

Implementation Of Innovation In The Perspective Of Educational Organizations In Pandemic Times

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Abstract. Innovation in education is an important thing to do by all stakeholders in education. Education dynamics are always changing rapidly, so a series of innovations are also carried out in human resources, infrastructure, financing, curriculum and others. The Covid-19 pandemic has left tasks that must be completed, but not all lines can accept the changes that have occurred. This article aims to see how innovation is implemented from the perspective of educational organizations after the Covid-19 pandemic.

Keywords: innovation; educational organizations

INTRODUCTION

Education word Already often discussed by experts education . Education is something required activities _ awareness from the culprit for the purpose life Can achieved as expected _ (Kadi & Awwaliyah, 2017) . Education is also related with change in such social life life public scale small nor more _ wide (Kadi & Awwaliyah, 2017) . According to Kadi & Awwaliyah (2017) in Mulkhan (1993) education is also closely related relation with development paradigm intellectual Where a individual mentally prepared as well ability analyze theory For face modern changes . Can said that education No Far from A innovation and mutual related One with others (Ambarwati et al., 2022) . Innovation in education is highly desirable in solve problem education as well as give impact positive for public in a manner wide For development competence someone . Innovations produced by HR as well ability individual in respond change technology in the world of education will influence competence individual in global order .

Second century twenty One based on knowledge , information , and economics innovation . Success A organization depending on knowledge , experience , activity creative and qualified employees , learning ongoing , research and development . Individuals who are holder knowledge , creativity , skills , and abilities personal For generate innovative ideas new will _ help A organization For reach competitive ability . _ In order to get follow change fast is happening in the market, a company need anticipate understanding future value , which is combination complex from quality , level service , characteristics product , and price . Innovation

can level analyzed _ individual , group nor organization Good sectorally as well national . Innovation on the level individual refers to the process of adaptation of ideas, concepts and practices new by individuals .

Problems moment This after the pandemic, all layer life in Indonesia again organize self not except in the world of education that also adjusts with condition moment This (Sukadana & Mahyuni, 2021) . One of them is learning in network or in other words online / *online* . A number of study show exists challenge in online learning (Arum et al., 2022) exists build habit new (*new normal*), planning learning , quality source Power human resources (HR), support facilities and infrastructure , as well emergence of government programs campus independent . However as good whatever planning A organization education still need HR role for Keep going operate productivity (Sukadana & Mahyuni, 2021) . Policy government Already support For empower human resources to be more competitive . However Still Lots HR found that has not own understanding in technology and information post- pandemic. Like existing examples _ is early childhood educators , for can give service quality education for educators _ demanded For control digital technology . For convey material learning to child so more meaningful and can accepted children , teachers need tool help in the form of video, laptop or machine finder (*goggles*). However No all hope government can implemented by PAUD teachers because still found teachers who have not Can use a laptop for make material , make *virtual meeting* , or download material from various available page . _ Based on background back shown _ above , then article aim For describe how

implementation innovation in perspective organization education in the post- pandemic period.

Innovation in Organization

Innovation is potency organization For create and impose innovation , which is accepted by recipients and consumers Because characterized by originality , innovation , usability , and power global pull . Size innovation is innovations generated and implemented _ from various nature and funds allocated by the organization For the functioning of the innovative process in a manner effective . Innovation company express potency For absorb innovation . Ability company For generate and absorb innovation depending on the organization and its features (size , structure , processes, resources power , culture , etc.), the contact with environment around and features environment that and, in particular , education , level knowledge employee company , as well qualifications and competencies staff managerial (Woszczyna, 2021) (102).

Innovation is A definite change . _ There is development dynamic science and technology _ moment This demand a individual For Keep going Study in renew sciences new through various type tool . In the organization a individual will affected with change . Innovation in A organization Can in form practice business , way manage organization and behavior organization (Kristiawan & Suryanti, 2018) .

