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Digital Assessment Model of Industrial Practice On-the-job Performance of Social Workers at a Family Learning Center

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ABSTRACT

The industrial practice assessment tool that can objectively measure the competency achievements of students of the Family Welfare Education Study Program during Industrial Practice at the Family Learning Center (PUSPAGA) is essential. The research objective is to produce a *digital assessment model* for Industrial Practices on the job performance of the social worker. The study used a qualitative descriptive method through expert judgment and the limited availability of exams and responses. Participants are industry practitioners, PUSPAGA external consultants, and a team of government agency experts. Research results show that a digital assessment model on the job performance of social workers is very feasible to implement and achieve student performance in the implementation of Industrial Practices at PUSPAGA; all of them are declared competent. External Mentors on Industry Practice as a digital assessment user t responds strongly agree that the digital assessment model on the job performance of social workers is the application: (a) which makes it easier to assess student performance objectively online; (b) more practical, systematic, and efficient in assessing practicum performance; (c) who helps and provides user satisfaction in providing an objective assessment of practicum performance.

Keywords: *Digital assessment, industry practice, job performance, PUSPAGA, social workers*

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INTRODUCTION

Development Technology Information and Communication (ICT) dramatically impacts the educational process included in the innovative evaluation model. Using tool

evaluation innovative in the learning process in digital form is expected to positively impact education developments (Felani & Susilowibowo, 2021; Satibi, 2020). Evaluation models as innovative as possible developed by utilising technology that digital assessment can measure the performance of the students at the time Industry Practice with fast and accurate as well as could be saved over a period long time

with the help of computers (Rohaeni et al., 2021a; Yasa et al., 2020). Research results like the assessment model Industry Practice (IP) students Website-based deliver practical benefits for students (Syahrul et al., 2021). The Digital Assessment in question that not only understood as the ability to use device soft or operate digital devices but involves various comprehensive skills that cover cognitive, motor, sociological, and emotional so that the capable use of digital devices is effective (Rokenes & Krumsvik, 2013).

Achievements Course Learning from Industry Practice can be realised if it is supported by academic services that can provide learning experiences in the form of enrichment outlook theory and reinforcement competence by the Indonesian National Qualifications Framework (KKNI), which can demonstrate workability so that graduates gain recognition from work (stakeholders). The ultimate experience is experiencing the work industry. Education vocational on duty prepare graduates who have competence following industry needs (Asrori et al., 2013). Performance criteria must be under the demands of work because the competencies that students or graduates have mastered must receive recognition from stakeholders both in the business and industry, which are displayed on the job, performance per the industry's Standard Operating Procedures (SOP) as graduate users (Rinekasari et al., 2019).

Implementation of Industrial Practices in Learning Centers Family (PUSPAGA) as an implementation of the curriculum of the Family Welfare Education study program refers to the Study Program's Choice of Science and

Expertise Subjects, namely the Field of Social Work and Science Expertise family. PUSPAGA is a service program counselling conducted by the Ministry of Women's Empowerment and Child Protection (DKPPA) as an institution's purpose of non-formal education to increase the quality of life going to families prosperous who do not see limited age. One of the programs developed at PUSPAGA is counselling needy family power professionals as worker social. In the family Welfare Education study program, students choose an interest field skill Social Work and Science Family prepared to become worker social. Hence, PUSPAGA is a suitable place to give the experience to increase the job performance of social workers (Idama, 2021).

In its current implementation, the Family Welfare Education study program does not yet have a model evaluation Practice Integrated industry with the digital assessment of the job performance of social workers. Research results in related competency-based assessment on the Job Performance Assessment of the Implementation of Family Welfare Education Industry Practices still general for the areas of expertise in Social Services, Craftmanship, and Housekeeping, are not yet specified in the assessment performance social workers (Jubaedah, Rohaeni & Rinekasari, 2017). The study of the use of the SmartRubric application in developing e-rubrics with the Competency Approach based on the assessment in the Hospitality Accommodation Expertise Field at Vocational High Schools found that they were not practical, so further research is needed to develop web-based applications that are more practical (Rohaeni et al., 2021 b).

