ORGANIZING EDUCATORS PSYCHOLOGY IN DEALING WITH THE NEW NORMAL DIGITAL DIERA 4.0

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ABSTRACT:
New Normal Condition Educators must be friendly and happy with the arrival of the digital revolution. The New Normal Pattern is learning that can be adapted to situations and circumstances, which remains connected and has social activities with other people; even between educators and students through the internet online network (online and virtual apart from offline or offline). The learning system in conditions and situations on a new normal scale means that the phenomenon of the educational process for education cannot be replaced by the internet, but the internet is only a medium or media tool that can support the learning process, which is operated and controlled by educators.

INTRODUCTION

Since the Covid-19 case in Indonesia ; The government issued a Circular Letter Number 36962 / MPK.A / HK / 2020 dated 17 March 2020 by the Minister of Education and Culture and enforced it a few days later , so physical contact between people has decreased due to social distancing and the implementation of Large-Scale Social Restrictions (PSBB). The application of keeping distance that has lasted almost three months has made digitization even more pronounced in everyday life. Each person; including educators; study, work, to worship online at home. Even payment transactions now rely a lot on digital wallets. Implementation of the government to order the normality of a new or a new normal that is a new lifestyle, began to be marked by the use of transactional digitization will be more massive to be part of a new lifestyle, both in the trade and interact with each other; in all fields; including education; both between educators and students .

The positive phenomenon of Pre New Normal; for educators in the Era of Digitalization 4.0 , of course, has an impact on the efficiency and effectiveness of the work of educators and students, which automatically increases work productivity , if it is reversed , it leads to the mental health of educators and students ; for that, it takes mental readiness to accept the new order that led to the digitization normal 4.0 m aka who need to prepare educators and learners ; continue to explore the

potential of digitization, psychological need to strengthen. Emotions, hearts, and minds with change; if there are changes in the situation and conditions, then the point is No Stress!!! .

The strategy Educators and students are constantly looking for inspiration, continue to establish communication and interact with the closest people, friends and family. So that it can strengthen each other psychologically. "Keep air communication with peers are positive, not a drop. Therefore an effect on us. When the friend support, the result is good for our psychological, will add to the spirit we must continue to prepare yourself, learn for a material toward which is better, that's why every educator and student basically don't Panic. !!! Prioritize 3S or S3 (relaxed, serious and successful).

THEORITICAL REVIEW:

Organizing educators psychology , is more directed to understanding the psychological management of teachers, where teachers are more on understanding; Class management or classroom managerial practices, namely being able to plan, develop, mobilize and evaluate student learning systems , both in class and outside the classroom and school . This is in line with Amtu's explanation, Onisimus. (2011). Educational Management in the Era of Regional Autonomy. Educators can manage education in accordance with local conditions and situations. Referring to the opinion of Djamarah, Bahri, Syaiful, (2008) in Learning Psychology. Educators can organize the learning process according to the school environment; the circumstances of the class, and thus educators can master the learning well, and can also be controlled via the arrangement learners psychic psychology s educators well.

Becoming a teacher in the digital era, the development of information and communication technology can have a significant influence on the world of education, especially in the learning process. According to

Darling-Hammond, L., (2008), that; In the digital era, the learning process is changing rapidly; educators must be able to change the mindset of their students, including ; a) ways of thinking , b) ways of learning and c) ways of behaving. This occurs because of a paradigm shift in the world of education from being originally educator-oriented to being student-oriented. Based on the explanation above, the focus of attention of learning management is on the educational process, no longer on questions; how does an educator teach? But it is more focused on the question of how students can learn and enjoy the learning process. This means that changes in the learning process in students experience changes in the adjustments by teachers in teaching them, because the development of students at their current age is in new normal conditions and also participates in enjoying the digital era 4.0 (Prensky, 2001). Psychological classification differences will have an impact on the current sociological role ; by suggesting that between teachers and students have different social experiences, as the influence of the various social phenomena that accompany their lifespan and development, causing differences in ways of thinking, learning methods and ways of behaving between the two.

