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Adaptation of Learning System in Darma Cendika Catholic University as Response to Technology Development, Indonesia

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Abstract:

Technology for humans who live in modern times like today, has become an important part that can not be released. Technology can be said to have become a part of human life. In addition, technology has influenced various sectors in human life, including in the education sector. Therefore, education business people are challenged to be able to utilize technology in the existing learning system. Technology will help educational institutions to improve the quality of education, realize cyber universities, and competitive advantage. Utilization of technology in educational institutions, will help institutions to be able to implement management information systems, knowledge management, and data mining. Management information system is an information system that can contribute information for the operation, supervision, planning, management and decision making functions. Knowledge management is information that is processed in such a way that it can become knowledge. Data mining is automatically analyzing data using various tools, which will help produce information. When educational institutions can take advantage of these three things, competitive advantage will remain.

Keywords: Management information system, knowledge management, data mining, competitive advantage

1. Introduction

The development of technology in the 21st century is something that cannot be stopped. After the discovery of steam engine technology that is useful to help human performance, technology development continues. Oil and electricity powered diesel engines, as well as automatic machines that have been connected to the internet, are a form of technological development. The use of technology for various human activities is increasingly visible. In fact, in today's digital era, human life cannot be separated from technology. Therefore, it is not wrong to say that modern humans cannot be separated from technology. Technology has become an important part of human life.

After the invention of the internet and the use of the internet in human life, humans increasingly feel comfortable using technology in various human activities. It was noted that internet users in Indonesia in 2018 were 171.17 million users from 246.16 million of the total population of Indonesian people. If it is presented, it becomes 64.8% of the total population of Indonesian people. Based on age segment, the highest internet users are those who have an age range between 15-19 years (91%). The second age segment as an internet user is the age range between 20-24 years (88.5%). The third age segment as an internet user is the age range between 25-29 years (82.7%). The fourth age segment as an internet user is the age range between 30-34 years (76.5%). The fifth segment as internet users is the age range between 35-39 years (68.5%).

Based on the data mentioned above, it can be said that technology, especially the internet, has become an important part of Indonesian people's lives. It is predicted, that there will be additions from year to year related to active internet users in Indonesia. Therefore, it is not wrong if slowly, the internet began to be used, not only as a means of communication, but also a means of finding information, learning, and business. Regarding communication facilities, various applications have emerged that make it even easier, such as e-mail, Facebook, Instagram, Twitter, WhatsApp, Mechat, and Line. Regarding learning facilities, various applications have emerged that make it easy to learn, one of which is the teacher's room. Related to business facilities, various applications have emerged that make it easy to conduct business processes, such as Tokedia, Shopee, Lazada, and Bukalapak. Related information, there are search tools that are quite well known, such as Google. Related to transportation, easy applications have emerged such as motorcycle taxi, grab, traveloka, and Tiket.com.

The challenge now faced with regard to the internet is the management of big data. In the digital age, big data collected can be said to be abundant. In order for the data to be more beneficial for the progress and development of human life, it needs to be managed and professionally managed. A professional information management system is needed so that data can be put to good use, and not misused. Big data, is a valuable asset to know the direction of market development and progress in the future.

What has been mentioned above, at least has provided an overview related to the use of internet technology in the activities of the Indonesian people. Because of the increasing number of users of the internet, and slowly began to shift various business activities from the conventional way to the online way. Every business must be able to adapt to technological advancements, including business education in tertiary institutions. Utilization of technology, hopes will help the college education business can still survive in the digital age. The use of internet technology in higher education business is a form of knowledge management. Higher Education as one source of knowledge, in the digital age is challenged to be able to manage the knowledge that has been owned. Knowledge management, he hopes, can help in the performance of tertiary institutions.

2. Theoretical Basis

2.1. Development of Learning Strategies in the Digital Age

In the digital age, which is synonymous with the speed and ease of information, it seems increasingly attractive to many people. Therefore, it is not wrong if more and more people are trying to take advantage of the digital world to meet their daily needs. Various sectors in human life were also affected due to the development of science and technology. In addition, the development of Information and Communication Technology (ICT) advances today has had a major influence on all aspects of life, including the world of education (Budiana, et al. 2015).

