

ABSTRAK

PENGEMBANGAN *E-MODUL* UNTUK KINERJA KARYAWAN DI UNIVERSITAS AISYAH PRINGSEWU

Oleh

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Penelitian ini bertujuan untuk mengidentifikasi potensi dan kondisi aktual yang mendukung pengembangan *e-modul*, mendeskripsikan karakteristik *e-modul* sesuai kebutuhan kerja karyawan, menjelaskan proses pengembangan *e-modul*, menguji efektivitas penggunaannya dalam meningkatkan kinerja karyawan, serta mengetahui tingkat kemenarikan sebagai media pelatihan mandiri bagi karyawan administrasi program studi di Universitas Aisyah Pringsewu. Latar belakang penelitian didasarkan pada temuan empiris penurunan capaian kinerja karyawan pada aspek pengambilan keputusan, pengorganisasian tugas, pengelolaan waktu, dan perencanaan kerja selama periode 2022–2024, serta belum tersedianya media pelatihan internal yang fleksibel dan berkelanjutan. Penelitian ini menggunakan metode *Research and Development* dengan adaptasi Borg and Gall (1983). Subjek penelitian 19 karyawan administrasi program studi. Teknik pengumpulan data observasi, angket, dan asesmen kinerja. Hasil penelitian menunjukkan didukung oleh kebutuhan pelatihan yang fleksibel serta kesiapan penggunaan media digital lingkungan kerja. *E-modul* yang dikembangkan memiliki karakteristik materi yang berfokus pada pengelolaan waktu, pengambilan keputusan, pengorganisasian tugas, dan perencanaan kerja yang disusun secara sistematis, interaktif, mendukung pembelajaran mandiri. Proses pengembangan dilakukan melalui tahapan analisis kebutuhan, perancangan, pengembangan produk, validasi ahli, serta uji coba penggunaan. Hasil validasi menunjukkan *e-modul* berada pada kategori sangat valid dengan persentase kelayakan sebesar 93% oleh ahli media dan 84% oleh ahli materi. Uji efektivitas menunjukkan peningkatan kinerja karyawan yang ditunjukkan oleh kenaikan nilai rata-rata asesmen dari 59,33 menjadi 91,33 dengan nilai *n-gain* sebesar 0,79 kategori tinggi. Tingkat kemenarikan *e-modul* memperoleh persentase sebesar 95% dengan kategori sangat menarik. *E-modul* yang dikembangkan dinyatakan valid, efektif, dan menarik sebagai media pelatihan mandiri untuk meningkatkan kinerja karyawan administrasi program studi.

Kata kunci : *E-modul*; Kinerja karyawan; Perguruan tinggi; Pengembangan kinerja

ABSTRACT

DEVELOPMENT OF AN E-MODULE TO IMPROVE EMPLOYEE PERFORMANCE AT AISYAH PRINGSEWU UNIVERSITY

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This study aims to identify the potential and current conditions supporting the development of an e-module, describe the characteristics of the e-module in accordance with employees' work needs, explain the development process, examine its effectiveness in improving employee performance, and determine its attractiveness as an independent training medium for administrative staff of study programs at Universitas Aisyah Pringsewu. The background of this study is based on empirical findings indicating a decline in employee performance in decision-making, task organization, time management, and work planning during the 2022–2024 period, as well as the absence of flexible and sustainable internal training media. This study employed a Research and Development (R&D) method adapted from Borg and Gall (1983). The subjects consisted of 19 administrative staff of study programs. Data were collected through observation, questionnaires, and performance assessments. The results show that the development of the e-module is supported by the need for flexible training and the readiness to utilize digital media in the work environment. The developed e-module contains materials focused on time management, decision-making, task organization, and work planning, which are systematically and interactively designed to support independent learning. The development process included needs analysis, design, product development, expert validation, and field testing. Validation results indicate that the e-module is categorized as highly valid, with feasibility percentages of 93% from media experts and 84% from material experts. The effectiveness test shows an improvement in employee performance, indicated by an increase in the average assessment score from 59.33 to 91.33, with an n-gain of 0.79 (high category). The attractiveness level of the e-module reached 95%, categorized as very attractive. The developed e-module is considered valid, effective, and attractive as an independent training medium to improve the performance of administrative staff in study programs.

Keywords : E-module; Employee performance; Higher education; Performance