Innovation is part from change in various source useful power _ example technology in produce product new . Innovation according to Christian et al (2018: 63) in Ancok (2012: 34) is form business introduce and apply A ideas , processes, products and procedures that are new to the part that implements them , are designed For produce profit for life public in a manner general and special .

In the organization there is stable system _ Because there is A cooperation between individual who has the same interests through task existing tree _ determined . It means somebody in organization can do completed task _ determined in accordance with tupoksi (Christian et al , 2018: 64).

Sensitivity Organization To Innovation

Organization own sensitivity to exists changes that are influenced by the following variables this (Christian et al , 2018: 66):

a. Organization own something size , plus big

the institution , increasingly easy in innovate

- b. There is characteristics in structure organization
- c. Leader hold key in organization
- d. Characteristics organization related with held system _ in A organization

There is the factors that will affect organization in implement innovation namely : culture , cycle life , plan strategic condition external , and conditions external That Alone

Innovation Process in Organization

Schumpeter (1934, 1991, 2002) believes that innovation is factor important from growth economy . He understand it as encouragement spontaneous For change and effort yielding discontinuities _ method innovative For combine factors production , replace combination used _ so far this . The essence of this process No For use source previous power _ still No used in economy , however For move factors production-active to application new , which causes transformation fundamental in existing system . _ Schumpeter's definition is broad coverage and includes change product , process, marketing , and organization . He understand innovation as : introduction product new or improvement already _ there is ; introduction method production new or more good ; new market opening ; use method sale or purchase new ; use material raw new or product half so ; or introduction forms new organization production (Woszczyna , 2021 : 97).

Structure Organization

After bunch forming individuals _ A institution For reach objective collective through structure growing organization _ For increase effectiveness management organization from activities carried out For reach objective together . Structure organization is system that has connection regulatory duties and powers _ How individual cooperate and use source existing power _ For reach objective together . Objective main from structure organization is one _ control : for arrange how inside _ coordinate action they For reach objective organization and control means used _ For motivate people to reach objective This (Jones, 2013) (30).

For any organization , proper structure is facilitating structure _ response effective to problem coordination and motivation — problems that can arise Because a number reason environment , technology , or human . When organization grow and differentiate , structure

also develops . Structure organization can arranged with process design and change organization (Jones, 2013: 31).

Culture Organization

At the same time structure organization developed , so did the culture organization . Culture organization is Suite governing values and norms _ connection between member organization One with another and with suppliers , customers , and others outside organization . The people inside organization will form culture organization , ethics organization , rights given work _ to worker , and type structure by the organization . _ Same as structure organization , culture organization is form control behavior in organization . this _ influenced how people respond existing situation and how _ they interpret environment around _ organization . Culture organization basically _ provide the same goods and services can be very different . Like structure organization , culture organization grow and get managed through design and change organization (Jones, 2013: 31).

Organization Design

Organization design is the process where a manager select and manage aspect structure and culture so that can control necessary activities _ For reach goal . Structure and culture organization is container used _ in organization For reach vision the mission ; design organization is a how and why process A method selected . Behavior organization is fruit from the design and the principles behind the operation . This is required task _ manager For reach balance between pressure external from environment organizational and internal pressures of , for example , choices the technology . See to outside , design can cause member organization For see and respond environment with different way . _ See to in , sign organization give pressure on the group work and individuals For behave with method certain (Jones, 2013: 32).

Design and change organization with so very mutually related . Indeed , change organization can understood as a design process reset and transformation organization . as we do discuss in chapters next , when organization growth , structure and culture they Keep going growing , changing , and becoming more complex . A organization big face series problem design and design different repeat _ from organization small Because structure and culture different from organization small . Manager need

realize that initial design choice they will own consequence important in the future when organization they grow (Jones, 2013: 32).