Based on these findings, it is necessary to analyse and develop indicators integrated social work with a digital assessment-based Job Performance Social Worker assessment at PUSPAGA, which includes the stages of planning, data collection, consideration, and decision-making on standard competency achievements (Worsnop, 1993). Achievements performance in the implementation Industry Practice needs to be developed by using a digital assessment that includes indicator performance on hard skills, soft skills, and technical skills; to give practical and systematic facilities inside evaluate students' performance in the industry comprehensively. Digital assessment is a comprehensive knowledge, skills, and attitudes required when using information and communication technology (ICT) and digital media to perform tasks, solve problems, and process information appropriately (Pettersson, 2018).

RESEARCH METHODS

This study used a qualitative descriptive method with the research location at PUSPAGA Bandung City as a limited trial site, with the procedure as depicted in Figure 1.

Respondents include a mentor external from PUSPAGA, three students who are practitioners of Industry Practice at PUSPAGA, and two experts who own competence in IT and Social workers from the institution government as a couple of institution Family Welfare Education Study Program Industry Practice.

Data collection was carried out through expert judgment, limited trials, and response mentor external as user digital assessment

Industry Practice on the job performance of social workers at PUSPAGA. Instruments used in the form of validation for evaluating the feasibility of the digital assessment model Industry Practice on job performance of social workers and questionnaires for dig response from using digital assessment Industry Practice on job performance of social worker at PUSPAGA. To evaluate performance, do it using a checklist in the form of a digital assessment made with the help JotForm application.

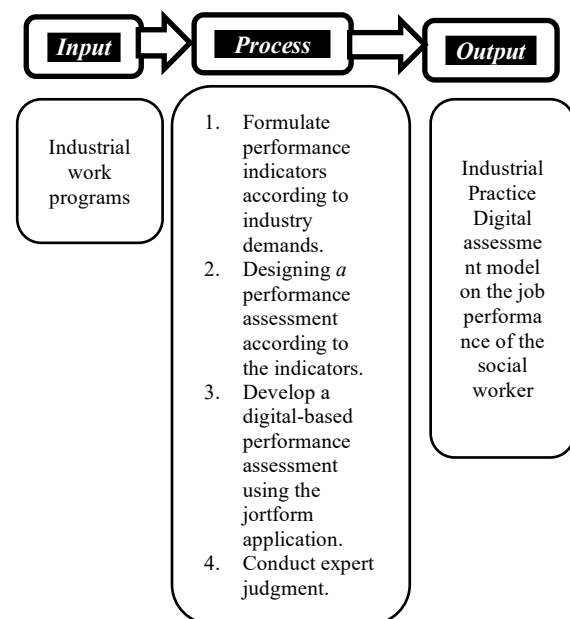


Figure 1. Procedure Development of *Digital Assessment Models Industry practice on the job performance of the social worker*

Industrial Practice Digital assessment model on the job performance of social workers developed according to performance standards in the industry includes hard drives skills, soft skills, and technical skills are described in the following table.

Table 1. Social Worker Performance Indicators

No.	Performance Indicator
	Hard skills
1	Ability to create and implement programs according to performance demands in the institution: a. Master IT. b. Have writing skills. c. Good command of Indonesian. d. Have creative and innovative thinking. e. Have administrative and management skills.
	Soft skills
2	Ability to work with colleagues
3	Ability to communicate and interact with the community in counselling/training activities
4	Ability to solve social problems
5	Compliance with rules/discipline
6	Compliance with the instructions of the head of the institution where the practice takes place
7	Accuracy in completing work
8	Punctuality in completing work
9	Seriousness while carrying out industrial duties/practices
	Technical skills
10	Skills to work according to the job performance of social worker : a. Apply social work knowledge, attitudes, and skills. b. Ability to provide social services. c. Ability to handle individual, family, group, and community cases. d. Ability to provide Training and outreach to the community. e. Ability to help out-of-school youth.

RESEARCH RESULTS AND DISCUSSION

1. Expert judgment digital assessment Industry Practice on job performance of social workers

The results of expert judgment in this study is a validation test digital assessment of two experts from an institution government who own IT competence and social worker. The

results of expert judgment about digital assessment on job performance of social workers of the recommended validator are very feasible. The validators provide strengthening of indicators hard skills, which is the ability to create and implement programs according to performance demands in the institution. This strengthening is based on the consideration that in addition to having to be able to make programs, practitioners are required to be able to carry out programs according to performance demands in related institutions.

Validation results from two experts' theories contain the implication that digital assessment industry practice in the job performance of social workers is very decent for implementation in the assessment performance at PUSPAGA because it already fulfils the criteria required competencies mastered by practitioners as social workers. Criteria required competencies shown by practitioners already comprehensively fulfil indicator social workers' demands (Agustin, Suryana, & Nugraha, 2018).

