

Training Learning Challenge in the Time of Covid-19 Pandemic in BPSDM of the Province of Papua

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Abstract

The Covid 19 pandemic appeared in Indonesia around the beginning of 2020. The Covid 19 that attacked Indonesia not only had an impact on health but also on global economic life and education. This study aims to discuss and analyze the learning challenges faced by BPSDM Papua during the Covid 19 pandemic. The research method used is descriptive analysis research, which provides data as accurately as possible about people, the environment or other symptoms, especially to strengthen hypotheses so that they can help strengthen old theories or develop a new theory within the framework. The result of this study is that non-classical/online/e-learning learning during the COVID-19 pandemic is not an excuse for not receiving education, because it is very important for civil servants in every country, namely those in Papua Province to improve their intelligence through education. The benefits provided by the Papua BPSDM organization will apply to each student institution.

Keywords

training learning; covid19;
BPSDM



I. Introduction

The Covid 19 pandemic was present in Indonesia around the beginning of 2020, its existence made all Indonesian people scared, because covid 19 is an infectious disease caused by a new type of corona virus that was first discovered in Wuhan, China, around December 2019, this new virus Severe acute respiratory syndrome coronavirus 2 (SARSCoV-2) better known as the Corona virus is a new type of coronavirus that is transmitted to humans. This virus can attack anyone, be it babies, children, adults, the elderly, pregnant women, and breastfeeding mothers. (Arie Fadli,2020)

The Covid-19 pandemic caused everyone to behave beyond normal limits as usual. One of the behaviors that can change is deciding the decision to choose a college. The problem that occurs in private universities during covid 19 is the decrease in the number of prospective students who come to campus to get information or register directly to choose the department they want. (Sihombing, E and Nasib, 2020)

In addition, this virus can also cause mild disorders of the respiratory system, severe lung infections and even death and an extraordinary virus, in just a short time, this virus has claimed thousands of lives not only in China but also in various countries in the world. such as Italy, Iran, South Korea, England, Japan, the United States, Germany, and other countries including Indonesia (Wong et al., 2020).

The existence of covid 19 that hit Indonesia had an impact not only on health but also on economic life globally and no less sadly, it also had an impact on the world of education, both formal and non-formal education as well as education and training within Ministries/Institutions/Organizations/Local Governments. This is because the Government is

taking policy steps to limit people's activities outside the home and to stay at home until the current pandemic subsides, although no one knows how long the COVID-19 pandemic will subside, even if there is none or even if there is one. It is a common disease for which there is a cure.

The policy imposed by the Government is the Large-Scale Social Restriction (PSBB) policy which is carried out to reduce the spread of the corona virus so that all activities carried out outside the home must be stopped until the Covid-19 pandemic subsides. As a result, the process of teaching and learning activities, both formal and non-formal education, as well as education and training within Ministries/Institutions/Organizations/Local Governments, must be carried out online (in a network) from their respective homes in order to minimize the spread of Covid-19. (Irinna Aulia Nafrin, 2021), the implementation of online teaching and learning activities applies throughout Indonesia, including the Papua Province BPSDM.

Based on this implementation, the Educational Institutions, in this case the BPSDM of the Papua Province, began to improve themselves by changing the patterns and strategies of learning and training, which were usually done classically and the methods were changed to non-classical/online methods, besides that media and infrastructure were being prepared and most importantly Another thing is the readiness of Widyaaiswara as educators to have technological capabilities, because inevitably changing the pattern of learning from classical to non-classical (online) must continue to be implemented and running, this of course is to carry out education and training programs at BPSDM Papua Province.

Online learning in its implementation using the internet as well as multimedia technology is considered capable of changing the way knowledge is delivered during the covid 19 pandemic, of course in the implementation of online learning requires supporting facilities such as mobile phones, laptops, tablets and internet networks that can access scientific information. . The application of distance learning or what is more familiar is said to be online does not necessarily run smoothly, in practice there are many obstacles both in educational institutions, widyaaiswara and training participants, this is a challenge for BPSDM Papua Province in dealing with the implementation of learning during the Covid 19 Pandemic. .

