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Classroom Action Research Training for Indonesian Language Teachers of Vocational Schools in Rembang Regency

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Abstract: This research aims to analyze employee performance improvement through competency, organizational culture and organizational commitment at public and private vocational schools in Rembang Regency. There were 275 respondents. Primary data uses a questionnaire. The analysis tool concludes that (1) Teacher Competency has a significant positive effect on increasing organizational commitment in Public and Private Vocational Schools in Rembang Regency, this explains that the better the competency, the more organizational commitment will increase. (2) Has a significant positive effect on increasing organizational commitment at public and private vocational schools in Rembang Regency, this explains that with better learning media, organizational commitment will increase. (3) Competence has a significant positive effect on improving teacher performance in public and private vocational schools in Rembang Regency, which explains that the better the competency, the teacher performance will increase. (4) There is a significant positive influence on improving teacher performance in public and private vocational schools in Rembang Regency, which explains that the better the teacher's performance, the greater the organizational commitment. Participation has a significant positive effect on improving teacher performance at public and private vocational commitment. Participation has a significant positive effect on improving teacher performance at public and private vocational commitment. Participation has a significant positive effect on improving teacher performance the organizational commitment vocational schools in Rembang Regency. This explains that the better the teacher's performance at public and private vocational commitment. Participation has a significant positive effect on improving teacher performance at public and private vocational commitment increases. This service is a form of realization of the main performance indicators for higher education launched by the government, including the acquisition of

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1. Introduction

According to, the development of the times, learning in schools began to be required to be based on technology. One of the uses of technology in learning is the existence of teaching materials that use digital technology, Ahsin, et. al (2020); Al Mabruroh, et. al (2020); Angelia, et. al (2020); Arukah, et. al (2020). Learning from learning media that can be done so that it can achieve learning objectives effectively and efficiently, Fathurohman, et. al (2020); Kara, et. al (2020); Kara, et. al (2020); Lestari, et. al (2020); Nisa, et. al (2020); Nugraheni, et. al (2020). Learning media has a crucial role in the educational process, connecting messages and ideas with students so that it can stimulate their thoughts, feelings, and interests, and facilitate the teaching and learning process, Ahsin, et. al (2020); Arukah, et. al (2020); Devi, et. al (2020); Fathurohman, et. al (2020). Especially in vocational schools, learning media plays an important role in training future generations, with the aim of producing potential human resources, Nugraheni, et. al (2020); Nurhadi, et. al (2020); Prayogo, et. al (2020); Purnaningtyas, et. al (2020). In the context of language, speaking proficiency is essential, with language skills including listening, reading, speaking and writing being the main focus of Indonesian language learning. However, teaching students to write fluently is not an easy task, with many college students having difficulty in organizing ideas, stringing words together, and developing ideas systematically, Purnaningtyas, et. al (2020); Rodli, et. al (2019); Roysa, et. al (2020); Satria, et. al (2020); Sofia, et. al (2020); Sulistyowati, et. al (2020).

Indonesian language teaching refers to the Education Unit Level Curriculum (KTSP), which pays attention to the development of all four language skills. This is in line with the view that language learning should focus on improving students' communication skills, Tamarudin, et. al (2020); Umah, et. al (2020); Widianto, et. al (2019); Ahsin, et. al (2019). However, as technology develops, many students rely on the Internet and Android devices to complete tasks, resulting in

a decline in creativity in writing and thinking, Ahsin, et. al (2019); Cahyono, et. al (2020); Kurniasih, et. al (2020); Ristiyani, et. al (2019); Wanabuliandari, et. al (2019).