The world of education is challenged to be able to adapt to the development of information and communication technology, and the internet. Because, a variety of exceptional ICT capabilities should be utilized in the world of education within the framework of giving birth to a better education system, both in the aspect of infrastructure, improving the professionalism of the quality of human resources of educators and quality students (Budiana, et al. 2015). When technology and the internet are used optimally in education, the hope is that it can help to realize quality learning.

Quality learning strategy. Quality learning reflects the existence of a learning environment that allows students to exercise control over their emotional needs, make choices that enable them to be physically, emotionally and mentally involved in the learning process, and an environment that gives them the freedom to determine learning choices according to their abilities and wishes (Ismaniati, 2010). Quality learning can be realized when information technology and the internet are used optimally. Therefore, it is needed a strategy and innovation in the field of education that can help in improving the quality of learning in the digital era as it is today.

Digital learning strategy. The world of education seems to need to implement digital learning (digital learning). Digital learning is a system that can facilitate broader, more diverse and varied learning (Aparis, et al. 2019). Digital learning will make it easier for students to learn anytime, anywhere, without being limited by space and time. So, in other words digital learning is learning that applies a web-based and digital learning system that covers all aspects of learning activities, such as learning materials that are designed electronically (Aparis, et al. 2019). Digital learning strategy is a response to the development of information technology and the internet that is growing rapidly.

Educational innovation. Educational strategies and innovations in learning methods include the formulation of the organization of teaching materials, the strategy for delivering and managing activities by taking into account the goals, obstacles, and characteristics of students so that effective, efficient, and attractive learning outcomes are generated (Syamuar and Reflianto, 2018). In the digital age, learning strategies and innovations connected to information technology and the internet are concrete efforts in learning strategies.

Strategy for developing information technology and internet facilities and infrastructure. Digital learning and learning that utilizes information technology and the internet, may not be able to run smoothly if it does not have adequate infrastructure. Therefore, it is appropriate if facilities such as internet, wireless, computer and platform are available.

Human Resources development strategy. Educational development cannot run smoothly without preparing Human Resources. Human Resources consisting of educators and education personnel must be prepared, so that they can use information technology, the internet and digital learning properly. Therefore, there are at least 5 strategies that should be pursued by universities in developing learning strategies in the digital age. The five strategies are: quality learning strategies, digital learning strategies, educational innovation, strategies for developing information technology and internet infrastructure, and Human Resources development strategies.

2.2. Management Information System

Management Information System or management information system can be interpreted as an information system that can contribute information for the operation, supervision, planning, management and decision making functions. Management information system is one of the important things in an organization or company. Because, in organizations or companies management information systems will support operational activities, profit competition, and decision making.

Management information system, cannot be released from 'information'. Information is data / facts that have been processed in such a way that is more useful and more meaningful for users. In an organization or company, information is a valuable asset that can be used as a basis for decision making, policy, and management. The value of information is based on 10 characteristics, namely: easy to obtain, extensive and complete, accuracy, suitability, timeliness, clarity, flexibility, can be proven, no prejudice, and can be measured (Lipursari, 2013).

Within a company or organization, the information possessed can certainly be abundant. However, not all information held is managed properly and precisely. Therefore, the information that exists, needs to be managed, so that it can be easier for companies to utilize existing information. Management information systems specifically have duties and

characteristics. The task of management information systems is to process data, program data, collect data, and store data. Characteristics of management information systems are:

- SIM is very dependent on the existence of overall organizational data, and also depends on the flow of information possessed by the organization.
- SIM does not have the ability to analyze problems.
- SIM requires very long and careful planning, while taking into account the organization's future development.
- SIM usually oriented to the data that has happened or the data that is happening, not the data that will occur.
- SIM is oriented towards data within the organization rather than data from outside the organization.
- SIM is usually not flexible because the forms of reports that have been prepared have been prepared in advance.
- SIM helps managers in a structured manner at the operational level, control level, and planning for senior staff.
- SIM is designed to provide daily operational reports so that they can provide information to control operations better (Lipursari, 2013).

2.3. Knowledge Management

Information in a company or organization is a valuable asset that should be used for development. In order for information to be valuable, then grow into knowledge in an organization or company, a system or concept known in knowledge management (KM) is needed (Darudiato and Setiawan, 2013). The application of the concept of knowledge management, hopes to help the organization or company in maintaining performance and productivity. Important components in knowledge management are people, process, and technology.

