

Fun POAC, A Learning Media for Human Resources Course

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Abstract

This type, of course, consists of compulsory courses, prerequisites, concentrations, and electives. Human Resource Management courses are compulsory courses that must be followed by all undergraduate students of the Department of Management at the Faculty of Economics, Malang State University. The development of *Fun POAC Human Resources* Application as an e-learning medium in this human resource management course is to create and develop electronic learning media which will be able to make it easier for students to understand how planning, organizing, moving, and controlling human resources in an organization, Making learning in resource management courses is not boring and interesting because it is not only encouraged in listening to what lecturers say but is packed with application devices with various accessories and interesting features that can make students motivated to open, read and understand learning materials, assignments and practices. The material on the application is packaged for one semester lectures. The e-learning media developed consists of *fun planning HR*, *Fun Organizing HR*, *Fun Actuating HR*, and *fun controlling* desktop-based menus so that students or those who want to use this application can install it on their respective computers or laptops. The development method carried out is the Borg & Gall development model using waterfall grooves(*waterfall*) at the stage of development. The development stages start from needs analysis, product planning, product development, trial/implementation (validation), revision, and report creation. The product results in the form of the "Fun POAC Human Resources" Application as a learning medium in human resource management courses and will be equipped with media application videos, as well as media usage instructions.

Keywords: *Application, Fun POAC, E-learning.*

I. Introduction

The Free Learning Policy proclaimed by the Minister of Education certainly brings a new direction of change in the world of education, especially at the Higher Education level, related to students who

have the right to study outside the study program for one semester. Related to this, of course, in the learning process in the lecture so that students are more interested in the material delivered, and also as basic knowledge when exploring knowledge and other experiences outside the study program or campus.

Learning media is very useful in supporting real learning. the use of learning media, will help teachers or lecturers to more easily convey the material. In this day and age where all began to rely on technology, all learning is more interactive and interesting when packaged in electronic media in the form of laptops or computers, where later also displays images, videos, music, and also motivational words. Learn Frame.com in the Glossary of e-learning Terms [1] states that: e-learning is an educational system that uses electronic applications to support teaching and learning with Internet media or computer networks and standalone computers. According to Rusman [2], e-learning is all learning activities that use the help of electronic technology. Through e-learning, students' understanding of a material is not dependent on the teacher or instructor but can be obtained from electronic media.

Human Resource Management courses are courses that must be taken or taken by all students in the Department of Management of the Faculty of Economics. The material in this lecture studies Job Analysis, HR Planning, Recruitment, Selection, Placement, Training, Compensation, Motivation, Career Development, Occupational Health and Safety, Performance Evaluation, Mutation, Promotion and Demotion, and Employee Dismissal. The learning process of Human Resource Management courses so far the tendency is still only the delivery of lecture materials using PPT with a direct explanation or online conference, and or PPT with audio explanation, the provision of individual tasks is also still written manually and group discussions face-to-face, there is no special media human resource management courses in the form of electronics, who group the materials specifically there is a material part of HR Planning (P) with tasks or practices, material part of Organizing HR (O) with Who group the materials specifically there are materials from HR Planning (P) with tasks or practices, HR Organizing (O) section materials with tasks and practices, HR Actuating (A) section materials with tasks and practices, and HR Controlling (C) section materials with tasks and practices. Duties and practices, HR Actuating (A) section materials with tasks and practices, and HR Controlling section materials (C) with tasks and practices.

The development of e-learning media is in the form of desktop-based learning media that can be installed by students on their computers or laptops each consisting of Fun Planning HR, Fun Organizing HR, Fun Actuating, and Fun Controlling menus. In the menus will be grouped human resource management lecture materials, both theory, assignments, and practices according to the group/part, e-learning media is named FUN POAC because this e-learning media later on each menu

or section will be given motivational words, interesting images, and music, and made material delivered so that it is easier for students to understand that means fun to learn (FUN), while POAC is the functions of management, where later the material theory of human resource management courses will be explained in terms of planning, organizing, actuating and controlling according to the material chapter. Karena that development will focus on the Application "Fun POAC Human Resources" Media E-Learning in Human Resources pada Course.

II. Method

The development research model that will be carried out is the Borg & Gall development model [3] using waterfall grooves(*waterfall*)at the stage of development. The development stages start from needs analysis, product planning, product development, trial/implementation (validation), revision, and report creation.

