

Strategies for Increasing Professionalism Country Civil Aparature through the Development of Competence Widyaiswara in Designing Video Learning in Bkpsdm Sukabumi District

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Abstract:- Teaching and learning activities in the classroom, generally meet the process of a communication. The basic component of effective communication consists of interrelating relationships of three elements, namely instructors, media and participants. Great teaching and learning activities occur when participants understand the message conveyed by the instructor through the selection of appropriate learning media, so that participants are motivated to determin/choose the best step or can even change their beliefs. Based on the results of the survey analysis, 88.9% Widyaiswara in Human Resources and Development Agency Sukabumi Districts use the video as a teaching tool that is often used, but sanagt rarely use and learning methods varied, it is in line with the results of a preliminary survey of the participants / alumni of the training participants who chose video as a medium of learning favored (60% of 520 respondents). However, this is not proportional to the mastery of the human resources and development agency lecturers in making learning videos. Based on the results of observations and interviews with Widyaiswara Human Resources and Development Agency Sukabumi Districts. There are several obstacles in optimizing video as a learning medium, one of which is the difficulty of getting videos that are in accordance with the learning scenario on certain material. In addition, the tendency of widyaiswara to get videos by downloading from the internet (youtube), this is very wide with legal problems because the video has someone else's copyright. Based on the data obtained in the survey, 66.7% of widyaiswara stated that they are proficient in operating Microsoft Powerpoint, this is an opportunity and strength to do widyaiswara's competency improvement activities in making videos by optimizing Microsoft powerpoints.

Keywords:- Learning Media, Learning Videos, Microsoft Power Point.

I. INTRODUCTION

Development and Increased Competency human resource is of increasing importance in line with the dynamic demands of society, the regional administration is increasingly complex, policy changes and strategic environment, changes in the paradigm of governance (Good Governance Public Service Excellence), and the flow of globalization such as integrated economic (MEA, AFTA, WTO). Sukabumi Regency Human Resources and Human Resources Development Agency as a work unit supporting the Regent of the Regency. Sukabumi on the implementation of governmental tasks and development in the field of employment and human resources development has been committed to advancing and improving field service personnel and human resource development of effective and efficient and able to boost the professionalism of the civil service and public service quality so as to create governance good. The activity of advancing and improving service in the field of staffing and developing HR is one of them by organizing education and training, this requires synergy performance from various parties, one of which is the role of Widyaiswara. Widyaiswara as educators have a role and spearhead in determining the quality of each activity Education and Training. Widyaiswara is not only in charge of teaching, educating and training, in its development it must also function as a facilitator, counselor, dynamist, inspirator and even must be able to be a leader and guide and servant.

The learning activities are carried out widyaiswara in the classroom, in general fulfill a communication process. The basic component of effective communication consists of interrelating relationships of three elements, namely wi d yaiswara, media and participants. Great teaching and learning activities occur when participants understand the message conveyed by widyaiswara through media selection appropriate learning, so participants are motivated to determine / choose the best step or can even change their beliefs. The task of a widyaiswara is quite simple, which is to help participants see what widyaiswara sees. To do their job, widyaiswara must be able to entertain, educate, persuade, motivate and change.

Based on the results of a survey analysis conducted by the author, 88.9% Widyaiswara in Human Resources and Development Agency Sukabumi Districts. Sukabumi uses video shows as a teaching aid that is often used. This is in line with the results of a preliminary survey of participants/alumni of training participants who chose video as the preferred learning medium (60% of 70 respondents). Based on the results of observations and interviews with Widyaiswara Human Resources and Development Agency Sukabumi Districts. Sukabumi, there are several obstacles in optimizing video as a learning medium, one of which is the difficulty of getting videos that are in accordance with the learning scenario on certain material. In addition, the tendency of widyaiswara to get videos by downloading from the internet (youtube), this is very wide with legal problems because the video has someone else's copyright.

Based on the data obtained in the survey, 66.7% of widyaiswara stated that they are proficient in operating Microsoft Powerpoint. This has become a strength and strategic potential to answer widyaiswara's problems in optimizing video as a learning medium. Research/Study history has defined criteria for the use of video as a medium of learning, but little information about improving the competence to design and create video by optimizing slide/broadcast material. Therefore, it is necessary to conduct strategic activities to design and create learning videos through optimization of slides/broadcast material.

II. RESEARCH PURPOSES

- As a contribution to thinking concept in the form of Human Resources and Development Agency Sukabumi Districts. Sukabumi, specifically the aspect of enhancing the competency of ASN Professionalism in developing the Widyaiswara Competence in the method of learning through
- Foster creativity among Widyaiswara, so that they can contribute to the advancement of Widyaiswara's competencies in the application of designing learning videos
- The research proposal is expected to be a vehicle for the transformation of Widyaiswara's competence in the use of designing learning videos in the future.
- Proving the potential and insight of the concept level that is owned by Widyaiswara Expert in dealing with and solving problems in the form of research can be implemented and become accustomed to being interviewed.
- Try as much as possible to provide research as a solution to make improvements to the competence of lecturers in designing instructional videos.
- Improving knowledge Widyaiswara in the optimization of learning videos as a medium for effective learning;
- Increase the knowledge of Widyaiswara in designing and making slides / material that are not boring;
- Increasing Widyaiswara's competence in designing and making learning videos through optimization of slides / show material

III. RESULTS AND DISCUSSION

Situation analysis is the data collection stage taken by the writer before designing and planning a program. The situation analysis aims to gather information includes the type and form of activities, parties or the public involved, measures and strategies to be taken, tactics, and budget costs required to implement the program. One of the requirements in problem solving and decision making is that problems must be formulated specifically. To do this, one method that can be used, Seriousness, and Growth one tool to reorder the priority issues to be resolved. You do this by determining the level of urgency, seriousness, and development of the issue by determining the scale of grades 1 - 5. Issues that have the highest total score are priority issues. Situation analysis can be interpreted as analyzing a situation that is a problem or scope of which is the responsibility and limits of the authority of a unit in an organization.