Teachers have a strategic role in improving the quality of education. They have a big responsibility in guiding and developing students towards optimal learning goals. In the field, teachers are often caught up in time-consuming work routines, Wanabuliandari, et. al (2019); Fathurohman, (2013); Fathurohman, (2014); Fathurohman, et.al (2014). However, it is important for them to set aside time to conduct Classroom Action Research (CAR) (Supriyanto, 2017). The role of teachers in guiding students to achieve learning goals is very important. A teacher is said to be professional when he/she has four main competencies: pedagogical, personality, social, and professional competencies (Jana & Pamungkas, 2018). The four competencies are interrelated and essential to help learners reach their full potential. Professional teachers also have a role in solving learners' learning problems or difficulties in the classroom, which can be done through Classroom Action Research (CAR) (Wiradimadja et al., 2019). PTK allows teachers to actively engage in research, understand students' learning needs and development, and adjust learning effectively.

Classroom action research is an important tool for teachers to solve learning problems and improve the quality of learning in a sustainable manner, Fathurohman, et. al (2015); Fathurohman, et. al (2017); Fathurohman, et. al (2018); Fathurohman, et.al (2019). Through PTK, teachers can be actively involved in the research process, from problem identification, planning, implementation, to evaluation. This allows teachers to better understand the learning needs and development of their students, and adjust learning more effectively.

Teaching media has a strategic position in achieving a competency as a form of learning tool. According to, meaningful learning will be successful when teachers are able to use the right media to convey the material being taught and supported by existing technology. In the context of learning media development, training and mentoring for teachers in creating innovative and interactive learning media is important. Teacher creativity in utilizing digital technology in learning is also required, especially with the adoption of Curriculum 2013. Through training and mentoring in creating interesting and interactive learning media, Indonesian language teachers can meet the demands of Curriculum 2013 and increase creativity in learning. Another solution is digital learning skills training, which can improve teachers' understanding of the use of digital learning media and improve the overall quality of learning. PTK, first introduced by Kurt Lewin in 1946, allows teachers to conduct small studies in their own classrooms, based on the problems they face. It is not only a scientific activity, but also a reflection tool to improve learning scientifically and responsibly (Simanjuntak et al., 2017; Handayani & Rukmana, 2020).

The implementation of project-based learning (PjBL) model is a potential alternative to improve Indonesian language learning outcomes in the classroom, Fathurohman, et.al (2015); Fathurohman, et.al (2017); Fathurohman, et.al (2018); Fathurohman, et. al. (2019). With teacher participation in all stages of the research, including problem formulation, planning, analysis and reporting, PjBL can be an effective and interesting learning method for students, Hartani, et.al (2018); Hanif, et. al (2018); Ristiyani, et.al (2018); Wibowo, et.al (2018). In addition, training and mentoring in the creation of interesting and interactive computer-based learning media can increase teacher creativity in teaching, Darmuki, et.al (2019); Darmuki, et.al (2019); Hidayati, et.al (2018); Darmuki, et.al (2017). It is also important to conduct digital learning skills training so that teachers can use digital learning media effectively in the learning process.

Indonesian teaching materials in the form of digital ethnographic posters were created by teachers to be applied in their learning, and students were also seen using the posters in their speaking practices. The researcher aims to re-present the literary botany of the scene using digital posters, Roysa, (2017); Ristiyani, et.al (2017); Fakhriyah, et.al (2017); Hadiprayitno, et. al (2024); Fakhriyah et.al (2016); Pujiati, et.al (2018). Literary botanical expressions of theater are a rare and urgent regional cultural heritage, containing aspects of popular culture, particularly traditions passed down from generation to generation. Until now, the learning process in Indonesia is still dominated by classrooms that make teachers the main source of knowledge, ignoring students' prior knowledge, Kanzunnudin, et.al (2018); Yuliani et.al (2017); Kanzunnudin, (2017). Therefore, learning methods with more interesting materials are needed to increase student motivation and learning outcomes, Ristiyani et. al (2017); Ristiyani, et. al (2017); Ahsin, et.al (2017); Rodli, et.al (2019); Darmuki, et.al (2019).

Based on the problems described above, the author plans to apply a project-based learning model (PjBL) with the title "Application of project-based learning model" to improve operational and learning outcomes of Indonesian language in the classroom. The research is conducted in a participatory manner by involving teachers in all stages of the research, including problem formulation, planning, analysis and reporting. The teacher will conduct an assessment after the learning process to determine the results. The stages of the PTK cycle rotate from one cycle to the next, starting from planning, action, observation, to reflection.