The stages of development research are as follows: 1) The initial information gathering stage: At this stage, what is done is to look for theories or references related to interactive e-learning media and observe and interview students who have taken human resources management courses. about the shortcomings in the learning process related to learning media and interviewing lecturers who have fostered human resource management courses related to learning media used, 2) The stage of product development planning: At this stage what is done is to formulate product development goals, namely to create a more interactive e-learning subject in the form of Fun POAC Application which can later be installed by students on their respective computers or laptops, 3) Product development stage: At this stage what is done is to create e-learning media in the form of Fun Planning HR menu, *Fun Organizing HR*, *Fun Actuating HR*, *Fun Controlling HR*, 4) Product trial stage: At this stage what is done is to apply e-learning media in the classroom to participants of human resource management courses by working with lecturers inhuman resource management courses, then asking expert validators to assess the validity of Fun POAC's e-learning media development products, 5) Product Revision Stage: at this stage what is done is to correct the shortcomings of the product after being tested in a class of management courses on human power, 6) The stage of making the report: At this stage what is done is to make the final report of the results of e-learning media product development, along with presenting the form of products in the form of Desktop-based Fun POAC Applications stored in CDs, flash disk, google drive and uploaded at the Innovation House of Malang State University.

III. Results and Discussion

. This desktop-based Fun POAC Human Resources application has several menus consisting of *Fun Planning HR* which contains materials and human resource management course assignments that are grouped as planning materials in human resource management, namely human resource planning, recruitment, and employee dismissal, and provided also features the calculation of employee needs in a department in the company. Then *Fun Organizing HR*, the material consists of job analysis, selection, placement, and employee orientation, as well as Mutations, promotions, and demos, materials are grouped as part of employee organizing in human resource management. Furthermore, the *Fun Actuating HR menu*, where the material consists of employee compensation, work motivation, career development, and Occupational Health and Safety (K3), and for Compensation, materials there are features to calculate the wage scale in a company or industry. These materials are categorized as materials to move employees in human resource management. Lastly, Fun Controlling HR consists of Performance Evaluation materials and comes with an example feature of the Performance Evaluation form. This application is said to be Fun because it is equipped with music menus and motivational words that can provide learning motivation to students when opening this electronic learning media.

This E-learning media can be used by users or students by downloading or copying and then installing it on a computer or laptop and can store tasks done on this media, questions or instructions submitted as contained in each menu. Here are the menus found in the Fun POAC HR application".

Initial view, Register and Sign in

The first view after the Fun POAC HR application is installed on the Desktop is like the following image.

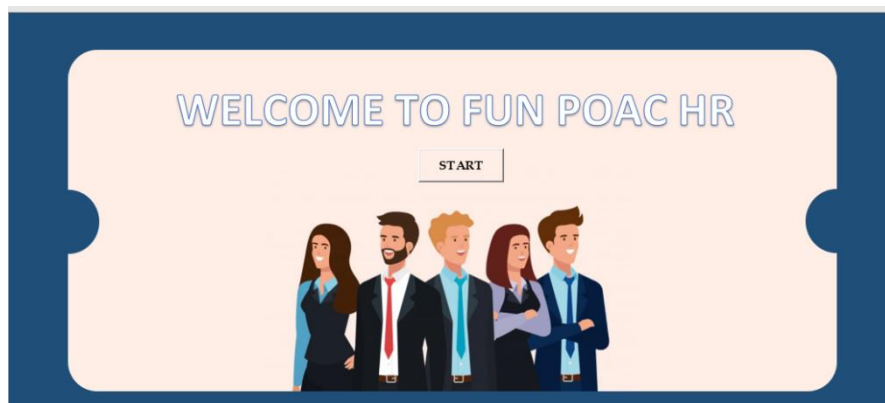


Figure 1. Fun POAC HR app early view

To go to the next menu the user can click "START" and will go to the Sign-in menu.



Figure 2. App Sign In the menu

Users or students must register first by entering the Student Master Number (NIM) and student name, new users students can "ENTER" in this Fun POAC HR application.



Figure 3. NIM Filling Menu and Student NAME

Fun POAC HR App Main Menu

After clicking on the "ENTER" feature, it will appear the display of Fun Planning HR, Fun Organizing HR, Fun Actuating HR, and Fun Controlling as follows, equipped with motivational words.