In general, the situation analysis process consists of an internal situation analysis and an external situation analysis.

- Analysis of the internal situation is an overview of the whole of the perceptions and actions of the organization.. type of analysis of the internal situation is a personal relationship (personal contact), key information, the Internet, the regulatory body, the ombudsman, and field research.
- External situation analysis is a systematic review of the background of problems that are outside the organization. Types of external situation analysis include secondary data (literature studies), surveys, observations, and content analysis.

The USG method is one way to determine the priority order of problems with the scoring technique. The process for the USG method is carried out with due regard to the urgency of the problem, the seriousness of the problem at hand, and the likelihood of the problem developing.

This research uses a qualitative approach with a case study design. Qualitative research is research that seeks to explore the perceptions of research informants through the interaction of researchers with research informants in a natural context (miles et, 2014). while the case study design refers to the research process that seeks to collect specific information about the application of learning videos to alumni of training participants who have a social setting, events, and groups that allow researchers to understand phenomena, events, events, function, work, or or operate (berg, 2001). There are two types of data that are the main source of this research, primary data and secondary data. Primary data is data derived from research information collected by in-depth interviews and field observations, while secondary data is research data derived from data collected from education managers.

The key information of this research comes from a number of related education and management managers and intensive institutions who become training alumni,

such as the Lastsr CPNS training alumni and the Pim III and IV training programs in the Human Resources and Development Agency Sukabumi Districts and several similar training alumni in several districts and cities/ministries.

Collecting data in the research will be carried out by in-depth interview techniques face to face, questionnaire, which is based on the guidelines and technical documentation techniques interview, observation and group discussions focused on the goals and objectives of the research tool engineering techniques include:

An in-depth interview is an information process that takes place informally that aims to build a bridge of inter-subjectivity between the interviewer and the interviewee (Bloor and Wood 006 p. 103 -106). Interviews intended for include:

- consult on the application of designing learning videos to alumni of training participants conducted by widyaiswara
- Consult the expectations of respondents in the past and future, related to the application of designing learning videos conducted by widyaiswara
- In-depth interviews were conducted in a formal or informal atmosphere through structured Q&A.

To get information as the completeness of the data and information researchers also deploy austere form of several

questions relating to the application and instructional videos by using google form. Of the various problems faced by Human Resources and Development Agency Sukabumi Districts in carrying out duties and functions has done a lot of strategies, especially in improving professional human resources but until now the Vision and Mission has not been fully achieved, many factors cause the vision has not been achieved, which factors usually arise from internal and external environment of Human Resources and Development Agency Sukabumi Districts.

After the internal and external analysis of Widyaiswara and graduates of the Human Resources and Development Agency Sukabumi Districts through quiesoners was found, the results were found to be the basis of problem strategies that influence in realizing widyaiswara to have high competence in implementing dikjartih. The problems are:

- Less optimal performance and design of slides / slides;
- Low competency in designing and making learning videos;
- Lack of opportunities for Widyaiswara to join in increasing competence in the field of designing learning videos

From various problems faced by BKPSDM Sukabumi Regency can be known by comparing the current conditions with the expected conditions as follows:

PRESENT CONDIITION		THE EXPECTED CONDITIONS	
1.	Less than optimal design and preparation of slides / good broadcast material;	1.	Optimization the design and preparation of slides / materials through the good and true
2.	Low competency in designing and making learning videos;	2.	Increased competence in designing and making learning videos
3.	3. Lack of Widyaiswara's opportunity to participate in increasing competence in the field of designing instructional videos	4.	3. Many opportunities for Widyaiswara to join in increasing competence in the field of designing instructional videos

Table 1

Problem solving matrix with the USG method

No	Problem	U	S	G	Total
1	Less optimal design and preparation of slides / good broadcast material	4	4	5	13
2	The low competence of widyaiswara in designing learning videos	5	5	5	15
3	Lack of opportunities for Widyaiswara to join in increasing competence in the field of designing learning videos	4	4	4	12

Table 2

Note: based on Likert scale 1-5 (5 = very large, 4 = large, 3 = medium, 2 = small, 1 = very small)

On the basis of the matrix, then the issue is a priority is "Low Competency lecturers data designing instructional video." When viewed from the results of the USG analysis above, the priority to do a review or resolution in the Research Proposal is the Low Competency of widyaiswara in designing learning videos so that the fulfillment of video media as a learning media is given optimally by widyaiswara to training participants with widyaiswara's competency improvement strategy. in designing and making learning videos through optimization of slides / broadcast material it is expected that widyaiswara are able to create strategies and solutions in optimizing to be achieved so that the training participants will feel satisfaction in learning.

IV. CONCLUSION

Lecturer in improving the competence of designing and developing instructional videos through the optimization of the slide/broadcast material feels very important, SWOT analysis and ultrasound made the basis for the implementation of activities to increase the competence trainers in developing instructional videos. By taking into account the external and internal environmental conditions of the BKPSDM Sukabumi regency, as described above, it can be identified a number of external strategic factors which are opportunities and threats, and internal factors which include the strengths and weaknesses of the organization which determine the success in the development of Widyaiswara's competence.

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