



# Development of Leadership Textbooks to Improve Student Learning Outcomes

M. Noer Falaq Al Amin<sup>(✉)</sup>, Tauran Tauran<sup>(✉)</sup>, Suci Megawati, Trena Aktiva Oktariyanda, Marisa Tiffany, Muhammad Dikry Romdhonie, Dewi Widyaningrum, and Umi Nur Habibah

Universitas Negeri Surabaya, Surabaya, Indonesia  
noerfalaqalamin@unesa.ac.id

**Abstract.** One of the main subject in Public administration undergraduate program is leadership. There are many books about leadership, however not all of those existing leadership book develop based on high education student learning need The Leadership textbook is really important to support learning activity and optimizing the result from college student. Textbook has important role for both lecture and student as guidance or references in learning process. This textbook expected student will be understand learning material easily. This understanding really important due to competency which want to be achieved from the subject. As the tool to support student achieve their competency this book has the important role to help student reach it, that is the reason why each subject have to developed based on curriculum of study program must develop textbook as well. The purpose of this research is to explain the planning, target of this textbook and argue why it is important to develop leadership textbook for college student. The purpose to this research is for explain the planning of textbook implementation in the class and see the student's opinion about this book and analyze how important it is for the student to support their academic activity in the class. This book is not implement yet. This research use qualitative method to answer research question. To answer this research question researcher ask to students class of 2020 dan 2021 who take leadership subject.

**Keywords:** learning material · textbook · leadership textbook

## 1 Introduction

A suitable textbook can be a great tool for teaching subjects as teachers and students. A textbook is a textbook that serves as a reference for certain learning standards [1] that can be studied to achieve learning [2, 3]. Instructor documentation. However, if the book content has not been updated and is no longer relevant to science or scientific advancement, teachers can restructure the content as needed [4]. This means you don't have to waste time managing your initial resume outline. This is because it has its own textbook as its main guide for editing content. Secondly, textbooks help students in the process of transmitting knowledge outside the classroom. Textbooks can be said to be

used by students to further their scientific research, including academic guidelines. This condition cannot be denied, as the textbook content provides feedback or practice on previously learned material.

Textbooks are also a source of learning, in addition to developing other unlimited resources such as videos, software, etc. match the needs or level of education, understanding thinking and reading skills [5]. This study aims to explain the importance of using leadership textbooks to optimize student learning outcomes. That's why it is very important to analyze the existence of textbooks on the success of students in order to have knowledge about the importance of textbooks. This happened due to the current situation of students learning in the middle of the pandemic situation where they cannot directly approach the teacher and are limited by the screen, resulting in a less than optimal performance because the students are less aware of the learning material.

The purpose of textbook development is to fill this gap. Developmental research can be defined as the process of developing and validating products for use in education and learning. Developmental research means the method of developing and producing products in the form of materials, supports, aids or techniques are used to carry out learning in the classroom or laboratory, no test theory. Development also means the process of interpreting design specifications into physical form. Development, also known as developmental research, is undertaken as a way to connect research and educational practice [6].

Teaching materials are arranged based on specific learning objectives, student characteristics and learning strategies for each learning objective. Teaching materials are components that are closely related to the content of each subject and must be relevant to learning objectives, student characteristics, and learning strategies [7].

Teachers are required to have the ability of a set of knowledge and technical skills in a learning process, in addition to mastering the knowledge and material to be taught [7]. On the other hand, the availability of this book is important to support teaching activity in the class. In this course the student will learn about definition of leadership, types of leadership, and so on.

## **2 Methods**

### **2.1 Development Model**

The development model that use on this research is ADDIE model development. ADDIE model (Analysis-Design-Development-Implementation-Evaluation) which developed by Reiser and Mollend in 1990. The ADDIE model deals with the design of a step-by-step instruction to help plan specific lessons for each step and design a learning program. The ADDIE template design creates a mapping for the entire studio design. The ADDIE model helps students analyze learning needs, design and develop materials and strategies, implement education, and evaluate the effectiveness of education. This model use 5 stages development, consist of:

#### **2.1.1 Analysis**

The analysis phase determines what students will learn, conducts a needs analysis, identifies a problem (need), and performs a task analysis. In addition, the end result will

be in the form of a characterization or profile of potential students, gap identification, needs assessment, and a detailed needs-based task analysis.

### **2.1.2 Design**

This step is also known as creating the plan. If it is to be a building, there must be a project drawing prior to the construction process. What needs to be done in this design phase? First, the learning objectives are formulated, which should be SMAR (specific, measurable, feasible and realistic). The next step is to fill in tests with tests based on the learning objectives formulated above. The next step is to identify the right learning strategy to achieve the goal. In these cases, there are many options for methods and tools to choose from that may be appropriate, and other support resources, one of which is relevant learning resources.

### **2.1.3 Development**

Development is the process of turning a project into a reality. If your design requires software in the form of multimedia learning, it means you have to develop multimedia. Or you need a print module and develop that module. In addition, other learning environments that will support the learning process must be prepared at this stage. An important step in this development phase is testing before implementation. This exam phase is actually part of the phase included in the ADDIE assessment. More precisely, formative evaluation. Because the results are used to build a learning system that is being developed.

### **2.1.4 Implementation**

Implementation is a specific step that should be applied in the training system developed so far. That is, everything developed in this step can be implemented.

### **2.1.5 Evaluation**

Evaluation is a process of seeing whether the designed teaching system has successfully met previous expectations or not. In fact, the evaluation phase can take place at any previous phase. Any evaluation. The steps above are called formative assessments, because their purpose requires review. For example, in the design phase, you must have a formative assessment for expert review to provide design input. In the development phase, it may be necessary to test the product under development or require evaluation in small groups, etc. [8].