In this regard, it is interesting for the author to discuss further in the form of journal research and become the central theme in this paper, namely: 1) How does the Papua Province BPSDM face the Learning Challenges during the Covid 19 Pandemic?, 2) How does the Influence of Learning during the pandemic during the implementation of Education and Training at BPSDM Papua Province?.

The purposes of writing this journal are 1) to discuss and analyze the Papua Province BPSDM facing Learning Challenges during the Covid 19 Pandemic?, 2) to discuss and analyze the Effect of Learning during the pandemic on the implementation of Education and Training at the Papua Province BPSDM?.

Furthermore, in connection with the above description, the authors follow up by reviewing further in the form of journal research, this is because to the author's knowledge there has been no journal research that discusses the Challenges of Education and Training Learning During the Covid 19 Pandemic At BPSDM Papua Province, but based on the results of monitoring and observation there are several things that discuss the problem of learning and training during the pandemic, including:

1. Andina Amalia, et al. (2020), The Impact of the Covid 19 Pandemic on Teaching and Learning Activities in Indonesia, Journal of Psychology Volume 13 No. December 2, 2020. In this research, the formulation of the problems raised are as follows: (Andina Amalia et al, 2017)

- a. Can distance learning be said to be implemented optimally?
 - b. What are the obstacles?
 - c. What is the solution so that learning during the Covid-19 pandemic can run smoothly?
2. Irinna Aulia Nafrin, (2021), Development of Indonesian Education in the Covid-19 Pandemic Period, Journal of Educational Science Volume 3 Number 2 Year 2021. In this study the formulation of the problems raised are as follows : (Irinna Aulia Nafrin, 2021).
- a. What happened to education during the Covid-19 pandemic?
 - b. How to provide the right solution for the problems that exist in online learning so that education in Indonesia can continue to grow even during the current Covid 19 pandemic?
- Based on this, the authors' journal research has significant differences, including:
- a. The research substance covers the area in BPSDM Papua Province.
 - b. The object of research is more about the challenges of training and education during the pandemic, especially at BPSDM Papua Province.

II. Research Method

The research method used is descriptive analysis research, which is to provide data that is as accurate as possible about humans, circumstances or other symptoms, especially to reinforce hypotheses so that they can assist in strengthening old theories or within the framework of developing new theories. (Soerjono Soekanto, 2014). In addition, the author uses the library method, where the supporting data is obtained from documents, scientific articles and news related to education and training during the covid 19 pandemic. As stated by Jatmiko who stated that the primary data source was taken from literature related to research. This, such as previous research, reference books and other literature. Jatmiko, (2015)

III. Research Method

3.1. BPSDM Papua Province faces Learning Challenges during the Covid 19 Pandemic.

Conditions during the COVID-19 pandemic, limiting the activities of the Indonesian people, including education, both formal, non-formal and other education organized by the Central and Regional Governments as an effort to develop human resources, especially civil servants in the Papua Province, have so far been almost 2 years old. two) the year the covid 19 pandemic has not shown any signs of going away because sometimes there is an increase, sometimes there is a decrease, making the condition of the covid 19 pandemic still unclear at last.

Regarding Education and Training organized by the Papua Province BPSDM before the Covid 19 Pandemic occurred, so far it has been carried out using the classical or face-to-face method, so that there are no significant obstacles, even if there are, they can still be overcome. The classical learning model is considered the most appropriate learning method because basically this form of learning is that a widyaiswara can teach a group/class with an unlimited number of students. (<http://haryatikurniawati96./pembelajaran-klasikal.html>, 2021) but because there are provisions from the institution, of course the policy of limiting the number of training participants must be limited. During classical learning, training participants must do 4 (four) things, namely listening, carrying out practical learning, making notes on learning outcomes and carrying out test assignments both in writing and practice. However, since the Covid 19 Pandemic was present in Indonesia, especially the Papua Province, classical learning was stopped until an uncertain time limit, this was done to

prevent students from contracting the Covid 19 Virus. And to keep the Education and Training in progress at BPSDM Papua Province, the learning method is changed to Online Learning Method or E-Learning, as stated in the Circular Letter of the Head of LAN Number 10/K.1/HKM.02. 3/2020 concerning Technical Guidelines for the Implementation of Training

