learning on equality package c at learning activity center Banjarnegara, more specifically covers a number of aspects about stage implementation hybrid learning, namely: planning, implementation (face to face learning, online learning, and learning independent), as well as evaluation. Study this located in learning activity center Banjarnegara Jl. Tentara Pelajar No.1 Banjarnegara, Banjarnegara, Central Java, Indonesia. Participants in study this is head activity center, four educators, and five participants educate.

Study this use data sources that consist of two types namely: (1) Primary data sources obtained from source informant that is individual or individual like results interviews conducted by researchers. Primary data collection was carried out with use technique observations and interviews through activity observing, listening, analyzing and asking; (2) Secondary data sources collected through document or archives in the learning activity center Banjarnegara that is form profile file institution, structures organization, curriculum, photos available facilities, modules learning, photo activity learning, data from internet studies for example youtube, websites, journals, articles, and various source others that are relevant.

Data collection techniques were carried out through observation, interviews and documentation. Observation done with observe all hybrid learning processes in the learning ativity center Banjarnegara for obtain the required data and information for explain in a way complete, clear and profound how the hybrid learning process is carried out. Interview done in a way direct dialogue with respondents unique know information from respondents, carried out with meet a number of participants namely: one head, four educators, and five participants educate. Documentation done with in a way direct come to learning activity center Banjarnegara for see all learning and doing processes documentation activities, documentation nature documentary like photo activity learning in class, photo activity moment currently does exam, means infrastructure, modules, photos vision mission, structure organization, photo amount participant educate, photo amount educator, permission operational.

Data validity is carried out using triangulation technique and triangulation source. Triangulation technique with compare data results interview between informant one with informant other as well as suitability information between results interview, observation and documentation. Whereas triangulation source is digging truth information certain through various methods and sources data acquisition. For example, besides through interview and observation, researcher can using participant observation, written documents, archives, documents history, notes official, notes or writing personal and pictures or photo. Data analysis techniques using a technique coined by Miles and Huberman, namely collection data, data reduction, presentation, and conclusions.

RESULTS AND DISCUSSION

Implementation is something accompanying actions implementation from a plans that have been arranged in a way mature and detailed (Sakdiyah & Rosdiana, 2024). Implementation usually will done when planning already considered ripe or perfect (Juwita & Purwoko, 2022). Implementation it boils down to something activity, action or action accompanied exists mechanism something system (Caldana et al., 2023). Whereas learning is an action for building capacity in society as well as increase health on pattern think a person (Hinrichsen et al., 2022). Hybrid learning is combination between meeting direct conventional and integration technology in form of e-learning, so its implementation must compare straight with the strategy used educators and participants educate (Yunarti et al., 2022). Hybrid learning combines activity stare face and learning based computer good offline or online (Shofwan et al., 2021). Learning with a model like this seen effective because capable minimize the shortcomings contained in each model so participant educate can feel benefit from good from the learning model stare advance nor learning based technology (puspitarini, 2022).

Hybrid planning No only reduce long distance this there is between educators and participants educate but also improve interaction between second split party (Wahyuni, 2021). So, learning this is also assessed profitable rather than learning stares the usual face (ptm). Inhabitant study still dominant hang tutor and still follow learning traditional (Muarifuddin et al., 2018). So that can conclude that implementation is planned activities for reach desired goal (Usman 2002). Implementation divided become planning, implementation, and evaluation:

Planning Hybrid Learning Learning

Planning is a plan established to achieve certain goals. The planning process is a person's ability to determine direction and decisions to be realized in the form of action by paying attention to future-oriented opportunities (Herpanda & Nirwana, 2022). Planning learning can include preparing a learning implementation plan and preparing media as well source learn , then coupling evaluation learning, and scenarios learning (Pratiwi & Ibad, 2022). Planning is carried out by a manager to determine the goals or objectives to be achieved by setting necessary paths and resources in a way effective and efficient (Arifudin et al., 2021). Planning is step beginning for reach purpose, this as conveyed by Sanjaya (2012) in (Widyanto & Wahyuni, 2020) which states "planning is function beginning from activity management for can reach target or objective which effective and efficient" based on this, this planning is a step beginning which must achieved to achieve the goals or objectives to be achieved.