Knowledge can be interpreted as a mixture of experiences, values, contextual information and expert views that provide a framework for evaluating and integrating new experiences with information (Darudiato and Setiawan, 2013). In general, knowledge can be grouped into three types, namely:

- Explicit knowledge: knowledge that has been documented, and which can easily be shared or communicated to others. Examples: journals, papers and articles.
- Tacit knowledge: knowledge that is not easy to communicate or share with others. This knowledge, is inherent in every individual, because it can be in the form of experience or expertise.
- Potential knowledge: knowledge that plays a role in turning data into knowledge and analyzing data.

Knowledge management has benefits and objectives that will be useful for the operations of the organization or company. The benefits of knowledge management include: increasing the knowledge assets owned, saving costs and time, improving work methods and process efficiency, increasing expertise to innovate, and increasing credibility in decision making. The objectives of knowledge management are to capture knowledge, to improve knowledge access, to enhance the knowledge environment, and to manage knowledge as assets (Darudiato and Setiawan, 2013).

2.4. Data Mining

Data mining can be interpreted as an automatic analysis derived from large or complex amounts of data for the purpose of obtaining important patterns that are sometimes not realized (Witten and Frank, 2005). The use of data mining in a company or organization, hopefully can help in getting important information from internal data sources. An interesting thing related to data mining, namely its ability to predict trends and the nature of business behavior in the future. The ability of data mining in predicting, cannot be released from various existing processing techniques. Therefore, data mining can also be interpreted as a process that uses statistical, mathematical, artificial intelligence, and machine learning techniques to extract and identify useful information and related knowledge from various large databases (Mardi, 2017).

Based on the explanation that has been submitted related to data mining, then, it can be said that:

- Data mining is an automatic process of existing data.
- Data that is processed is very large data.
- The purpose of data mining is to obtain relationships or patterns that might provide useful indications (Mardi, 2017).

2.5. Information and Communication Technology (ICT)

In the digital era as it is today, the development of information and communication technology has become an unstoppable thing. Innovation and improvement of information and communication technology continues, for the realization of technology that makes it easier for humans. Information and communication technology can be interpreted as all technologies relating to the collection, collection (acquisition), processing, delivery, dissemination and presentation of information (Mardi, 2017). The ease offered by information and communication technology has made many people begin to use ICT in various fields of life. Therefore, it is not surprising that ICT has become an important part of human life, and humans cannot be separated from ICT.

3. Discussion

3.1. Opportunities for Darma Cendika Foundation - Darma Cendika Catholic University in Utilizing Information and Internet Technology

Technological progress is an opportunity and opportunity for the Darma Cendika Foundation (YDC) - Darma Cendika Catholic University (UKDC) to improve performance. In the digital era and which is synonymous with disruptive

innovation, YDC - UKDC is challenged to be able to improve performance and quality, if you want to stay afloat in the world of education. As one of the universities in the city of Surabaya, UKDC is demanded to have a competitive advantage, because competition among universities to get students tougher.

Based on data from the Higher Education Database (PDDIKTI), in Surabaya there are 110 Higher Education Institutions, consisting of 6 State Higher Education Institutions, 71 Private Higher Education Institutions, 25 Religious Higher Education Institutions, and 8 Special Higher Education Institutions. As one of the universities in the city of Surabaya, UKDC is challenged to be able to compete among 109 other universities in order to get students.

One of the efforts that can be done by UKDC in order to be able to have a competitive advantage is to utilize information technology and the internet. At the very least, information technology and the internet can be utilized by UKDC as a means of promotion, service improvement, performance improvement, and teaching-education. There are many opportunities to be found if UKDC can further optimize the use of information technology and the internet.

3.1.1. Promotion Tool

Based on data from internet users, the results show that the most users are young people who have an age range between 15-19 years. The age range is the age of high school students who will enter college. Not infrequently, before high school students who want to continue their education to tertiary institutions, they will look for information related to tertiary institutions on the internet. Therefore, the internet is a good promotional tool in the digital age. The challenge related to using the internet is to make interesting content, so that many internet users are interested in seeing. The internet can also be used as one source of data, which can be managed to become information for UKDC. Existing information, can finally be managed in a management information system. Hopefully, this will help in the evaluation and determination of policies in the future.