METHOD

Method used _ is studies literature . Method This using data in the form of studies library , reading and note taking Then process ingredients References the in accordance with purpose of this article . Data obtained with use documentation from rule Applicable laws , results _ research in the form of articles in relevant journals _ in accordance with keywords written . _ Writer use Google Scholar for access results study in form article . Then article the reduced with criteria certain that is relevance as well as completeness article .

RESULTS AND DISCUSSION

Draft innovation in organization education concerns whole existing aspects _ inside it both HR namely teachers and participants educate , means infrastructure support , curriculum , financing and others. According to Woszczyna (2021: 102) innovation is potency organization For create and impose innovation , which is accepted by recipients and consumers Because characterized by originality , innovation , usability , and power global pull . It means A organization education must Keep going do innovation in condition whatever with characteristics that are original , innovative , have mark high use _ as well as Empower competitive globally . In conclusion that innovation own important role _ in education (Aryanto et al., 2021) .

During the pandemic and post- pandemic times This organization education Certain experience various change . According to Christian et al (2018) exist the factors that will influence organization in implement innovation namely : culture , cycle life , plan strategic condition external , and conditions external That alone . There is the Covid-19 virus outbreak as well along start the end of the pandemic , the world of education also entered the industrial era 4.0 which was marked with exists change technology (Salsabila et al., 2020) ie one _ influencing factors _ condition in organization . With exists plague This so in implement innovation rather A little forced and must jump more tall like example previous learning _ stare advance Want to No Want to must done online /

online . With exists learning online , educators _ _ should eventually _ adaptive with technology and information including in making teaching materials for student (Firmansyah, 2019) .

one _ innovation still education _ done post-pandemic is utilization technology in education like the Zoom app , Google Meet, MSTEAM , or other e-learning applications (*Learning Management System*) . used in give service quality learning _ (Salsabila et al., 2020) . Use application This is form means necessary infrastructure _ provided by parties school to student To use fulfil activity Study teach as well as increase quality education in Indonesia. When the government or institution education decide implementation learning in online form during a pandemic means with online learning can help finish problem learning moment that (Kristiawan , 2018:68) even though each institution education own different cultures _ Where culture the Already designed with as well as possible (Jones, 2013).

Besides That innovation too _ existing human resources namely teacher. Before the teacher gives learning and education to students and as a facilitator so gurupun must ready self with all changes in the current industrial era 4.0 this . Teachers can use various various learning models such as ; *discovery learning* , *project-based learning* , *problem-based learning* and *inquiry learning* (Puspita et al., 2020) . Moment This there is four ability highest required _ namely 4C: *collaboration* , *critical thinking* , *creativity* and *communication* (Darma et al., 2020) . So can introduce based learning _ *High Order Thinking Skills* (HOTS) then must get used to through activity learning . For can apply ability the then the teacher should always do innovation Good from the learning model , teaching materials , even strategies or style in deliver material class . Educator become important aspect _ in system education Because quality education depend How educator carry out his job (Risdiyani, 2021) .

Innovation in organization education too _ done through aspect quality , effective and efficient learning _ (Firmansyah, 2019) . Beginning with learning in a manner contextual that is engaging learning _ student in a manner active in progress for get experience in a manner direct or *hand in hand experience* (Nisrokha, 2020) . Besides That expected students can too connect between material with real life _ as well as can apply it in life everyday . Component in learning contextual that is participation active

from student Good in a manner physique nor mentally because student is subject at a time object in education . Firmansyah (2019: 662) in B. Milles suggests example innovation education on each its components with change development education namely : personnel development , the number of personnel and work areas , usage time as well as formulation purpose . Fourth component the can innovation process is carried out through a number of stage (Rogers, 1962: 361).

CONCLUSION

For enhancement quality empowered quality of human resources in Indonesia competitive so needed innovation Good in the world of education nor line life other society _ because that became perpetrator and recipient innovation is individual or man as social creature . because _ That innovation education needs oriented _ participant educate as well as implementation service quality education _ so that student as participant educate Ready with all challenge to be come .

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