During the Coronavirus Disease (COVID-19) Pandemic, the Head of the State Administration of the Republic of Indonesia conveyed his statement that taking into account the development of emergency conditions, classical learning needs to be encouraged to turn into distance learning. Converting classical learning to distance learning can be done by utilizing information technology (IT) or available learning management applications to support the learning process without reducing the quality and achievement of learning objectives. (Husnul Amry, 2020) classical learning needs to be encouraged to turn into distance learning. Converting classical learning to distance learning can be done by utilizing information technology (IT) or available learning management applications to support the learning process without reducing the quality and achievement of learning objectives. (Husnul Amry, 2020) classical learning needs to be encouraged to turn into distance learning. Converting classical learning to distance learning can be done by utilizing information technology (IT) or available learning management applications to support the learning process without reducing the quality and achievement of learning objectives. (Husnul Amry, 2020)

The implementation of training during the COVID-19 pandemic can be directed by utilizing and optimizing information technology in learning management, this is to avoid crowds of people gathering. Due to the COVID-19 pandemic, the training was canceled and postponed indefinitely. This condition requires an analysis of training readiness, so that increasing knowledge and skills can still be carried out, for that it becomes a challenge for the Papua Province BPSDM in changing learning from classical to non-classical through the use of information technology, because basically information technology is a familiar thing. This has entered the 4.0 revolution era, where production equipment uses very advanced information technology. The implementation of the training will have a direct impact on the advancement of information technology. The Global Competitiveness Report 2018 (World Economic Forum), Indonesia ranks 45th. In specific fields, Indonesia is ranked 68th in innovation ability, 50th in the adoption of Information and Communication Technology (ICT), and 62nd skill (Schwab, 2018). Before the pandemic, the use of technology had not been optimally implemented, especially in the field of education, but with the current conditions, of course, like it or not, all levels of society, all fields, especially education, began to improve themselves. Technology that has had features in distance learning is starting to be used, such as Zoom, Google Meet, Skype, Whatshap, You Tube and so on. The Global Competitiveness Report 2018 (World Economic Forum), Indonesia ranks 45th. In specific fields, Indonesia is ranked 68th in innovation ability, 50th in the adoption of Information and Communication Technology (ICT), and 62nd skill (Schwab, 2018). Before the pandemic, the use of technology had not been optimally implemented, especially in the field of education, but with the current conditions, of course, like it or not, all levels of society, all fields, especially education, began to improve themselves. Technology that has had features in distance learning is starting to be used, such as Zoom, Google Meet, Skype, Whatshap, You Tube and so on. The Global Competitiveness Report 2018 (World Economic Forum), Indonesia ranks 45th. In specific fields, Indonesia is ranked 68th in innovation ability, 50th in the adoption of Information and Communication Technology (ICT), and 62nd skill (Schwab, 2018). Before the pandemic, the use of technology had not been optimally implemented, especially in the field of education, but with the current conditions, of course, like it or not, all levels of society, all fields, especially education, began to improve themselves.

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This condition is certainly not easy to do, BPSDM Papua province is faced with several challenges that may occur in the learning process and require solutions for the optimal implementation of education and training during the COVID-19 pandemic. The challenges in learning and training during the COVID-19 pandemic are as follows:

3.2. Challenges for Education and Training Organizers

The education and training organizer in this case is the Papua Province BPSDM who is fully responsible for the implementation of non-classical/online/E Larning learning activities because the implementation is not carried out at the training provider's place but at the home of each training participant as well as the widyaiswara, because as the training organization, the Provincial BPSDM Papua facilitates the learning process during the Covid 19 pandemic by designing training for information technology-based synchronous and asynchronous learning methods, with online and off-network methods, and can reach participants who are far away. The training management selects facilitators/widyaiswara who master information technology in delivering material, preparing facilities and infrastructure and implementing staff.