Figure 4. FUN POAC HR menus

Use of Fun Planning HR Menu

If the Fun Planning HR menu is opened or clicked, then there are contents in the form of materials categorized as Planning Human Resources, which are equipped with tasks for student practice to better understand human resource management, such as the following image.



Figure 5. Content View of Some Fun Planning HR Menu

Examples of the contents of the Hr Planning Task Menu Fun Planning HR, students fill in the answers in the provided column and save them (Save). Like the following picture.

TASK PERENCANAAN SDM

1. Jika anda menjadi seorang Manajer SDM, Bagaimana cara anda untuk mengatasi beberapa kendala dalam perencanaan SDM?

2. Pilihlah salah satu jenis usaha berikut ini: Perhotelan, perusahaan Tekstil, Perbankan, Produksi makanan/minuman, Coffee shop.

Bayangkan salah satu jenis usaha diatas adalah perusahaan anda. Perusahaan anda akan melakukan pengembangan usaha, membuka cabang baru. Tentukanlah posisi-posisi/jabatan apa saja yang dibutuhkan perusahaan, dan kira-kira berapa orang pekerja yang diperlukan untuk mengerjakan pekerjaan-pekerjaan pada jabatan atau posisi-posisi yang Anda rancang tersebut!

BACK CLEAR INPUT

Figure 6. Content Task menu HR Planning Fun Planning HR

Furthermore, the contents of the Recruitment Task on this Fun Planning HR menu are as follows.

TASK REKRUITMENT

Setelah anda mempelajari PPT Rekrutment, Perencanaan SDM dan Analisis Pekerjaan, kerjakanlah tugas berikut ini: Buatlah Lowongan Pekerjaan (Rekrutment Eksternal) untuk mencari karyawan guna mengisi jabatan yang dibutuhkan pada perusahaan anda! Lowongan yang anda buat bisa anda informasikan pada media cetak atau media online!

BACK CLEAR INPUT

Figure 7. Content Task Recruitment Fun Planning HR

Use of Fun Actuating HR Menu

If the FUN ACTUATING HR menu is clicked, the menu will appear as follows. If clicked will appear PPT and Task (task) each material. In this Fun Actuating, there is also a Wage Scale Count menu.



Figure 8. FUN ACTUATING HR menus

To see the contents of the Fun Actuating HR material task for example Work motivation, please click and will appear the contents of the Task (task) Work motivation, as follows.

Figure 9. Fill in the Work Motivation Task Menu

Use of FUN Organizing HR Menu

If clicked FUN ORGANIZING HR then will exit the contents of the materials categorized fun organizing HR as follows



Figure 10. Fill fun organizing HR

Example of work analysis material task on the FUN ORGANIZING HR menu

Figure 11. Content Task (Task) Job Analysis

Use of Fun Controlling HR

If clicked FUN CONTROLLING HR will appear PPT and Performance Evaluation Task display and example performance evaluation form that can be filled in and saved for the practice of filling out the Performance Evaluation form.

Figure 12. Menu FUN CONTROLLING HR

If in Click Task (task) Performance evaluation will appear like the following image.

TASK EVALUASI KINERJA

Buatlah indikator pekerjaan dan standar kinerja 2 jenis profesi atau jabatan dalam suatu perusahaan!

BACK CLEAR INPUT

Figure 13. Performance Evaluation Task

The performance evaluation form menu if clicked will appear as follows:

FORM PENILAIAN KINERJA KARYAWAN
isikan_nama_perusahaan_disini

Penilaian Kinerja Karyawan

Mengajukan penilaian kinerja karyawan dengan data sebagai berikut :