At the planning stage of hybrid learning in center, Banjarnegara head learning activity center activity study Banjarnegara and educators do meet planning learning includes: (1) Determining thing that will be done, when and how method carrying out a hybrid learning process. Learning process this done for four days work namely on the day monday until with thursday starting at 13.00-17.00, during the learning process stare face to face, whereas in the online learning process you can done where just and when just with use a number of application for learning like zoom, group whatsapp, the online equivalent, and youtube; (2) Collect and analyze important information for support activity learning, like the resources and infrastructure used in offline learning as well application what just will used in the online learning process; (3) Prepare and communicate related plans and decisions with learning to participant educate, for example in activities exam modules carried out in the end of the semesters indeed already given know at the beginning meeting done offline either that follows online and face to face learning, for participant students who follow online learning usually before exam module done given letter dispensation for given to party work to get it give permission participant educate for carry out the examination process module offline, this aims to ensure that students can find out where their school is, and what the situation is regarding learning activity center; (4) Discuss return e module that will be given to students as a learning guide, for e module of course use those provided by the government for guidelines learning; (5) Educators record which students will take face to face (face to face) and online classes. Face to face learning is carried out every day from monday to thursday, usually face to face (face to face) filled with students who do not work and only focus on studying. Meanwhile, online learning is filled with students who have jobs, but they want to study, so lots of participants in online education have work; (6) Doing evaluation plan.

Based on the explanation that has been explained, it can be concluded that learning planning is an important thing that must be paid attention to by heads and educators learning activity center Banjarnegara before carrying out the learning process. Because good learning planning can determine the quality of learning, the quality of education, and the quality of participants education. So, from that planning in the learning process must arranged with detailed for learning can walk in accordance what to expect.

Implementation Hybrid Learning

Learning implementation is an implementation of a previously prepared learning plan (Wahyuni, 2021). Implementation of learning is a core element of the teaching and learning process which in its implementation is based on the signs that have been created in the learning planning. Based on matter the so stage implementation this refers to what has been planned in stages planning learning, stage implementation hybrid learning consists of from:

Face to Face Learning

Face to face is method used in a way direct between teacher and those taught within class (Kirin et al., 2021). Face to face learning will always relevant and needed as stated by Tolmie and Boyle in (Wahyuni, 2021) that through participant face to face learning educate can interact with teachers and groups his peers in environment where expression face, voice and movement body contribute enrich the communication process. Presence educator needed for awaken participation active and involved participant educate in activity study (Puspitarini, 2022) .

Learning stare advance on equality package c at the learning activity center Banjaregara allready be equipped with facility adequate facilities and infrastructure for the learning process, facilities and infrastructure such as lcd, projector, room comfortable class for the learning process, toilets, fields, halls, offices, prayer rooms, rooms computer, library, place parking, as well class addition for activity exam module if in class normal no enough. Learning done during four day in a week namely on the day monday-thursday, starting from 13.00-17.00.

For module used as reference in learning use existing module designed by the ministry of mducation and culture. "Until moment this module that's us still use module that from ministry education and culture, for independent curriculum the module that right new will used for year teachings new, well later we usually will stage meeting between educators so that they can designing appropriate module with phases study independent. But if for moment this is us still use module that from ministry of education and culture (Kemendikbud)" the delivered by Mrs.Anis Karunia as one of the educator equality package c at the learning activity center Banjarnegara.

The delivery learning stare advance part big still use method lecture, where in matter this the educator explains material whereas participant educate only listen. But also use method discussion presentation matter this aims to ensure participants educate active in the process of activities learning stare face. Usually, discussion presentation done almost every week, so as in general formal activities activity presentation done with alternate the group, the group that gets it turn on sunday that means they already must be ready for lead activity discussion presentation. Participant students are also active in activity this, they each other ask answer between one with others. For distribution group usually the most frequent shared by educators so that it is deep distribution can divide in a way fair. "Usually more often shared by educators, sometimes also shared group alone but if shared alone usually not enough fair because he's smart certain with smart ones and vice versa, so more often shared by educators". Said one participant educate equality package c at the learning activity center Banjarnegara.

Online learning

Online learning is a learning process that utilizes current internet network implementation (Lubis & Dasopang, 2021). Own online learning can be understood as formal education provided by participating schools students and instructors (teachers) are on site separated so that need system telecommunication interactive as a connecting medium both and various source power required inside it (Sobron et al., 2019). Online learning or virtual learning is considered as paradigm new in the learning process because can done with very easy way without must stare face and only depend on based application internet connection, so that the learning process can taking place (Ismawati et al., 2023).

Online learning process in the learning activity center Banjarnegara done with use a number of applications that is with use zoom app, online equivalent, groups whatsapp, and also youtube videos for explanation material provided by educators for participants educate can more understand material provided. In online learning usually carried out by participants educate those already own their work no own time for follow learning stare advance but still want to learn, so they do learn via online.

For material learning, assignments, and exercises question usually use online equivalent, setara daring is a application system management designed learning for learning distance away and poured in the website model (Fibrianti & Suhanadji, 2020). Group whatsapp is usually only used for giving instruction to participant educate before do learning, meanwhile youtube usually used to explain the

process material to participant educate them more understand material provided by educators. There are some educators who don't use the online equivalent of the collection process task, but with use gdrive or email. There is some a true educator use zoom applications for the learning process, but there are also some educators who don't use zoom applications for the learning process.