Organizers of education and training during the COVID-19 pandemic can succeed by implementing the following: (Kurniady et al, 2019):

- 1) conduct training involving participants from planning to evaluation;
- 2) Choose training facilitators from widyaiswara/experts who have the ability to lead, direct, provide solutions and sustainably guide participants after the training. The results of the Basilaia study (2020) said that during the COVID-19 pandemic, it was necessary to plan online training activities by preparing and implementing:
 - a. videos for asynchronous learning;
 - b. discussions with participants can be carried out to maintain health protocols;
 - c. good internet connection;
 - d. learning can be accessed through mobile phones and not only through laptops/computers;
 - e. learning can be done through material that has been recorded;
 - f. Quick feedback can be obtained from participants to assess achievements and assignments can be sent by utilizing technology

a. Challenges for Educators / Widyaiswara

According to Sudjana (2020) learning is an effort made intentionally by educators that can cause students to carry out learning activities. Learning which is generally carried out face-to-face between widyaiswara and students in the classroom, but in this pandemic era has

changed this form of learning into a non-classical learning method or from or E-Learning, namely learning that uses the internet network with accessibility, connectivity, flexibility and the ability to generate various types of learning interactions (Sadikin and Hamidah, 2020)

This learning makes a challenge for Widyaiswara as educators, where a Widyaiswara begins to design quota-friendly learning, the application used can be accessed by students, provides variations in learning to make it interesting so that students are motivated to follow the learning process and to achieve this a Widyaiswara is required to follow technological developments, choose and master certain platforms that are appropriate to the material and support the achievement of learning objectives, besides that the widyaiswara designs learning according to the learning guide at the Papua Province BPSDM with special conditions with essential materials and shorter duration of learning time during this pandemic. but still meaningful.

b. Challenges for Students

Education and training learning will not be able to run without students, learning during this pandemic is also a challenge for students, the crucial thing is the availability of internet networks, quotas, cellphones and laptops that must be owned by students because sometimes cellphones or laptops are owned, have limited specifics or it can be that students do not have these facilities and do not even have an internet network, if you have a quota, of course, a large quota is needed in learning, this is where you need a solution in dealing with these challenges, students at BPSDM Papua Province are civil servants, of course with limitations they can use the facilities in their respective agencies, of course, they need support from the agency where students work or if there are large-scale barriers related to this pandemic condition, according to Robby (2021) stated that participants Of course, most of them already have these facilities, it's just that the quota and network needs are often constrained.

c. Challenges of the threat of Learning Loss

In classical learning, sometimes there are training participants who do not understand the learning they face, especially non-classical or online or E-Learning, with limitations in accepting learning resulting in learning loss, namely the loss of knowledge of training participants' skills both in general and specifically or can be said to occur. academic setbacks due to prolonged gaps or discontinuities in the educational process. Learning loss can occur if the training participants do not have access to non-classical/online/E-Learning learning, or it can also be limited to quotas or networks that are not optimal, both faced by widyaiswara and students so that the delivery of learning carried out by widyaiswara cannot be accepted optimally by learners

d. Challenges with Netiquette or internet etiquette problems

Netiquette or internet ethics is a set of rules for behaving in cyberspace (Yovita, 2014). This ethical problem becomes another task for widyaiswara in this study, for that widyaiswara can instill internet ethics in this learning process, namely good learning requires widyaiswara who not only have material knowledge and skills in choosing learning methods but have a good personality so that a widyaiswara can convey and instill good moral values in learning both directly and indirectly.

Widyaiswara in instilling character values and developing Netiquette or internet ethics, can apply the following:

- 1) Selection of teaching materials that are contextual and reflect good character
- 2) Choose a method that supports interaction between widyaiswara and students
- 3) Discuss the actual phenomenon according to the learning material

- 4) Communicate with communication signs or by using polite language when learning takes place both verbally and non-verbally or in writing in the chat contained in the learning application.
- 5) Respect each other, always give good comments to avoid hatred between others.
- 6) Adjust the preset time or stick to the time.