Learning as a concept of gaining knowledge in practice is widely embraced. Teachers act as teachers who try to provide as much knowledge as possible, while students actively collect or receive it. This teaching and learning process is often dominated by memorization activities, where students are considered to have learned if they have memorized the things learned. However, the notion of learning must be expanded to be adequate. Learning resources include all sources that can be used by students in learning, either separately or in combination, to achieve certain learning objectives or competencies. Learning resources are materials needed in the learning process, which can increase student activeness, especially in today's digital era.

In a teaching and learning process, teaching methods and learning media are two important elements. A teacher, especially in SMK, must have the ability to create interesting learning media, both visual and audiovisual computerbased. These skills become more important given the demands of the current curriculum which emphasizes innovation.

Referring to this problem, training and assistance in making interesting and interactive computer-based learning media is needed for Indonesian language teachers. One alternative to improve teachers' ability to create learning media is to provide training and mentoring. Teachers at SMK Rembang need to improve their knowledge of digital media through digital learning skills training. Success can be measured by how many teachers carry out the practice of delivering digital learning media and how many digital tools are provided for teachers and students in SMK Rembang.

2. Methods

This research was conducted in a participatory manner by involving Indonesian language teachers at SMK Rembang. Documentation data was collected through the collection of documents related to Indonesian language learning in SMK Rembang. The method was implemented by training and mentoring to teachers of SMK Rembang with the following stages. The implementation steps are as follows:

First, data collection of Indonesian language teachers in all SMK Rembang. This data collection aims to find out how many Indonesian language teachers are in the school.

Second, preparation of training assistance for making digital media learning media for teachers. This stage is assumed to prepare assistance to SMK Rembang teachers about training and assistance in making digital learning media.

Third, program introduction and apperception. Before conducting training assistance for the introduction of digital media making, the mentor conditioned the participants as much as possible. As an introduction, an introduction to what media is, what digital is, and giving apperception about the importance of making learning media. This is so that the minds of SMK Rembang teachers are focused and conditioned to follow the mentoring. Mentors conveyed the theme of the importance of creating digital learning media.

Fourth, the practice of digital learning media for Indonesian language teachers at SMK Kudus. Fifth, mentoring together. After the previous mentoring was completed, all participants were again conditioned for the joint mentoring stage. The mentor explains about the media creation that has just been made. In addition to explaining, mentors or assistants also provide examples and evaluate the learning media made.

Sixth, reflection. In reflection, the Indonesian language teachers of SMK Rembang worked together to reflect on the learning media created and conducted a brief simulation. Seventh is the follow-up stage. Before this mentoring was completed, each of the SMK Rembang Indonesian language teachers was given a monitoring guide called a life prospect map. In the guide teachers are given guidelines on how to make good digital learning media. After one or three months the life prospect map of each SMK Rembang teacher will be evaluated for reinforcement.

3. Results and Discussion

Training and assistance in making creative and innovative learning media using digital media was carried out for seven days. Starting from May 11-17, 2021, which was attended by all Indonesian language teachers as many as 12-14 teachers per group. The total group is 5-7 members. The community service program with the title "Assistance in Making Learning Media using digital for Indonesian Language Teachers at SMK Rembang" has been carried out in accordance with the implementation plan. The activity received a positive response from teachers and principals at SMK Rembang. The teachers of SMK Rembang know and understand more about digital media applications, and know how to make them. The media made in the training and mentoring in this community service is fully the right of the learning media maker.

This community service is carried out effectively. The results achieved in this activity, broadly speaking, consist of: 1) Data collection, 2) Program preparation, 3) Program introduction and apperception, 4) Joint mentoring, 5) Social correlation, 6) Joint mentoring 7) Reflection, and 8) Follow up.

The activities that have been carried out are as follows.

1. Data Collection Stage

At this stage the service team collected data to Rembang district to find data on PKM members. Field studies to find information on Rembang teacher member data. Collection of reference sources and literature studies. Searching for data and creating small groups to become a learning media training team.