Nama
Departemen
NIK
Jabatan
Periode Penilaian

I. Absensi dan Keterlambatan

1. Sebab dan jumlah hari Absen
a. Sakt ☐ Hari; b. Cuti ☐ Hari; c. Izin ☐ hari

2. Keterlambatan
☐ Pernah ☐ Tidak Jika Pernah ☐ Kal Terlambat dalam 6 Bulan

3. Datang Siang
☐ Pernah ☐ Tidak Jika Pernah ☐ Kal Datang Siang dalam 6 Bulan

4. Pulang Siang
☐ Pernah ☐ Tidak Jika Pernah ☐ Kal Pulang Siang dalam 6 Bulan

II. Penilaian Hasil Kerja

1. Inisiatif ☐ KS ☐ K ☐ C ☐ B ☐ SB
2. Disiplin ☐ KS ☐ K ☐ C ☐ B ☐ SB
3. Tanggung Jawab ☐ KS ☐ K ☐ C ☐ B ☐ SB
4. Kualitas ☐ KS ☐ K ☐ C ☐ B ☐ SB
5. Kuantitas ☐ KS ☐ K ☐ C ☐ B ☐ SB
6. Kerja Sama ☐ KS ☐ K ☐ C ☐ B ☐ SB
7. Motivasi ☐ KS ☐ K ☐ C ☐ B ☐ SB
8. Pemahaman thd Tugas ☐ KS ☐ K ☐ C ☐ B ☐ SB
9. Penyesuaian Diri ☐ KS ☐ K ☐ C ☐ B ☐ SB

III. Rekomendasi / Catatan Penilai

Pemberi Nilai

Atasan Langsung
Tanggal

Menyetujui

Pimpinan
Tanggal

SIMPAN

Figure 14. Examples of Employee Performance Assessment Forms.

Implementation of Fun POAC Human Resources Application in Human Resource Management Class

Media E-Learning Fun POAC Human Resources, tested in 3 Human Resource Management Classes, namely OFF N, OFF L, and OFF M. Matalliah Human Resource Management obtained by students in this Semester Gasal. Students participating in human resource management lectures from the three OFF are asked to copy and install this Fun POAC Human Resources application on their respective laptops or computers. Then students are asked to do some tasks in the application, then save, and the results are sent by students to SIPEJAR, which can be in Image, PDF, Word, or Excel format. Here is one of the tasks that students do on the menu in the Fun POAC HR application:

TASK MOTIVASI KERJA

- Buatlah minimal 2 kata-kata motivasi originalitas karya anda dan apa tujuan anda menyampaikan kata-kata motivasi tersebut! (misal: untuk motivasi kerja)

MOTIVASI |

1. Jika menginginkan apa yang belum pernah ada maka cobalah melakukan apa yang belum pernah kamu coba
Tujuan : Kami berfikir jaman sekarang banyak sekali yang menginginkan hal dengan cara cepat dan instan padahal hal tersebut harus di gapai dengan usaha sekaligus doa.
2. Jika tidak diberi apa yang kamu mau sekarang pasti besok kamu akan mendapatkannya.
Tujuan: kata kata ini ditujukan untuk membangkitkan semangat seseorang dan agar orang tersebut tidak mudah berputus asa dikarenakan apa yang dia dapatkan tidak sesuai dengan harapannya.
3. Jangan hanya dipikirkan tapi kerjakan!
Tujuan : Banyak dari kita yang hanya memikirkan apa yang akan kita lakukan saja, sehingga dari pikiran ini membuat kita tidak berkembang karena memikirkan apa yang akan terjadi di masa yang akan datang karena memikirkan apa yang akan terjadi di masa yang akan datang

BACK CLEAR INPUT

- Menurut pendapat teori tiga kebutuhan dari McClelland dan Atkinson lebih sesuai diterapkan atau terjadi pada karyawan level mana? Top, middle atau low? Dan karyawan dengan karakteristik yang bagaimana?

Teori tiga kebutuhan dari McClelland dan atkinson lebih sesuai di terapkan untuk karyawan level TOP misalnya Top Manager (Manajer keuangan, Manajer Operasional, Manajer pemasaran), dengan karakteristik :

1. Pendidikan yang tinggi
2. Berpengalaman
3. Memiliki banyak prestasi unggul
4. Memiliki koneksi link yang luas
5. Memiliki Kekuasaan yang tinggi
6. Menjadi pendengar yang baik

Figure 14 Examples of Work Motivation Tasks filled by Students

TASK MOTIVASI KERJA

- Buatlah minimal 2 kata-kata motivasi originalitas karya anda dan apa tujuan anda menyampaikan kata-kata motivasi tersebut! (misal: untuk motivasi kerja)

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3. Jangan hanya dipikirkan tapi kerjakan!
Tujuan : Banyak dari kita yang hanya memikirkan apa yang akan kita lakukan saja, sehingga dari pikiran ini membuat kita tidak berkembang karena memikirkan apa yang akan terjadi di masa yang akan datang tanpa melakukan pekerjaan tu terlebih dahulu. Padahal apabila kita langsung mengerjakan hal yang baru, bisa jadi tidak seburuk dengan apa yang kita pikirkan.