The implementation of distance learning during the Covid-19 pandemic is the right solution for reasons of health and safety of the nation and state, especially the people of the Papua Province. The implementation of distance learning has many challenges and some of these challenges are not easy, the Papua Province BPSDM as the provincial level education and training agency has to be ready to face the era of non-classical/online/E Learning education and training, slowly but surely the solution has been implemented. In dealing with these challenges, in addition to the Human Resources (HR) at the Papua Province BPSDM who implements e-learning, they think that e-learning is a means to achieve the vision and mission of the Papua Province BPSDM, so that e-learning must be implemented. This perspective of course has consequences and raises demands for change, including a change in the work culture at the Papua Province BPSDM. This change in work culture has a positive impact on the achievement of the vision, mission and strategy at BPSDM Papua Province,

Then online training learning actually also provides something new and memorable, of course, for widyaiswara and students, including students when learning takes place, unlimited creativity will appear, Widyaiswara becomes innovative in delivering learning materials and increasing widyaiswara's understanding of existing technology. Widyaiswara's success in conducting Non-Classical/online/E Learning in this Covid-19 pandemic situation is Widyaiswara's ability to innovate, design, and mix materials, learning methods, and applications that are in accordance with the materials and methods. Creativity is the key to success for a Widyaiswara to be able to motivate his students to remain enthusiastic in online learning (online) / E Learning and not be a psychological burden (Harnani, 2020).

3.3. Learning Effect Education and training during the pandemic during the implementation of education and training at the Papua Province BPSDM.

Education and training for state apparatus is an integral part of the overall development of civil servants. Education and training for civil servant positions refers to work abilities and competencies (Sobana, 2020). Local government human resources are a very important factor in the administration of local government. If there is support from good human resources, the local government will be well organized and goals can be achieved effectively (Egeten, 2014). Therefore, the implementation of education and training for state apparatus is important to ensure that the learning process continues in the midst of the Covid-19 pandemic with various new challenges that arise and solutions must be sought. (Sobana, 2020).

The implementation of education and training is one of the efforts to improve the quality of human resources in accordance with the needs of the job. The application of Non-classical/online/E-Learning education and training during the Covid 19 pandemic certainly had a major impact on the Papua Province BPSDM, this is because the Papua Province BPSDM scope is quite broad, which is in charge of 1 city and 28 regencies, as shown in table 1 below: (<https://papua.go.id/view-detail-listkab-all/List-kabupaten>, 2021)

Table 1. Papua Province Region

No.	City	district
1	Jayapura	-
2	-	Sarmi
3	-	Keerom
4	-	Jayapura
5	-	Merauke
6	-	Boven Digoel
7	-	Mappi
8	-	Asmat
9	-	Puncak Jaya
10	-	Yahukimo
11	-	Tolikara
12	-	Star Mountains
13	-	Mimika
14	-	Mamberamo Raya
15	-	Supiori
16	-	Yapen Islands
17	-	Waropen
18	-	Nabire
19	-	Paniai
20	-	Yalimo
21	-	Deiyai
22	-	Biak Numpor
23	-	Dogiyai
24	-	Lanny Jaya
25	-	Peak
26	-	Jayawijaya
27	-	Middle Mamberamo
28	-	Intan Jaya
29	-	guess

Based on table 1, it can be explained that the Papua Province BPSDM in organizing the training, the training participants are from the region, especially the Papuan Provincial Civil Servants.