2. Program Preparation Phase

Preparing assistance to PKM on digital learning media assistance. In order to have a target to achieve the goal later when practicing mentoring. As a form of direction to be more conditioned. The development of such learning resources has changed the learning paradigm from manual or face to face to digital and inter-connecting. With this, program preparation is optimally designed and mature.

3. Program Introduction and Apperception

Program introduction and apperception. Before providing learning media assistance, the mentor should condition the participants as much as possible. As an introduction to what digital learning media is, as well as giving an apperception of the importance of digital learning media to teachers and students. This is so that the minds of teachers and students of Rembang district are directed and conditioned to follow the mentoring. Mentors conveyed the theme of this time a traditional game, namely about the importance of digital media in the era of millennial times. Teachers are instructed to pay attention to the direction of learning media by one of the mentors or assistants. It is hoped that with this introduction teachers and students can contribute to effective digital learning, and are easily understood by both parties. Both parties, must really pay attention to it, otherwise it will be less effective to carry out activities in the next stage.

4. Joint Mentoring Stage

After the previous mentoring was completed, all participants were again conditioned for the joint mentoring stage. The mentor explains about the show that has just been watched and its relation to the digital theme. Mentors must explain in detail, because this mentoring is not done repeatedly. Next, the mentor explains the meaning of developing insightful learning media. In addition to explaining, mentors or assistants also provide examples of how to deliver using good digital media, such as photos or videos displayed through the LCD. This is to make it easier for teachers to be interested and to remind them of the importance of digital media.

5. Social Correlation Stage

At this stage, the mentor or companion in the delivery connects the meaning of the importance of learning through digital, then connects it close to the teacher's life. This activity must be able to generate a reciprocal relationship to the teacher and the students. In this correlation is done in detail.

6. Joint Mentoring Stage

After the joint mentoring stage, participants are conditioned to the group mentoring stage. Participants are divided into small groups. For example, one group consists of 5-7 members. Each group has a mentor who accompanies the mentoring process. In this stage, problem identification is carried out in relation to the difficulties of teachers in digital delivery. After the participants' problems have been identified, they will conclude the problem and design (write down) learning media plans.

7. Reflection Stage

Teachers work together with their groups to express and practice examples of learning media delivery. The expression is written on paper then collected to the mentor and then practiced using digital tools. This way, teachers can measure their skills up to which stage. Teachers among teachers can give suggestions to their groups, what needs to be improved in this activity. Then the mentor will assess the results of this activity.

8. Follow-up Stage

Before the mentoring is completed, each teacher is given a monitoring guide called a teaching prospect map (see attachment). The guide provides guidelines on how to deliver through digital media. After one or three months the teacher's teaching prospect map will be evaluated for reinforcement.

9. Activity Evaluation Stage

Evaluation of this service activity will be carried out in two stages of evaluation, namely:

a. Evaluation by the mentor as a companion

This evaluation activity is carried out by the mentor in the form of activities to assess and provide advice, input and appreciation for the practice of digital media learning.

b. Evaluation of training and mentoring results

Evaluation activities, namely assessing, providing advice, input and appreciation related to the results of mentoring, simulations and digital learning media practice activities with millennial era education insights carried out by teachers.

4. Conclusion

The community service program with the title "Assistance in Making Learning Media using digital for Indonesian Language Teachers at SMK Rembang" has been carried out successfully and received a positive response from teachers and principals at SMK Rembang.

The results achieved in this activity:

- 1 Teachers of SMK Rembang know and understand more about digital media applications, and know how to make them.
- 2 The media made in the training and mentoring in this community service is fully the right of the learning media maker.
- 3 Teachers can contribute with digital learning that is effective, and easily understood by both parties.
- 4 Teachers can measure their ability to which stage in using digital media.
- 5 Teachers receive a monitoring guide called a teaching prospect map to help them in their delivery through digital media.

This program has provided significant benefits for Indonesian language teachers in SMK Rembang, improving their ability to use digital media for learning.

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