RESEARCH METHODS:

This research is a type of literature study research by looking for theoretical references that are relevant to the cases or problems found. The theoretical references obtained by means of literature study research serve as the basic foundation and the main tool for research practice in the middle of the field. The type of data used by the author in this study is primary data by conducting observations and secondary data, namely data obtained from journals, documentation books, observation results and the internet. Data analysis; the data that has been obtained are then analyzed by descriptive

analysis method. The method of descriptive analysis is carried out by describing the facts which is then followed by analysis, not only describing, but also providing understanding and explanation. This technique is used to strengthen facts to compare the differences and or similarities between theory and practice that the author is researching regarding the problem of structuring educators' psychology in facing the new normal digital era 4.0 (Mahmud; 2011)

RESULTS AND DISCUSSION:

There are three psychological phases of humans in facing the new normal. The first is; acceptance or acceptance stage. "This is the stage where we accept the new conditions. The two are; adaptation or adaptation. This is the phase in which we learn to cope with new conditions. The third is implementation, where we apply what we have learned from these conditions. Vera (psychology) emphasizes that the new normal will always exist and always change, as well as the human phase to go through it with acceptance until implementation. "This is not easy, and the process, it can be fast or slow. Then in the middle of implementation, the phase returns to new normal. There is another normal that is new, and so on,"

Psychological management activities can be carried out in a management function according to the following figure; Siswanto (2005).

Educators in the New Normal in the Digital Age; Telkom Indonesia Develops:
• The 21st Century Gigital Age skills that teachers must possess are: a) patience and persistence, b) understanding science and technology developments, c) creative thinking, and virtual world management.
• Creativity; Educators influenced by the challenges educators who do not understand using the product ICT (information and communication technology) is in a situation of meaningful learning. Classification in the first type are teachers who do not understand ICT product knick-knacks, but want to use them. This type is usually the senior educators. The second type is educators with 5-10 years of career experience who are quite open to use, but need further introduction. "They are usually only at the stage of being connoisseurs," This type has used a lot of reference sites on the internet that can be a starting point, in providing oneself (see box: Reference 'Click' for Teacher Educators / Lecturers). Through these educational sites, educators can actively explore teaching materials, select them, even develop the teaching materials they already have, educators can participate in producing teaching materials , for example in the form of presentations that are shared on the internet . So, educators who visit the site can adopt it. "In fact, more than that, by distributing teaching materials, educators can get input and become a source of information for other educators who access it.

• Innovation; Here for the educator shall develop 7 Innovation Education in the Digital Age , according to the reference : 1). SIAP online : Information system services & online education applications connect parents, students, teachers, schools, regional and central agencies in an integrated and accountable manner for the progress of Indonesian education. 2). Q baca : Digital book and library application. To be able to always carry all your favorite books regardless of the number, read anywhere and anytime, still in the comfort and familiarity of reading books. 3). Q Journal: A solution to gain access to world-quality academic material, as well as access to publications on the results of Indonesian academic research and discourse throughout the world 4). English Bean: A new, fun and interactive, IT-based way of learning English, which allows anyone to learn English easily,

anywhere. 5). Umeet Me: Multimedia conferencing service in the form of high quality video and low bandwidth consumption to support distance education programs. 6). Indi School : Providing wifi internet access to access educational content for the educational community in the education zone quickly and cheaply. 7). Smart Campus Award: A self-assessment program to measure the utilization of Information & Communication Technology (ICT) in Indonesian universities using the "ZEN Framework" method . 8). Indi Learning, For You Guru I present : ICT training for various communities in Indonesia, one of which is the teacher community.

The Role of Educators in the Digital Age 4.0:

The birth of a digital knowledge-based community has brought big changes in everything . The role of educators in the learning of the digital era requires Educator expertise to apply the right solutions to various problems ; The demand for adaptability to digital developments and changes . Educators are demanded for a change that requires a new orientation in education, namely; creativity, initiative, innovation, communication and cooperation . This is relevant to the opinion of Putra, Sitiatava Rizema. (2013) educators must be creative in teaching and learning designs so that educators teach students in the field of science. But for now creative learning should be on all educators on the basis of scientific her not only just science, but covers the entire field of science.

Digital era , is needed; Educators who can influence vision, responsibility, logical abilities and character. Adaptive educator; keep up with the times, can play various roles as agents of change, learning consultants; who have a sense of humanity / high social and moral sensitivity, and social sensitivity, and think rationally and honestly, so that they are able to work well in a dynamic educational environment. (Department of Education and Culture; 2003)

The role of professional educators in the digital era , namely; (1) Global digital community ; mastering learning, namely learning that emphasizes : (a) search and discovery construction ; (b) creativity and initiative ; (c) interaction and cooperation; (2) Learning in the digital age is the teacher as: (a) a learning resource; (b) facilitator; (c) manager ; (d) demonstrator ; (e) mentors ; (f); motivator (g) evaluator ;

Peron educators in the world of early pension d i 've got to be mastered digital transformation , according to the following image.