3.1.2. Service Improvements

In modern times like today, information technology and the internet always offer convenience, effectiveness, and enthusiasm. This is an opportunity for UKDC to improve services. The services referred to are internal services and external services. In external services, UKDC can utilize the internet to make it easier for prospective students to register with UKDC. Students can download registration forms, make payments, and upload files via the internet. This will certainly make it easier for registrants and employees, because it is more effective, efficient, can be done anywhere, anytime. In internal services, UKDC can utilize the internet to carry out administrative tasks.

3.1.3. Improved Performance

Optimal utilization of information technology and the internet, hopes can also increase work productivity of educators and education staff. The work done by utilizing the internet will be beneficial for the institution because it can become data mining, a source of knowledge about employee performance, evaluation, and monitoring. In addition, the digitization process will help performance, because it can be done anywhere, anytime. When every employee is accustomed to using information technology and the internet at work, he hopes that the competitive advantage of UKDC can increase.

3.1.4. Education and Teaching

The development of information technology and the internet, has influenced various aspects of human life, including education. Therefore, education must also undergo a change in a better direction to balance the development of technology and science (Astuti, et al. 2019). Utilization of technology and the internet is a demand that must be done in this 21st century. This is because, educators, are no longer the only source of knowledge. Modern students can obtain various information related to knowledge through technology and the internet. Nevertheless, the role of teaching staff is still important, because it helps in directing, guiding, and developing students.

Utilization of technology and the internet in the world of education, aimed, that, the current education and teaching process, is no longer limited to space and time. Learners can study anywhere, anytime. UKDC can utilize technology and the internet to develop the learning process, which ultimately can help students to download, upload, and consult anytime and anywhere. The hope, can help realize quality and effective learning. Effective learning is learning that facilitates students actively interacting with various learning resources so that students achieve learning objectives effectively, efficiently, and fun (attractiveness) (Budiana, et al. 2015).

Information technology and the internet will be very helpful in the education-learning process, because:

- Improve the quality of learning
- Expanding access to education and learning
- Helps visualize abstract ideas
- Facilitate the material being studied
- Showing learning material becomes more interesting
- Enabling interaction between learning and the material being studied (Budiana, et al. 2015).

When UKDC can utilize technology and internet advancements optimally, UKDC can increase competitiveness and become an alternative for prospective students to continue their tertiary education.

3.2. Efforts of the Darma Cendika Foundation (YDC) - Darma Cendika Catholic University (UKDC) to Continue to Survive Amidst Technological Progress

The advancement of information technology and the internet is an opportunity for YDC - UKDC to survive in the midst of increasingly strong competition. If you want to stay afloat, YDC - UKDC must be able to utilize technology and the internet that makes UKDC a digital campus. Utilization of technology and the internet is not just the provision of high-speed internet networks, computer equipment, and wifi. In addition, the use of technology and the internet is not just about making a website, so that visitors can find out the situation, conditions, facilities, infrastructure, activities, vision and mission of the institution, which ultimately interested in registering.

The use of technology and the internet that leads to digitization is related to campus administration. Campus digitalization is the process of migrating data from what was previously only accessible in a narrow range, namely paper data and documents, to digital data in the form of files that can be accessed either by the public or limited (Siswanto, 2020). Based on the definition of campus digitization, UKDC seems to need to migrate data, from the conventional to the digital way. UKDC already has good facilities related to technology and the internet. However, related to administrative data, UKDC still uses conventional methods.

3.2.1. Online Financial System as a form of Efforts to Improve Services

Data transfer from the conventional method to the digital method is slowly starting to be done with an online financial system. In 2019, YDC - UKDC has an online financial system. This system aims to facilitate fundraising from each work unit to the Foundation, which aims to accelerate disbursement of funds. In addition, the online financial system, hopefully can facilitate the Foundation in controlling, managing and evaluating the realization of funds.

The online financial system owned by YDC - UKDC is a form of campus digitization efforts. In the digital age that is synonymous with speed, and convenience, it finally has an impact on various sectors of human life that must also move quickly and easily. The online financial system will specifically assist in: automatic billing for all students per class and department, recording incoming and outgoing cash, payment of student bills, and procurement proposals. The use of online financial platforms is an effort to realize a digital campus.