4. Bekerja keraslah karena kesuksesan tidak datang dengan sendirinya.
Tujuan: Dengan kerja keras kita bisa mewujudkan mimpi kita karena usaha merupakan salah satu cara untuk mencapai keberhasilan dalam hidup

BACK CLEAR INPUT

- Menurut pendapat teori tiga kebutuhan dari McClelland dan Atkinson lebih sesuai diterapkan atau terjadi pada karyawan level mana? Top, middle atau low? Dan karyawan dengan karakteristik yang bagaimana?

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1. Pendidikan yang tinggi
2. Berpengalaman
3. Memiliki banyak prestasi unggul
4. Memiliki koneksi link yang luas
5. Memiliki Kekuasaan yang tinggi
6. Menjadi pendengar yang baik

Figure 15 Examples of Advanced Work Motivation Tasks filled by Students

IV. Discussion

Students of human resource management classes, Off N, M, and L, 85% stated that the content and display aspects are categorized as feasible. For the programming aspect, 80% declared it feasible. According to students, the Fun POAC application is interesting, because it comes with motivational words, and its features are also easy to operationalize. Plus the analysis tools of the calculation material, so that the data in the form of numbers is only entered in the tools, then the final result will come out. Also equipped with examples of material forms, where students can directly fill in number data, which facilitates students' understanding of Human Resource Management materials.

The tasks in this application, are very supportive for knowledge and practice in the field of Human Resource Management. The material has also been grouped in the categories of Planning in the field of human resources, organizing human resources, boosting human resources, and controlling human resources. Based on the opinion of some students who have used this application, there are still some shortcomings, namely some application menu buttons When clicked, the appearance

is rather long, and after the storage of the data in the contents, then return to the initial view, so if you want to continue filling must click again the task menu that is done again, to continue filling in the data, or work on the task.

This application is named Fun POAC Human Resources application, because it is expected that students are happy to study human resource management courses because the material stored on electronic media is very friendly with students and equipped with motivational words that make students excited, with the motivation given, this is what is conveyed by Rahmanisa [4] who argues that By using learning media (E-Learning), students can absorb and get various materials and materials taught by lecturers, so it will encourage to play an active role and improve self-reed in learning, as well as improve the quality of materials and materials from the learning process. Students are more disciplined in time. The use of E-Learning Media provides many benefits for teachers in providing materials and materials of lectures and students as recipients of materials. Emda [5] defines learning motivation as a person's drive to do something to achieve a goal. Meanwhile, according to Manuhutu (2015), learning motivation is all the driving force of students who are encouraged to learn and ensure continuity, provide direction of learning activities, so that from research it is concluded that learning motivation is encouragement or effort in every individual or person in achieving goals or goals. People who like the use of learning media (E-Learning) will increase motivation to excel but instead will provide a decrease in motivation to learn for students who do not like the use of learning media (E-Learning). The principle of E-learning is to connect with a network that makes it easy to update, store, distribute, and share instructions and instructions instantly [6]. To improve traditional forms of teaching and administration in universities e-learning already is used very effectively in teaching at universities [7]. LMS (Learning Management System) is software for creating online (web-based) lecture materials that in the current era is implemented using LMS Moodle.

V. Conclusion

Hasil from the creation and application of application products that have been done, so for the development of this learning innovation can be concluded: 1) The development of E-Learning media fun POAC Human Resources application consists of menu Fun Planning Human Resources, Fun Organizing Human Resources, Fun Actuating Human Resources, and Fun Controlling Human Resources, equipped with words Motivation and Analytical Tools, 2) This Fun POAC Human Resources application is used as a learning medium for Human Resources Management courses in distance lectures. Obstacles in the use of this application are some application menu buttons When clicked, the appearance display is rather long, and after the storage of the data in the contents, then

return to the initial view, so if you want to continue filling must click again the task menu that is done again, to continue filling the data, or work on the task.

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