

Application of Training and Development to Improve the Performance of Teachers at SMP 5 Medan after the Pandemic

¹Saimara Sebayang, ²Sri Wahyuni

¹Department of Management, Panca Budi Development University, Medan

²Department of Computer Engineering, Panca Budi Development University, Medan

¹saimarasebayang@dosen.pancabudi.ac.id

Abstract. This Community Service activity aims to conduct training and development to improve teacher performance after the Covid-19 Pandemic. The location of service activities at the Negri 5 Junior High School (SMP) Medan. This activity uses the blended learning method which is a learning method which combines two learning patterns, namely by utilizing technology and learning through teaching staff. This service activity went smoothly and all participants who were teachers were very enthusiastic in participating in the activity until it was completed. After the material was delivered, the participants were given the opportunity to ask questions and answers about the discussion of the material and even the obstacles experienced when learning was carried out after this Pandemic. There are 6 (six) models offered by the activity team that are considered capable of helping to improve Teacher performance, namely: 1) Using a Controlled Face-to-Face System Model. 2) Using a Rotation System Model. 3) Using a Flexing System Model. 4) Using an Online Turnaround System Model. 5) Using a Self-Combination System Model. 6) Using the Online Control System Model. Metode the delivery of blended learning material which is a perfect combination of face-to-face and also online, where during the Covid-19 Pandemic, it is known that there are many technologies that have undergone developments that greatly support the world of education in order to achieve success in learning. This blended learning method is also considered effective because it is to develop an innovation in the world of education in order to create optimal results.

Keywords: Teacher Performance, Training and Development, Covid-19 Pandemic

Article history: Received: 27-7-2022; Revised: 29-07-2022; Accepted: 30-07-2022; Available online: 10-08-2022

How to cite this article: Sebayang, S., Wahyuni, S. (2022) Application of Training and Development to Improve the Performance of Teachers at SMP 5 Medan after the Pandemic. *Int. Journal of Community Research and Service*, 6(2).

1. Introduction

Human resources are one of the very important factors to achieve organizational goals, including educational institutions, namely schools. Along with the development of the times and the turnaround of time, the number of human resources or teachers who are qualified and able to meet the demands of ideal educational goals is increasingly needed. Therefore, the teacher's abilities and skills need to be developed. Teacher empowerment is directed towards achieving high performance. For the achievement of high teacher performance, all factors that support this need attention. This is because the overall performance of the school lies in the high or low performance of each individual human resources in the school, including teachers as teaching staff who are one of the most important parts of the school.

Thus, HR is the main key. A teacher or educator is a professional who manages the classroom and guides students in the school environment, the teacher is required to have competence in addition to teaching and conducting research. Teachers are professional educators with the main task of educating, teaching, directing, training, assessing and evaluating learners on early childhood education pathways of formal education, basic education, and secondary education [1]. The world of education is currently growing, various kinds of updates are carried out in order to improve the quality of education. To improve the quality of education, various breakthroughs are needed, both in curriculum development, learning

innovation, and the fulfillment of educational facilities and infrastructure. To improve learning achievement, more innovative learning is needed that can encourage students to learn optimally both in independent learning and in classroom learning [2]. To achieve the goal of education in educating the life of the nation, the roles of the school through teachers and principals are very important. Teacher performance is a benchmark for school success in educating and shaping student character in accordance with the Constitution and Pancasila [3].

Even though the Covid-19 Pandemic has begun to improve, teachers must be able to readjust learning as before with different regulations. Many policies have been made by the Minister of Education regarding learning after the Covid-19 Pandemic. This requires school administrators and teachers to further deepen their knowledge and skills. One of the efforts to improve teacher performance can be done through education and training. The 'on the job' method is the most widely used method in training and development [4]. Teachers are trained on new jobs with the direct supervision of an experienced 'trainer' (instructor or other teacher); Includes all efforts for teachers to learn a job while doing it in a real workplace.

The decline in teacher performance at SMP Negeri 15 Medan during the Covid-19 Pandemic was also felt by the school. Teachers who were previously active and when the Covid-19 Pandemic was only inside the house without any outside training and direct supervision by the school, that made changes in teacher performance decrease. Therefore, the community service team is here to help overcome these problems by organizing training for teachers who serve at SMP Negeri 15 Medan. The training model selected is the *in-on* model. After this training is held, the PKM team will conduct an evaluation to find out the success of the activity, namely improving the performance of the trainee teachers. Training is a short-term educational process that uses systematic and organized means and procedures. The process is intended for participants to achieve certain abilities in achieving organizational goals. Therefore, the process is tied to the goals of the organization. Training can be viewed narrowly and broadly. The trainees will learn knowledge and skills of a practical nature for a specific purpose. The process in training must be planned, integrated, and meticulous to generate the understanding and skills necessary to improve organizational performance.