Figure 1: Financial Control Scheme

Under the financial scheme, any money entered at the university from students will be transferred to the YDC account. The funds collected in the YDC account are managed for university needs and UKDC development. The university finance department will make a budget submitted to YDC every 5th, 15th and 25th of each month. YDC will transfer budgeted funds every 10th, 20th, and 30th of every month.

The online financial system is an effort to implement an information management and data mining system in the YDC - UKDC environment. Because, YDC leaders and UKDC leaders, can be helped in monitoring and decision making based on information related to funds, ranging from budgeting, to realization.

Figure 2: Online Financial System

3.2.2. Personnel Information System as a form of Efforts to Improve Performance

One concrete action to increase employee capacity is to implement monitoring and evaluation. In the digital age, monitoring and evaluation can be done by utilizing technology and the internet. In this regard, UKDC has implemented an online staffing management information system. This application system will help every employee to attend and schedule activities every day. In addition, this online application system will help every leader to monitor and evaluate employee performance, whether it is in accordance with what has been planned or not.

Figure 3: Display of Staffing Dashboard

Based on the online application, leaders can quickly find out the presence of every employee in real time. Leaders can also find out what is done by each employee. Because, before absent from entering, every employee must write down the activities carried out while working. Likewise before leaving, each employee must write back the activities that have been done. This will facilitate the leadership to evaluate the performance and productivity of each employee.

Figure 4: List of Present History

Online staffing application that is owned, is an effort of the application of knowledge management. Educational institutions such as UKDC certainly have abundant knowledge, because every employee has more than enough knowledge. Therefore, in order for the knowledge not only data or information stored in the staffing department, it needs to be managed. Work improvement and service improvement, hopes can be realized well with an online staffing application.

Figure 5: Personnel Monitoring Page

Online staffing applications can also help in disseminating information to every employee, because there is a special section on the dashboard about news. The hope, every employee can find out announcements related to staffing or institutions more quickly and accurately. Related to efforts towards a digital campus, staffing applications are institutional concrete efforts to slowly migrate data from conventional to digital. At present, all staffing related data is slowly being uploaded to the staffing cloud application. Thus, Human Resource Management can be done quickly, easily, effectively, efficiently, whenever and wherever.

3.2.3. Digital Learning System as a form of Efforts to Improve Education-Teaching

One of the important things that needs to be done by UKDC is the use of technology and the internet to help the process of teaching and learning in the digital age. The development of technology and communication in education, resulting in five shifts in the learning process, namely from training to appearance, from classrooms to places where and whenever, from paper to online or channel, physical facilities to network facilities, from cycle time to virtual time (Siswanto, 2020).

Based on the Minister of Education's regulations, Higher Education in Indonesia has been designed to begin to be able to do Distance Learning (PJJ). The application of PJJ in Indonesia must go through strict procedures with various requirements that must be possessed, ranging from human resources, technology facilities, and accreditation of study programs or institutions that have been accredited by the National Accreditation Board for Higher Education (BAN-PT). Initially, there were restrictions related to PJJ permission for tertiary institutions, namely regarding the accreditation of study programs and institutions that can do PJJ. However, when the co-19 pandemic hit Indonesia, PJJ must be carried out by all educational institutions, for the sake of health and safety.

The application of PJJ to institutions is like a double-edged knife, because it can be an opportunity and a challenge. Related to opportunity, every institution including UKDC can utilize technology to realize digital campus. The use of technology in learning can be one of UKDC's competitive advantages in the digital age. However, the challenge that must be faced by UKDC is related to readiness in digital learning. It appears that UKDC is not fully ready in PJJ or digital education. The COVID-19 pandemic finally helped UKDC to realize that UKDC needed to prepare a learning model in accordance with the demands of the digital age.

Based on the minister of education and culture regulation article 1 paragraph 4, it is explained that, electronic education (e-learning) is learning that utilizes information and communication technology-based information packages for the benefit of learning that can be accessed by students anytime and anywhere. Therefore, for UKDC to be more ready in realizing a digital campus, the teaching-learning process also needs to utilize digital technology.

UKDC already has an academic information system, which helps in delivering various academic related information to students. The application, can help students to get academic information that can be accessed via a smartphone, wherever and whenever. However, UKDC does not yet have a special application to help the digital learning process.

