Management is a process that needs to be passed to achieve the desired goals in an organizational effort. Management is carried out by carrying out several forms of activities from a main function which is classified as planning, leadership, organization, and control which are carried out very well. With the implementation of this, it can later achieve a big target or also a goal that has been designed beforehand to provide changes to an organization. Management also goes through several forms of processes in each achievement. For the sustainability of good education, a planned management process is needed. The purpose of the research is to find out whether a blended learning-based learning system can be used as distance learning during the Covid-19 pandemic. This research uses a quantitative method with a literature approach or also (library research), where some data comes from books or existing journals. Furthermore, data is also obtained by conducting direct interviews for more accurate and complete data. The results are that the application of learning by using the blended learning method at a distance, which occurred during the Covid-19 pandemic, is quite effective for use in times that do not allow you to go to school, such as the emergence of the Covid-19 pandemic. The imperfection of this research is that the data obtained is only taken based on random samples that researchers encounter, for further researchers who will come can think carefully and well.

**Keywords:** Process management, blended learning, Covid-19

**INTRODUCTION**

In the process of creating humans into more mature ones, it needs to be pursued with an education (Flanagan dkk., 2011). The continuity of education in any case always refers to a heavy responsibility, starting from parents, society, and even the government (Greenberg dkk., 2020). To get such a thing requires an educational institution because the success of education depends on the principal who is in charge of
organizing the course of all teaching and learning activities that occur (Tan dkk., 2020). Education is an important thing that is taken by every human life because education itself is a big effort that there is a provision of information to a learner based on observations and also the reality that shows a continuous development and progress of information technology (Chang dkk., 2021). Therefore, it is not difficult enough to determine management for the future.

Management is a process of ability or skills to obtain something to get achievements in the form of activities carried out by others (Alimadadi dkk., 2020). One of the experts, namely Hani Handoko, stated that what is said by management is doing work with other people to be able to determine, express and achieve the goals of an organization by carrying out previously designed planning functions (Dashraath dkk., 2020). Management also means an effort to be able to accomplish an achievement that is the ultimate goal of management, which is carried out by a person or by several groups, using the use of planning, organizing, leading, and being able to control properly and correctly (Alimadadi dkk., 2020). On the other hand, management can also be defined as giving responsibility to several leaders.

To create a desired learning process, it is necessary to plan carefully in advance, such as the design of process management in the form of an approach to learning activities. The approach is a way that is done to be able to produce something desirable (Ahmed dkk., 2020). The approach can be understood as a large benchmark or also a view that gets attention to the continuity of learning. The approach method is quite commonly used in society in everyday life, especially in educational institutions in the approach taken by educators to their (Lansbury dkk., 2020). The approach can be used as a strategy for educators to help their students understand a science or lesson that will be taught to students; with an approach in education, it will produce a very good result.

T. Hani Handoko said that the most important function of management consists of a mature plan, organization, control, and staffing. Then he also said that a project is a choice or plan to set certain goals linked to the organizations created (Matthews dkk., 2019). Then organizing is an effort to determine the resources and activities needed to be later able to achieve the wishes in the organization; planning and development of an organization can lead a person in a clear and good direction (Hale dkk., 2021). In an organization, it consists of several very important things, namely, dividing the components of an activity needed by caves to achieve a purpose and also a goal, then dividing tasks among existing leaders (Borrelle dkk., 2020). He last is by setting orders to the formed groups or organizational units.

Goals are something that humanity wants to achieve for happiness to be completed, as well as the goals of a management that wants the same thing as human life. Goals can be formed into three types, namely macro organizational goals, the goals of leaders in all parts of the organization, and the goals of each individual (Alqahtani dkk., 2020). Macro organizational goals are closely related to the value obtained and then formed from all activities carried out by these organizations. Goals related to the leaders of all administrative activities which is a notion that is familiar among other
goals. This goal is more related to the form of quality that must be implemented (Rahman dkk., 2020). Then the goal of each individual, namely, has more to do with satisfaction with the economy, psychology, and society.