Training can take various forms, it can be *In Service Learning*, and it can be *On the job training* (OJT) *In Service Learning* is an education and pre-exercise that fully integrates services to participants with instructions and reflections to enrich the learning experience, participant responsibilities and strengthen group cooperation. This concept is very important for the trainee to achieve the objectives they have, this learning service program must present consciousness and the world of reality is side by side, thus reality is shaped by human consciousness itself. *In Service Learning* is carried out in the school where duty is on duty. This method can be carried out in the classroom with seminars, lectures with film screenings on human resource education for example. *In Service Learning* will result in a broader increased understanding of what is implemented before and after in daily work and demonstrated after completing training. On the job training (OJT) is training with job instructions by means of which worker workers are placed in real work conditions, under the guidance and supervision of experienced or trained employees [5]. OJT can be implemented in the workplace, vestibule, through demonstrations and examples, simulations, internships, classroom methods (lectures, conferences, case studies, role-playing games, and programmatic instruction), and other training methods such as *blended learning*.

The role of educators in this case is to be able to keep up with the needs of students in order to keep up with the changes that exist in society. Schools are educational institutions as a forum in transforming the balance between moral values to students in the process of implementing learning, schools are required to strive to make innovations to improve the quality of education in showing the quality of institutions nationally. Thus, in improving the quality of schools, the cooperation of educators is needed to be able to change education in Indonesia for the better and produce a quality generation. Education is an important issue and a concern for the wider community, so the government always strives to improve the quality of education, in the sense of producing graduates who are in accordance with community expectations, qualified in personality, moral, intellectual, and have faith and piety. Both through education and training programs for educators and education staff and by improving various national standards of education [6].

2. Method

2.1 Design of Community Service Activities

This community service activity will be carried out with a social support strategy. The method used is in the form of a *blended learning* method which will be explained in the training given through lectures using power point presentation media combined with banners whose material is related to the topic /

material of training, discussion, demonstration, and simulation. The topic of the activity is training and development of teacher performance after the Covid-19 Pandemic.

2.2 Activity Steps

- 1) Approaching with relevant agencies, namely the School and the Teachers of SMP Negeri 5 Medan.
- 2) Coordinate with the school and teachers and permits for the implementation of activities.
- 3) Conducting socialization of the schedule of activities.
- 4) Carrying out the preparation of material materials and tools for the implementation of activities.
- 5) Implementation of service activities.
- 6) Monitoring and evaluation of activities.

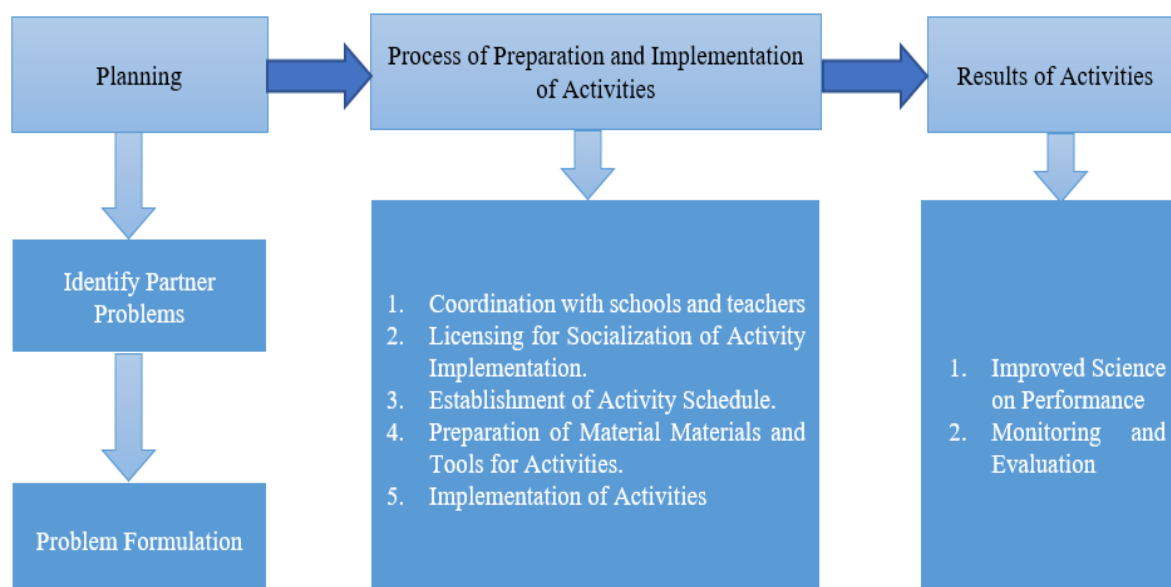


Fig. 1. Diagram of Service Activities.