Digital assessment models Industry Practice on job performance of social workers adapts from the JotForm application developed based on characteristics demands performance at PUSPAGA. Development of this digital assessment model with consideration that tasks must be performance mastered by students in the implementation Industry Practice in PUSPAGA must design with ripe demands competence giving work description in a manner appropriate to performance practitioners in the industry (Soraya, Mardji, & Suhartadi, 2017). Industry Practice in vocational education should provide opportunities for students to actualise all their

potential into professional skills that can be utilised in work. Vocational education prepares graduates with superiority and work in business and industry (Irwanto, 2021; Disas, 2018).

Test Results

Trial results limited to the implementation of Industry Practice in PUSPAGA against three practitioners were measured with a digital assessment obtained results as follows.

Table 2. Achievements of Practicum Performance

Please do it	Performance Achievement	
	Score	Criteria
1	80	Competent
2	80	Competent
3	78	Competent

Table 2 shows that achievement performance is entirely state-competent with digital assessment because, based on the results, the score has exceeded the minimum and pass limit, i.e., 75 (Jubaedah et al., 2019).

3. Usability response

Advisor external from practitioner-industry as user digital assessment Industry Practice on the job performance of social workers provides agreed-upon responses reviewed from the aspect of learnability, efficiency, and satisfaction. The findings are relevant to the previous conclusion study about the measurement usability of the application e-learning and evaluation utilisation of e-learning, proving that provided application manner is overall advantageous and the app is considered very useful (Wati, Seta & Isnainiyah, 2017).

Aspect learnability is related to feature applications that give convenience inside

evaluation performance practice by an external mentor. Learnability, this one indicator of usability, is used for knowing how much easy users in a study the website used to fulfil the existing task. Aspect-related efficiency with the application used more efficiently inside gives evaluation performance practice by an external mentor. Efficiency is an indicator of knowing as efficiently what the users are in To do some of the tasks available on the application. Aspect-related satisfaction with the application used inside evaluate performance do it could give satisfaction to mentor external. Satisfaction is an explanatory indicator level of satisfaction of users in using the website (Sukmasetya, Setiawan, & Arumi, 2020).

The aspect of learnability includes indicators: 1) Easiness in entering name practicum to be rated, 2) Easiness in adapting competence which should rate, 3) Easiness in evaluating performance do it in a manner objective, and 4) Easiness in reporting results performance do it to the study program in a manner online. The aspect of efficiency includes indicators: 1) Less usage time, 2) More practical, systematic, and efficient in evaluating performance practice, and 3) Faster in reporting results of performance practice. The satisfaction aspect covers indicators: 1) Help in evaluating performance do it in a comprehensive manner, 2) Comfortable at the moment evaluating performance park it, 3) Safe inside performance data storage practice, 4) Satisfied with the use application of digital assessment models Industry Practice in giving evaluation to performance practice.

Evaluation performance practice in the implementation Industry Practice needs earnestness, thoroughness, accuracy, and speed that can help with utilising application digital based; that could support evaluation performance do it practically because it can conduct online (Yulianto, 2018).

CONCLUSIONS AND SUGGESTIONS

Conclusion

Digital assessment models Industry Practice on job performance of social workers based on results validation shows very decently for implementation Industry Practice at PUSPAGA. Achievements performance students with the use of digital assessment on implementation Industry Practice entirely stated competent with achievements the performance obtained already go beyond score the minimum threshold for graduation, which is above score 75.

The model digital assessment Practice Industry in the job performance of social workers has superior results from aspects of learnability, efficiency, and satisfaction in evaluating performance objectively in an online form. Evaluation mentor external as a user to the Digital assessment model Industry Practice on the job performance of social workers provides a very agree response that:

- (a) Application of the digital assessment model Industry Practice on job performance of social workers makes it easy to evaluate performance and do it with objective online.
- (b) Application of digital assessment models Practice The industry on the job performance of

social workers is more practical, systematic, and efficient in evaluating performance practice.

(c) Practitioner industry as evaluators feels helped and satisfied with the use application of digital assessment models Industry Practice on the job performance of social workers in giving an evaluation of performance do it in a manner objective.

Suggestion

Industrial Practice digital assessment model on the job performance of social workers could be implemented throughout couple institutions or Study Program partners Education Well-being Family on implementation Industry Practice in the field skill Social Work and Science family.

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