Figure 6: UKDC Academic Information System

During the PJJ process due to the implementation of Large-Scale Social Restrictions in Greater Surabaya, and an appeal from the Ministry of Education regarding the prohibition of educational activities during the covid-19 pandemic. UKDC is quite difficult in carrying out the teaching-learning process, because it does not yet have preparations related to digital learning. Learning from experience, UKDC needs to have a special platform that helps in facilitating digital learning. In addition to preparing digital learning platforms, UKDC also needs to prepare human resources capable of mastering technology. Preparation of HR that is responsive to technology becomes important, because it seems that the digital learning process will continue.

Figure 7: Schema of Learning Model Design Using Platform

Figure 8: Example of Dashboard Display
Source: <https://fastlakoo.com/apa-itu-wordpress/>

If UKDC wants to be able to survive in the era of disruptive innovation, UKDC must immediately adapt to the learning system digitally. The digital learning process indirectly will help students to get to know and understand information technology. The hope, students can be more accustomed to using technology which is a demand in the digital age. In addition, the influence of technological developments in the world of education demanded educators and students to be more active in following the development of information, with the use of the internet, which is one form of modern

technology, hoping to be motivating and provide inspiration to produce creative and useful information (Siswanto) , 2020).

The use of e-learning in education has slowly shifted the pattern of teacher center learning. After the era of teacher center, then, the process of learning and teaching, much dominated by the role of teachers and books (the era of teacher and book) and in the present and future, the learning and teaching process will be dominated by the role of teachers, books, and technology (the era of teacher, book, and technology) (Siswanto, 2020).

3.3. Utilization of Technology in the Darma Cendika Foundation Environment - Darma Cendika Catholic University

Foundations and Universities have realized the importance of using technology and the internet to support institutional performance. Therefore, slowly, various administrations were moved from conventional methods to digital methods. At least, the financial system, staffing system, and academic system have been tried to start switching to digital. Digital campus is a goal to be achieved by UKDC, because it is a demand that must be met in the digital age.

The transition from conventional methods to digital methods in the YDC - UKDC environment has not lasted long, therefore, the process of adaptation and adaptation continues. Great homework for every employee is to support the realization of a digital campus and improve the administration system at the institution.

3.3.1. Online Financial System Utilization

The online financial system is a concrete effort to run a management information system, knowledge management, and data mining. When the leader knows with certainty the financial situation, of course the leader can easily make various policies and decisions, with the aim of developing institutions. However, because the online financial system is a new way, users still have to keep learning and getting used to using the facility. So, in regard to online financial systems, notes need to be given, namely users need to continue to learn to use technology. Habituation needs to be done, so that slowly get used to it and start being able to switch from conventional methods to digital methods.

3.3.2. Online Employment System Utilization

Human Resources is a valuable asset for an organization or company. Therefore, it is appropriate for Human Resources to be managed and managed optimally. HR is one source of knowledge, so that the knowledge possessed by HR does not just disappear, it needs to be managed. The online staffing system owned by UKDC is one of the means to realize knowledge management.

When UKDC can manage the knowledge of each employee, it is hoped that staffing performance will increase. When the performance of each employee increases, the performance of the institution also hopes to increase. Note related to the online employee system, because this system is a new system, of course there are still many shortcomings. Therefore, it is necessary to continue to be evaluated, so that a system that has this good purpose, can be better and help encourage staffing performance improvement. In addition, employees who manage this system, hopefully can manage optimally, so that it can provide useful information for the development of institutions and staffing.

3.3.3. Utilization of Online Education-Learning Systems

Utilization of technology and the internet in the world of education is urgent and needs to be realized. Therefore, institutions need to immediately realize a system that will facilitate the e-learning process. In addition to preparing facilities to support the e-learning process, institutions need to prepare human resources who are ready to use technology and internet facilities. At least there are 5 qualifications and competencies of educators needed in the digital era, namely:

- Educational competence, the competency of educating / learning based on internet of things as basic skills in the current era.
- Competence for technological commercialization, has the potential to bring students to have an entrepreneurial attitude (entrepreneurship) with technology for the students' work of innovation.
- Competence in globalization, a world without insulation, does not stutter about various cultures, hybrid competence, namely global competence and excellence in solving national problems.
- Competence in future strategies, the world is easy to change and runs fast, so it has the competence to predict exactly what will happen in the future and its strategy, by means of joint lectures, joint research, joint resources, staff mobility and rotation, understanding the direction of SD's, etc. so.
- Counselor competence, considering that in the future the child's problem is not the difficulty in understanding teaching material, but is more related to psychological problems, stress due to pressures that are increasingly complex and severe (Surani, 2019).