2.3 Research Location of Community Service Activities

This community service activity was carried out at SMP Negeri 5 Medan with the address Jl. Stasiun Desa Besar, Kelurahan Martubung, Medan Labuhan District, Medan City-North Sumatra Province. The subject of community service activities is teachers who serve at SMP Negeri 15 Medan, which is 30 samples.

Training and development activities for teacher improvement are carried out with an explanation of material related to improving teacher performance after the Covid-19 Pandemic. In this activity, if the participants of the activity apply the activities, success in improving performance will run. It is hoped that teachers will complete according to the latest RPS designed after the Covid-19 Pandemic, namely the Independent Learning Curriculum and in accordance with School-Based Management (SBM)

3. Results and Discussion

Community service activities were carried out on July 4, 2022 at the State Junior High School (SMP) 15 Medan, with the number of activity participants, namely teachers on duty as many as 30 people. The process of activities that have been summarized and have been socialized during the implementation of activities are carried out. The activity method chosen by the service team is the *blended learning* method, because it is considered in accordance with learning after the Covid-19 Pandemic. Training is carried out with lectures in accordance with the agreed theme. The participants were very enthusiastic and enthusiastic to listen to the presentation of material from the activity team. The community service activity team is serious in delivering the activity material and can be seen in the figure, as follows:



Fig. 2. PKM Activity Team is Presenting Material.

Blended learning is a learning method that combines two learning patterns, namely by utilizing technology and learning through teaching staff. It can be concluded that the pattern in the blended learning method concept uses a combination of conventional methods and utilizes the development of information technology. From the concept of mixing patterns in the learning method is the mixing of learning that is carried out conventionally with online classes which are expected by all students to be able to be active by finding a way of learning that suits themselves, and the teacher plays a role in making the classroom atmosphere orderly, not boring, and empowering students to establish an activity that builds facilities and infrastructure in knowledge for each student. With the blended learning method, it can increase the quality and capacity of the amount in learning, because of the combination of technology and human interaction so as to develop learning [7].

Learning with the *blended learning* method aims to optimize learning so that the results of these learning activities can be better. Moreover, learning this method can build social interactions which in the direction is to form social character between teachers or other students and in the process of upgrading the material can use online or face-to-face media. The impact of learning using *blended learning* methods provides good learning independence with flexible learning time to access the time and place of lessons. There are 6 (six) models offered by the service team in the process of this activity, namely [8]:

- 1) Using a Controlled Face-to-Face System Model
All students can use the information technology system that is already available on various internet platforms to get existing materials. Not fixated only in a classroom to get a material but can take advantage of the sophistication of technology that has developed to get materials outside of class activities.
- 2) Using the Rotation System Model
In a learning model like this, by combining and rotating a face-to-face system with online learning, there is still control that is carried out by the supervisor.
- 3) Using the Flexing System Model
Where students are allowed and freed to find as much knowledge as possible from online media, the internet, and such browsers which later they will create a discussion group to discuss and exchange ideas what information they know.
- 4) Using the Online Turnaround System Model
The material that will be given in a lab room is in the form of raw materials. By activating the Wi-Fi connection that has been provided to be used to communicate with other students and with teachers.
- 5) Using the Self-Combination System Model
Students are expected to take part in class activities combined with online and conventional classes.

Teaching and learning activities are not glued to enter the room but are free anywhere.

6) Using the Online Control System Model

The method with a model is fully controlled remotely using the internet where teachers can provide and upload materials in online media. In such a way, students do not miss the material that has been delivered.

After the material was delivered by the team, the participants were also taught to use IT better. Even though during the Covid-19 Pandemic, teachers teach with an online system and there is nothing wrong with this training, they are still trained in the use of IT. After the Covid-19 Pandemic and many teachers have done face-to-face learning but do not turn their backs on technology, in fact technology must be further improved. The Government's policies on learning make all Teachers hone their skills at all times so as not to be left behind. The participants were even more enthusiastic when the training was carried out using IT, and it was also seen that the participants were preparing their media in the form of laptops and smartphones. At the end of the session, the participants were given the opportunity to ask questions and answers about activities and learning activities that were carried out after the Covid-19 Pandemic. After the question and answer session was carried out, the activity was completed. The community service activity team evaluated by communicating to the School about how teachers would improve their performance after this training activity and a photo was taken with the activity team with all participants who were teachers at SMP Negeri 15 Medan.