Teacher Competence in the Digital Age:

According to Irwanto, N., and Suryana, Y. (2016). In his book Pedagogic Competence that educators can be competent if, according to their scientific field, one of the teacher competencies is; professional competence. So educators must have professional competence, in carrying out their duties and functions in the learning process.

Professional teacher , master; a) scientific leadership b) Digital Literacy c) Communication d) Emotional Intelligence e) entrepreneurship e) Global citizenship f) Problem Solving 8) Team Work

Educators must have the ability of Comprehensive Assessment:

According to Mulyasa, HE (2013) in the Competency Test and Teacher Performance Assessment, every educator / teacher needs to be assessed in the learning system it implements to measure the success of the teaching and learning process. Also can have the ability to assess the development of learners, from the beginning, ongoing and even the end of learning.

Educators must be able to design assessment instruments for the uniqueness and

excellence of students, so that students know all their potential since they are in school. Explore all aspects concerning students, both knowledge, skills and character. All these aspects must be explored, honed and evaluated during the learning process in the classroom. This assessment report will be very useful for students and their parents as part of the feedback to continue to improve their educational outcomes

Learning Module (according to Student Passion):

Teachers are able to present subject matter in module form that can be accessed online by students. Complete with features that teachers can use as a means of developing online -based modules.

However, the availability of features for this online module must be accompanied by the teacher's ability to package these features. The combination of face-to-face learning in class (conventional) and online learning is known as blended learning

◉ Action concept; Innovative Authentic Learning:

Educators have the competence of presenting innovative learning. (joyful and innovative learning, namely learning that combines hands on and mind on, problem based learning and object based learning)

Educator Task Strategy:

In the context of education, whether we realize it or not, the "new normal" has started to occur globally since the Covid-19 pandemic.

Teaching and learning activities that are usually carried out face-to-face, where educators and students are physically present in classrooms and learning places, are now being replaced by learning activities through electronic media (e-learning)

In online learning, educators and students are at the same time in the same internet application or platform and can interact with each other like conventional learning so far.

Whereas in offline learning, educators upload material via the web, send via electronic mail (e-mail) or upload it via social media for later download by students. For the offline method, students learn independently without being tied to time and place. On the other hand, synchronous e- learning can only occur online, even though in reality, e-learning teaching and learning activities have been carried out by several universities for a long time, but this way of learning is awareness of the Industrial era. Revolution 4.0, an era that brought changes to the way humans work, interact and transact.

Since the issuance of Circular Number 36962 / MPK.A / HK / 2020 dated 17 March 2020 by the Minister of Education and Culture and enforced a few days later, all teaching and learning activities both in schools and campuses have been carried out online as an effort to prevent the development and spread of the pandemic Covid-19. No one can predict when the Covid-19 pandemic will end. While waiting for the guidelines for implementing education when the new normal will take place, it is better if the education manager or educators make innovations in helping the teaching and learning process, so that the quality of education during the pandemic is not too different from when the new normal is carried out in the learning process.

This is in accordance with the opinion of P. Siagan, Sondang. (2004). In his book Strategic Management ; Education actors, must be able to master strategic management, in order to remain adaptive and fast and always ready to make changes at any time, any situation and condition, because the measure of education is quality or quality .

The difference in quality can be reduced by several things, including: first, lecturers or educators and students must improve internet skills and literacy through electronic media.

The first is the strategy of educators and students; first; must be able to take advantage of available channels such as learning management systems, audio-video-based communication media, social media that can be used to assist quality teaching and learning activities.

Which both educators should also learn to create questions on line provided on the application on line in order to manage the evaluation of the learning process independently. Determining learning outcomes will be changed or not, because not all achievements can be conveyed through e-learning, especially, vocational education, or skills education that must be observed directly.

It could be a skillful activity in the form of a video, but it must pay attention to the angle of observation or shooting, so that there is no difference between movement in the video and direct observation, the third is educators, must ensure that the material is easily understood by students in the form of power slides. Point or pdf, to complement student or student course materials, such as regular information, inform the literature as an addition to theoretical insight.