The benefits of management are numerous and very helpful for everyday human life because, with management, human life becomes more directed for the better (Mehta dkk., 2020). The benefits of management in implementing an activity are as follows: a. The school, as a place for education, knows more about its strengths, weaknesses, opportunities, and threats than other existing institutions. That way, the school can optimally utilize the resources contained in each current institution. b. The school is more aware of the resources it has. Schools are more aware of their resources and the existing educational materials, which will be disseminated and used in the continuity of education by the level of education. c. Schools are fully responsible for the quality of education contained in their respective schools, to the government, to parents and students, and finally to the community at large. That way, the school will try with all its might to implement and also achieve the target quality of education that has been designed before.

Learning, in general, is the continuous process of providing material from educators to students (Remuzzi & Remuzzi, 2020). Learning also means an interaction that occurs between students and their environment so that there is a change in behavior patterns toward a better direction. In the exchange, many factors arise which are quite influential on its continuity. These factors can come from internal factors and external factors, which means that they can come from themselves or the outside environment. With learning, the main task of an educator is to be able to regulate environmental conditions so that later it can uphold a change in behavior for students (Huang & Zhao, 2020). Learning is covered by three issues, namely, pre-test, process continuity, and post-test. Through this, students can easily get a lesson.

The purpose of the study is to determine how much influence learning with process management methods and approaches resulting from learning by using blended learning as a reference in learning (Bhatraju dkk., 2020). During the Covid-19 pandemic, learning had many obstacles, so an idea emerged to learn using a blended learning program for all groups ranging from kindergarten to college learning. The research will discuss whether it is more effective as a reference for learning or less effective as a way to get learning and how many agree with it (Rodriguez-Morales dkk., 2020). Because during the pandemic, all forms of learning are stopped, and there should be no activities as long as the lockdown system implemented by the government is still in effect.

**RESEARCH METHODOLOGY**

This research uses quantitative research methods, where the data obtained comes from the distribution of google forms that researchers (Arentz dkk., 2020). The distribution of google forms was carried out distributed to students and also to the surrounding community; the distribution was carried out through a link that the
researcher made. The association was allocated using the WhatsApp application to the researcher's contacts. The questions were distributed in a google form to accommodate all the answers and opinions given by these samples. For more accurate data, researchers added a small interview session with parents and also to students, whether learning using blended learning methods is effective to use or not.

The answers were in the google form link distribution and also in the interviews that researchers conducted. Researchers got a lot of different solutions according to their respective understandings (Ettman dkk., 2020). The data that the researcher got was also quite accurate regarding the problem that the researcher raised. Because the samples that the researchers used were very familiar with blended learning, even before the pandemic, some of them had learned to use this learning method. The questions that researchers gave to the sample of students and parents were only five questions, the questions asked were the same, but the answers provided by the two pieces were quite different. They answered the questions based on their experiences and opinions regarding blended learning during the Covid-19 pandemic.

The distribution of the shared google form link, in which there are as many as ten questions about the problem discussed. The questions asked are also based on the actual situation; in the distributed google form, four options can be selected by the participants who fill in (Henry dkk., 2020). Then from the options chosen by the participants, the researcher collected the answers and data in the study. Researchers also describe the solutions they give in a good and easy-to-understand arrangement for future readers so that there will be no confusion in understanding the description or explanation of the problem discussed, for interviews that researchers conducted took place on the same day as the distribution of google forms that researchers did, namely on Sundays also in line with the distribution of links.

RESULT AND DISCUSSION

From the explanations and data obtained by researchers, it can be concluded that the process management carried out with a good approach method can be used as a form of learning. Then the blended learning program or way used during the Covid-19 pandemic is quite effective; in fact, many students feel that learning by using an integrated learning system is more flexible and more enjoyable than meeting face-to-face to go to school. But on the other hand, some opinions disagree with this; they think that it is more effective to learn regularly face-to-face with educators, and they consider it more effective to use to get lessons (Mothilal dkk., 2020). But apart from this, it does have advantages and disadvantages in each learning method used (Paredes dkk., 2021). But on the other hand, blended learning is indeed very effective when there are unwanted obstacles, such as the Covid-19 pandemic that came to the whole world in 2020, which changed history in education. For clearer results, the following researchers will attach a table containing the opinions of the samples derived from the distribution of the google form link.