Educators need to be prepared so that they can make the most of technology. Educators at least need to have 5 qualifications that have been mentioned in order to realize digital learning to the fullest. In addition to preparing teaching staff, institutions need to prepare learning strategies that are appropriate to the digital era. There are at least 5 learning strategies that can be applied, namely:

- Learning by doing: learning simulation by doing what you want to learn.
- Incidental learning: learn something indirectly.
- Learning by reflection: learn something by developing ideas / ideas about the subject to be studied.
- Case-based learning: learning something based on cases that have occurred on the subject to be studied.
- Learning by exploring: learn something by exploring the subject you want to learn (Saptono, 2012).

UKDC as one of the Universities in the City of Surabaya is challenged to be able to implement e-learning in the digital era. The application of e-learning in the teaching and learning process at UKDC, will help UKDC to realize a cyber university. Notes related to online education-learning system. UKDC needs to improve its online learning system. It appears that, UKDC is not fully ready to implement online learning. Therefore, going forward, UKDC needs to optimally prepare learning models and online learning systems.

3.4. Darma Cendika Foundation Resilience - Darma Cendika Catholic University amid Challenges

Technological advances and the internet do not always bring 'fresh air', because sometimes it also brings 'hurricane'. This is marked by disruptive innovation, which occurs because of developments in technology and the internet. Disruptive innovation makes many businesses, including the education business, therefore, education business people must also innovate in order to stay afloat.

UKDC as one of the education business people is challenged to be able to utilize technology and innovate in order to survive. Therefore, in order to survive, it seems that YDC - UKDC needs to implement several strategies. There are at least 5 strategies for YDC - UKDC, namely: quality learning strategies, digital learning strategies, educational innovation strategies, strategies for developing information-technology infrastructure, and Human Resources development strategies. If YDC - UKDC can implement the five recommended strategies, it is certain that YDC - UKDC can survive in the era of competition. Based on the reviews that have been made regarding YDC - UKDC's efforts in utilizing technology and the internet, it was found that, YDC - UKDC has sought to utilize technology and the internet. YDC - UKDC has realized the importance of data, information and knowledge, because these three things are valuable assets belonging to the institution.

Data, information, and knowledge, are assets that will help leaders in making decisions for the development of institutions. Therefore, these valuable assets must be managed and managed optimally. Institutions have tried to slowly migrate from conventional methods to digital methods. The hope, through digital means, institutions can easily manage and manage data, information, and knowledge.

Based on the reviews that have been made, it can be said that YDC - UKDC can still survive in the digital age. Evaluation, improvement, and monitoring continue to be done to improve the system. Evaluation, improvement, and monitoring can be done by implementing a management information system, knowledge management, and data mining. When the three systems can be managed and implemented, YDC - UKDC can survive in the digital age. In addition to preparing the system and infrastructure, YDC - UKDC needs to prepare Human Resources who are ready to manage the existing system. Human Resources become an important part that must also be prepared by the institution. Because, no matter how sophisticated the system and infrastructure that is owned, without superior Human Resources, the system will not run optimally.

4. Conclusion

Change will continue to occur, because in essence change is a part of nature that cannot be denied. One result of the change is technological progress, which ultimately influenced various sectors of human life, including education. Therefore, the world of education is challenged to be able to adapt to technological developments. Technology that offers convenience, speed, effectiveness, enthusiasm and attractiveness must be adapted in the world of education. Thus, the learning process no longer seems rigid, but rather interesting and fun.

Darma Cendika Foundation - Darma Cendika Catholic University is challenged to be able to adapt to technological progress. The hope, with adaptation, YDC - UKDC can survive in the digital era that is tight with competition. Based on the reviews that have been made, it can be said that YDC - UKDC has tried to adapt to technology. In addition, YDC - UKDC has also sought to utilize management information systems, knowledge management, and data mining in running the operations of the institution. What has been done is a real step that deserves to be continued.

Institutions have a large PR to continue to improve the existing system. This work must be supported by each member of the institution. YDC - UKDC has good prospects in the future, if it continues to strive to improve systems, infrastructure, and superior Human Resources.

5. Reference

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