Fig. 3. Photos with the Team and Activity Participants.

4. Conclusion

Learning with the *blended learning* method has emerged since the development of information technology where information sources are easily accessed by online and offline learning. By way of combining the sophistication of already developed technologies such as, accessing online print media, through bloggers and the web that discuss the same material. To improve teacher performance and student effectiveness, there are several supporting elements such as face-to-face, self-study, online media, tutorial materials, cooperation, a smooth internet connection, a capable device, and evaluating learning. With these several elements, effectiveness can be created in learning methods with *blended learning* [9].

The advantages of this blended learning method are flexible time, not afraid to be late in delivering material, learning becomes easy because there are so many references available on the internet, all the material that has been uploaded can be used by anyone, can take advantage of materials from other online media, and the freedom to study the material independently, the time to exchange ideas with others becomes

flexible, expand knowledge material by utilizing internet facilities, and optimal learning with appropriate results. While the shortcomings with the blended learning method are that they do not have facilities and infrastructure that are associated with unsupportive technology, the method with *blended learning* will not be effective, students do not all have the same facilities, internet access that is difficult to access in every place or the absence of internet quota or Wi-Fi can affect learning performance.

The system with the *blended learning* method has been applied by several schools and even universities in Indonesia before the existence of Pandemic Covid-19, and it is possible that it will be applied again in Indonesia after the Covid-19 pandemic ends or maybe all schools and even universities in Indonesia because in value is more effective compared to face-to-face overall. Good use of technology combined with explanations from teachers makes students have more knowledge. This is because the method of delivering *blended learning* material which is a perfect combination of face-to-face and online, where during the Covid-19 pandemic, we already know that there are many technologies that have undergone developments that greatly support the world of education in order to achieve success in learning. This *blended learning* method is also considered effective because it is to develop an innovation in the world of education in order to create optimal results.

References

- [1] Perubahan atas Peraturan Pemerintah Nomor 19 Tahun 2005 Tentang Standar Nasional Pendidikan.
- [2] Suprpto, Eko dan Setiaawan, Hari. (2017). Dampak Penggunaan Media Pembelajaran Berbasis Web Terhadap Kompetensi Materi Perkuliahan Elektronika Dasar. *Jurnal Penelitian Pendidikan Indonesia (JPPI)*. Vol. 2, No. 3, Juli 2017. ISSN 2477-2240 (Media Cetak). 2477-392 (Media Online).
- [3] Minarsih, M. M. (2015). Analisis Pengaruh Kepemimpinan Transformasional, Moral Dan Komitmen Organisasi Terhadap Organizational Citizenship Behavior Dalam Meningkatkan Kinerja Guru Sekolah Dasar Swasta di Kecamatan Pedurungan Kota Semarang. *Jurnal Ekonomi dan Bisnis Kontemporer*, 1(01).
- [4] Busono, G. A. (2016). Pengaruh Sistem Pelatihan Dan Pengembangan Karyawan Terhadap Kinerja Karyawan Pt. Persada Sawit Mas (PSM) Kecamatan Pampangan Kabupaten Ogan Komering Ilir. *Muqtashid*, 1(1), 81-114.
- [5] Wiyono, 2015. Meningkatkan Kompetensi Manajerial Calon Kepala Sekolah Melalui On The Job Learning (OJL). LPPKS Gondangrejo Karanganyar, Jawa Tengah Indonesia.
- [6] Sarifudin, Agus. (2018). Peningkatan Kinerja Guru dalam Implementasi Penilaian Sistem SKS Melalui Supervisi Akademik Pengawas Sekolah. *Edukasi Islami. Jurnal Pendidikan Islam*, Vol. 08, No. 02 Agustus 2019.
- [7] Tsuwaybah Al Aslamiyah, Punaji Setyosari, & Henry Praherdhiono. (2019). Blended Learning Dan Kemandirian Belajar Mahasiswa Teknologi Pendidikan. *Jurnal Kajian Teknologi Pendidikan*.
- [8] Ahmad Kholiql Amin. (2017). Kajian Konseptual Model Pembelajaran Blended Learning berbasis Web untuk Meningkatkan Hasil Belajar dan Motivasi Belajar. *Jurnal Pendidikan Edutama*. Vol. 4, No. 2.
- [9] Sulihin B. Sjukur. (2012). Pengaruh Blended Learning Terhadap Motivasi Belajardan Hasil Belajar Siswa Tingkat SMK. *Jurnal Pendidikan Vokasi*, Vo. 2(No. 3).