The ADDIE model provides a helpful step-by-step learning design plan learning specifically at each stage and design programs learning<sup>8</sup>. The ADDIE design model forms a mapping to all learning plan. The ADDIE model assists participants in analyzing needs learning, designing and developing materials and strategies, implementing learning and evaluate the effectiveness of learning.

### 3 Trial

The trial process will be conducted in two steps. First, the test will be conducted by (a group of peer reviewers). Reviewers are considered experts and competent in leadership course. After the researcher and researcher agree that it is correct, then proceed to the next step. The second stage test will be conducted by some students. Students will provide the necessary feedback in the textbook. This test step ends when the researcher has made improvements based on the feedback provided.

The type of data from the two-stage test is divided into qualitative and quantitative data. This happened because previous questionnaires had used open and closed question categories [9]. The instrument for data collection is a questionnaire. But you still have the opportunity to be interviewed if an interview is deemed necessary during the trial process.

The data that has been collected is analyzed by tabulating. This data will be discussed by the researcher. Not all suggestions and comments will be accepted by the researcher. The researcher will receive feedback if it is considered appropriate to develop the textbook and obtain a budget [10].

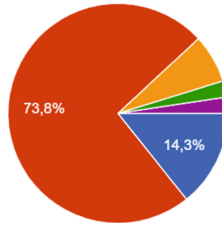
### 4 Discussion

The leadership textbook is still at the design and development stage. Therefore, the researcher analyzes how the student's needs are related to the leadership textbook that will be prepared to support classroom activities. Leadership textbooks are prepared with the aim of making it easier for students to find learning materials. Therefore the researchers made several research questions for students with the aim of knowing how much students need for leadership textbooks that will be made. The following are the results obtained from the interview process to students who have taken leadership courses.

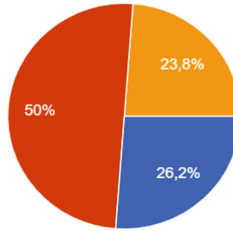
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The data above shows that 73.8% of students who participated in this survey used journal articles as learning resources. Meanwhile, only 14.3% used textbooks as study suggestions. And the rest utilize other learning resources such as news, journal articles and learning media compiled by lecturers (Fig. 2).

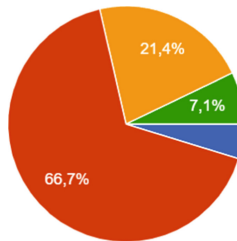
The researcher tried to ask students who had taken leadership courses where 26.2% of students who answered thought that the existence of textbooks was very important to support the leadership lecture process in the classroom. Meanwhile, 50% of the students who answered considered the existence of a leadership textbook to be important. Meanwhile, 23.8% of students considered it quite important (Fig. 3).



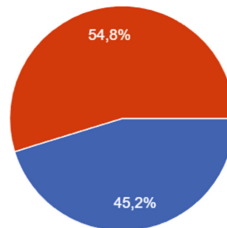
**Fig. 1.** Student Learning Source



**Fig. 2.** Student Opinion about importance of textbook



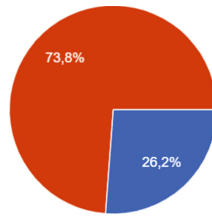
**Fig. 3.** Student main source in learning activity



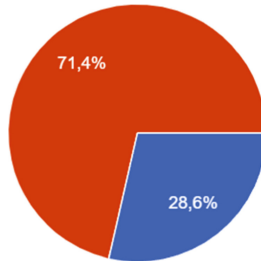
**Fig. 4.** Students answer about textbook need

On the other hand, 66.7% of students who answered questions stated that textbooks had not become the main source in the learning process. This is one of the reasons behind the need for a textbook leadership (Fig. 4).

A total of 54.8% of students considered the need for a leadership textbook that was tailored to the student's learning needs as an integrated learning medium. On the



**Fig. 5.** Student opinion about importance of textbook's role



**Fig. 6.** Textbook's role to improve learning outcomes

other hand, it should also be noted that textbooks must be able to increase students' understanding of lecture material (Fig. 5).

Based on the diagram above, 73.8% of students who were respondents strongly agreed that a textbook would be able to improve understanding of the course material, and 26.2% agreed that the existence of a textbook could improve student understanding. Apart from being a medium for learning, textbooks will also be able to improve student learning outcomes in helping to understand lecture material (Fig. 6).

From the diagram above, it can be seen that almost all of the students who became respondents, 71.4% answered strongly agree and 28.6% agreed that textbooks arranged according to the needs of lectures in class would be able to improve learning outcomes. Based on the facts above, we can see that it is important to develop a textbook to make it easier for students to study leadership courses.

## 5 Conclusion

The necessary of leadership textbook considered urgent for students, because leadership subjects categorized as choice subjects in Public Administration department and became one of foundation for advanced subjects in public administration department. So that's why students understanding to this subjects is emphasized to support others advanced subjects.

1. The students wanted to have integrative leadership study which included in one book refers to subjects achievements or lecturing competency so students do not need to having trouble or difficulties in their study.

2. The next arrangement process of leadership textbook in to practical and understandable book for public administration students through some steps start from mapping until to reviewer in terms of language, material, and learning-teaching process.

Leadership course in one of the main course in public administration bachelor degree program. That is why leadership textbook has important role to support learning activity in the class. The researcher develop this book based on lesson plan which department has.

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**Authors' Contributions.** The author comprises 8 members where all are contributed to writing the article. Article writing is separated into numerous stages of research and writing that are completed in 2 (two) months. The author investigates related themes based on observations made in the field over many months. The writer offers the ideas in this scientific article based on observable data.

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