At the time of learning, it is certain that they must meet the principles of the blended learning concept, educational institutions need to prepare a sufficient band with, so that during the hours of the learning process, it can run well and smoothly. In addition, educational institutions are expected to have or establish the same platform or application, to ensure uniformity of the learning process for students. However, after the Covid-19 pandemic, the new normal education that has begun should be continued and refined to meet the concept of blended learning, which is an educational concept that combines face-to-face learning methods in classrooms with e-learning, and in turn, the world of education will really is in the era of education 4.0. Regarding e-learning in educational institutions from elementary to tertiary level, if the measure is "can be done",

New Normal Educator in Learning Education:

New Normal or new normal is a term that refers to a new lifestyle in a new type of Corona virus pandemic situation. The new lifestyle means that people apply health protocols in the form of diligently washing their hands with soap, always wearing masks, always keeping their distance, and avoiding crowds to avoid Covid-19, a pandemic disease that WHO estimates will not disappear in the near future New norms are implemented after workplaces, offices are closed, work from home is encouraged, and campaigns to stay at home are intensified. Even so, the government stated that the new normal does not mean the easing of large-scale social restrictions (PSBB). In terms of government regulations, especially the Ministry of Health has submitted public health protocols in carrying out the new normal through the Covid-19 task force throughout the Republic. The socialization of health protocols in welcoming the new normal is of course to every department in government agencies, with this protocol, of course, each department adapts, and how it works and processes, especially the education and trade departments, which clearly require the implementation of the new normal to be carried out properly. Because in these two institutions it is clear that a number of students or people who want to do activities gather together , in the education sector there are various levels of education from pre- school to tertiary age , while the trade department, every market and trade transaction of the new normal application must be monitored and carried out well.

The readiness of the community in carrying out the new normal is not easy to do, the existence of a health protocol is of course a very important thing to run in welcoming the new normal. The readiness of this community can be passed if there is a synergy of government work from the leadership to the lower levels. This health protocol must be truly internalized or entered in the minds of every individual well in society, so that when a new normal has to be undertaken there is no need for the Covid-19 Task Force to always control behavior Public. World of Education, for example ; In order to run a good learning process, there are basic elements that must be fulfilled, namely the curriculum, human resources, teachers, lecturers and staff of teaching infrastructure , in a new normal atmosphere, guidelines that govern and are agreed upon by the elements must be prepared. In the world of education when the learning process has started. Regarding social distancing rules, it affects the allocation of space use because if you want to comply with the health protocol in the new normal, student seating is arranged in such a way, this will have an impact on the use of classrooms and teaching time.

It should be noted, according to Mendikbud Nadiem Makarim; Since President Joko Widodo announced to carry out all activities at home such as Work from Home (WFH) and Study from Home (SFH), educational policies during a pandemic have made educational institutions both from elementary level to college level have to move quickly in starting or preparing human resources. in this case the teaching staff, to be able to carry out digital learning, technically with the implementation or progress of the new normal can be carried out by education operators or education managers, this condition changes the habits of students and students who are usually productive according to the target of the lecture to become 'lay people' who tend to spend time surfing the internet quickly adapt to the health protocol rules so that the learning process goes well.

However, the readiness of educators is very much needed in new normal conditions, at various levels of education from elementary, middle to public and private universities are still waiting for regulatory guidance from the Ministry of Education and Culture (Kemendikbud), related to new life patterns. In principle, the education or learning process in pre-school, elementary, middle and tertiary schools must adhere to the principles of government policies while preparing the variables in the learning process needed. Pandemic changes culture in all aspects of life, including the pattern or way of delivery in the learning process in an educational institution. The lesson of a pandemic is that there is an advantageous side to the world of education, one of which is that educators are used to working through digitalization systems or virtual media.

Educational service systems and online academic services, e-office e, hand washing facilities, masks, and what is important is the literacy and readiness of lecturers and teaching staff to welcome the new normal.

Some of the initial activities carried out by educators before the pandemic, are basically the same as during the pandemic, we can see in the picture below;

CONCLUSION:

Many activities of educators continue to carry out education effectively, below are some true stories of educational activities carried out by educators. Educators must be able to become digital learners and be able to teach the digital generation, because students who were born in the 4.0 era, or the 21st century can be classified as the original digital generation, namely those who were born and developed in the digital era while in some cases the majority of teachers are

the digital generation immigrants, namely the generation born before the digital era.

Organizing psychological educators in the development of education to become teachers in the digital era; The focus of attention of educators in adaptation and adaptation in internet and digital developments, so that for an educator, it is no longer directed at the question of how a teacher teaches?, but more focused on the question of how students can learn and enjoy the learning process. In other words, changes in students as mentioned above require adjustments by the teacher in teaching them, because educators must be able to see the changes that occur in students including the ways of thinking, the ways of learning and the ways of behave . It cannot be denied that the paradigm shift in the world of education from being originally teacher -oriented to student-oriented, this will change the psychology, learning methods, ways of thinking and so on by educators , so that the development of Information and Communication Technology in the digital era 4.0 is getting faster nowadays . Directly or indirectly, it has a significant influence on the world of learning, both for students and teachers.

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