"For our online learning wear application online equivalent, that is of course already created and specialized for learning activity center for non formal education, that is the application of course almost just like google classroom but of course applied already available module, so we no need enter insert module because that of course already there is. But if for assignments and related materials special of course must we share and we explain like that sis. If it's for my zoom alone not yet use application for online learning sis. That there is an application from almost service similar like a real zoom used for meeting in a way stare face, but for its use not yet maximum sis. We also use whatsapp so there is a number of children who can't access the internet so they he asked sometimes on whatsapp and whatsapp files, sometimes there are people who say they can't how the method for download material the because of course there is some are clueless, so must screenshot in one one sis" the delivered by Mrs.Linda as educator equality package c at the learning activity center Banjarnegara.

Learn to be independent.
Learning to be independent is an internal model at different times where students can learn material provided by educator in form module teaching materials or do assignments and exercises online (Dwikoranto et al., 2023). In addition, students can learn the subject matter by linking to other teaching resources. Self-learning is learning with a style or method that provides freedom, responsibility and full independence to learners in carrying out and designing their own learning activities without the help or intervention of others (Najah, 2021). Here the learner has the freedom to determine his/her study plan and learning topics when and how the learning will take place (Makleat et al, 2022). In self-directed learning, the role of the tutor or supervisor is to facilitate or design the learning process to overcome the level of difficulty in identifying learning materials (Campbell et al., 2019).

Learning process independent in learning activity center Banjarnegara that is participant educate of course truly released for learn material provided by educators where just, when just and with who just. Learning materials uploaded in online equivalent, apart from it is also used for collection assignments, and exercises question. For modules also usually already uploaded in online equivalent. The module is something package teaching that contains one draft lesson material. Teaching module is system individualized teaching possible participant educate control one unit of material lesson before switch to material units lesson furthermore (Komikesari et al., 2020). So that in the learning process independent this of course participant educate must learn the material in a way independent, educators are also independent hand in the learning process independent this. Participant educate can access material existing learning given educator that where just and when just.

Learning process independent for stare advance we tell me when beginning learning, for example at the beginning period we of course already give me an example beginning meeting we study offline, yes, then at the second meeting later we study read it yourself this until page this yes, while the learning process independent for online ones, right? they of course already independent keep going sis, so they read material in a way alone later if they not enough someone understands new they ask" the delivered by Mrs.Rena Agustina as educator equality package c at the learnng activity center Banjarnegara.

Evaluation of Hybrid Learning
Evaluation learning is effort in know situation at a time object that uses tool specific and compare the result with standard certain for obtain conclusion (Reyes-Millán et al., 2023). Can be concluded that evaluation is determining component how much big a learning process the taking place and measuring level progress as well as development participant educate (Bansu et al, 2023).

Evaluation is carried out on equality package c at the learning activity center with a number of methods that is: (1) Exercise matter, usually given participant educate moment finished learning, with exists exercise question this is to be able to evaluate participant educate is they can understand material provided by educators or rather no. There are some educators who do exercise question in a way direct after learning finished usually exercise question done with session ask answer or even direct given questions and questions written, (2) Task usually given by educators to participant educate for they do it at home, this is also for evaluate is participant educate of course right understand materials given by educators. "Exercise question usually i give if of course after exposure material that i give done, so after that i direct give they exercise about whether or not yes i love they task for done for me can evaluate they truly understand material that i give or no" matter the delivered by Mrs.Linda as educator equality package c at learning activity center Banjarnegara. (3) Exam module done at the end of the semester; all participants educate must follow exam module offline. Matter this aims to ensure that participants educate can meet directly with the educators and also came direct to school. Before done exam module previously all participants educate already told, so participant students who have work they given letter dispensation from studio activity study for a number of days do exam module and to be permitted by the site work they.

CONCLUSION

Based on results study related with implementation hybrid learning at learning activity center Banjarnegara are very appropriate applied, because in learning done in a way stare face to face, online, and also learning independent. Starting from the planning process too organized and planned in a way ripe moreover first, then for the learning process too walk with good. For participant students who have work, but they still want to study they can follow activity study online. For learning stare advance the facilities used are also available enough complete so that capable help the learning process. Then for the evaluation process as well done in accordance with the flow give exercise questions and assignments after doing purposeful learning for identify problem at each a must meet searching for solutions and improvements so that constraint the can resolved with good in meeting furthermore. So, this hybrid learning learning process can still make the learning process ongoing in a way effective and efficient.

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