Papua Province has a history that deserves to be known, namely Papua is a province in Indonesia located on the island of New Guinea or west New Guinea. Papua is also often referred to as West Papua because Papua can refer to the entire island of New Guinea including the eastern half of the neighboring country, east New Guinea or Papua New Guinea. West Papua is the name preferred by nationalists who want to separate from Indonesia and form their own state. This province used to be known as West Irian from 1969 to 1973, its name was later changed to Irian Jaya by Suharto when he inaugurated the Freeport copper and gold mine, a name that remained in official use until 2002. The name of this province was changed to Papua in accordance with Law No. 21/2001 Special Autonomy for Papua. During the Dutch colonial era, this area was called Dutch New Guinea (Dutch New Guinea). The origin of the word Irian is Join the Republic of Indonesia Anti-Netherland. The word Papua itself comes from the Malay language which means curly hair, an image that refers to the physical appearance of the indigenous tribes. In 2004, accompanied by various protests, Papua was divided into two provinces by the Indonesian government; the eastern part continued to use the name Papua while the western part became West Irian Jaya which is now the Province of West Papua. (Papua was divided into two provinces by the Indonesian

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The author conveys this because it is related to information technology, especially the internet where there are still areas that have not been reached by the internet and although there are some areas of Papua Province that have internet facilities, sometimes system errors occur, namely the disconnection of the internet network as happened a few months ago around April. 2021 in Jayapura, Sarmi and Keerom districts.

(<https://regional.kompas.com//menyoal-breaking-jaringan-internet-di-papua-true-due-factor-alam>, 2021)

Some influences related to learning during the pandemic during the implementation of Education and Training at the Papua Province BPSDM, both positively and negatively, as described in table 2 below:

Table 2. The Effect of Learning in the Time of Covid 19

No.	Positive	Negative
1.	Answering the Challenges of the Industrial Revolution Era 4.0 by utilizing the Internet network as a means of networking in education and training learning media so that there are many online learning applications	Not all widyaiswara and students can take advantage of applications/features in the use of technology, loss of internet network, expensive quota fees, not reaching remote villages.
2.	Improving the work culture for BPSDM Papua Province to be effective and efficient	Lowering morale for civil servants who do not have the technology skills
3.	Minimizing the education and training budget	Limited educational programs
4.	Lesson time becomes shorter but dense	Decreased intellectual understanding of students
5	Preventing the spread of the Covid 19 virus in Papua Province so as to minimize the number of people affected by the virus	There is still a lack of awareness of students to carry out the process
6	Learning to be independent is required by Widyaiswara and students alike to have the ability to technology, creativity and innovation without limits	There are still widyaiswara and students who do not have the ability to technology, creativity and innovation
7	Build a positive mentality so that the COVID-19 pandemic is no longer an obstacle and a threat in education and training	There is still fear of the spread of covid 19

8	Education and training learning does not need to go to a training institution, it can still be carried out at home	It's boring because you can't go anywhere and seem monotonous and practical learning can't be carried out even if it can be implemented not optimally
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Based on table 2, it can be said that non-classical/online/E-Learning Education and Training during the Covid-19 pandemic certainly has positive and negative impacts. Widyaishwara and students as well as all parties involved are responsible for responding to this learning. The variety of problems that exist during this learning does not dampen the enthusiasm in seeking knowledge. The obstacles encountered were resolved in a good way. Existing problems become evaluation material to find out the processes that occur in the learning process carried out during the covid 19 pandemic, for further evaluation results are used as reference material in carrying out further education and training lessons both during the pandemic and post-pandemic at BPSDM Papua Province.

IV. Conclusion

The Covid 19 pandemic that hit Indonesia, including Papua Province, provided serious challenges, especially in the field of education, especially education held at the Education and Training institution at BPSDM Papua, where the training participants were Papuan Provincial Civil Servants who came from 1 (one) City and 28 Regencies. Non-classical/online/E-Learning has both positive and negative effects, in this case the Papua Province BPSDM, Widyaishwara and training participants are required to have innovation. Non-classical/online/e-learning learning during the COVID-19 pandemic is not an excuse for not getting an education because it is very crucial for every State Civil Apparatus, namely the Papuan Provincial Civil Servants, to improve their intellectual abilities through education organized by the Papua Province BPSDM, the benefits of which will be implemented. at each student's institution.

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