Table 1. Results of research data with 26 students and the community.
<table>
<thead>
<tr>
<th>NO</th>
<th>QUESTION</th>
<th>ANSWER (Percentage)</th>
<th>DESCRIPTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Everyone can use technology</td>
<td>53.8% of people agreed, 34.6% strongly agreed, and 3.8% disagreed.</td>
<td>There were 14 people who agreed, 9 people who strongly agreed, and 1 person who disagreed.</td>
</tr>
<tr>
<td>2</td>
<td>Distance learning is very effective</td>
<td>50% agreed, 38.5% disagreed, and 3.8% disagreed.</td>
<td>Ten people disagreed less, two people strongly agreed, 13 people agreed only, and one person disagreed.</td>
</tr>
<tr>
<td>3</td>
<td>Blended learning is very effective</td>
<td>61.5% of people agreed, 26.9% strongly agreed, and 11.5% disagreed.</td>
<td>Sixteen people agree, as many as three people disagree, and also seven people strongly agree.</td>
</tr>
<tr>
<td>4</td>
<td>The blended learning method is very useful for learning</td>
<td>57.7% agreed, 38.5% disagreed, and 3.8% strongly agreed.</td>
<td>Ten people disagreed, 15 people strongly agreed, and 1 person agreed.</td>
</tr>
<tr>
<td>5</td>
<td>The blended learning method has its drawbacks.</td>
<td>57.7% agreed, 23.1% disagreed, and 19.2% strongly agreed.</td>
<td>Fifteen people agreed, six people disagreed, and five people strongly agreed.</td>
</tr>
<tr>
<td>6</td>
<td>Distance learning is very time-consuming</td>
<td>46.2% agreed, 38.5% disagreed, and 11.5% strongly agreed.</td>
<td>Ten people disagreed, and there were 12 who agreed, three people who strongly agreed, and 1 person who disagreed completely.</td>
</tr>
<tr>
<td>7</td>
<td>With the blended learning method, the lesson feels relaxed</td>
<td>46.2% disagreed, 42.3% agreed, 7.7% strongly agreed, and 3.8% disagreed completely.</td>
<td>Twelve people disagreed with that, 11 people agreed, and two people strongly agreed.</td>
</tr>
</tbody>
</table>
Process Management and Approaches in Blended Learning-Based ...

<table>
<thead>
<tr>
<th></th>
<th>Blended learning is good to use during covid-19</th>
<th>57.7% strongly agreed, and 42.3% agreed only.</th>
<th>Eleven people agreed with this, while 15 people strongly agreed.</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>The blended learning method is more effective than e-learning.</td>
<td>50% agreed, another 30.8% strongly agreed and 19.2% disagreed with it.</td>
<td>Thirteen people agreed to this, five people disagreed, and eight people strongly agreed.</td>
</tr>
<tr>
<td>10</td>
<td>The use of blended learning methods has a positive impact on its use</td>
<td>7% agreed, 34.6% disagreed, and 7.7% strongly agreed.</td>
<td>Nine people disagreed with this, 15 people agreed, and two people strongly agreed.</td>
</tr>
</tbody>
</table>

The data researchers get collected based on their division into a table. To be understood further about the discussion of the issues raised. The readers can very easily see the results of the answers and some of the opinions given by the samples that were distributed via the link (Samek dkk., 2021). Thus it can be seen how the actions they face in using blended learning during the Covid-19 pandemic (Gilpin dkk., 2018). The impact can also be seen properly and correctly in accordance with the facts on the ground that have occurred before, the samples that provide answers and also their opinions are people who have experienced and have a

... gone through the pandemic situation using various forms of online learning applied to each of their schools, so the answers given are also based on their respective experiences.

DISCUSSION

The year 2020 is a very historic year for life in the world, especially in the world of education, where at that time, the world was hit by a virus called Covid-19. With its arrival, life in any world changed drastically in its day. 2020 is also a very difficult year for human life because they cannot carry out life activities as usual (Dager dkk., 2019). For Covid-19 cases in Indonesia, it appeared on March 2, 2020, when two Indonesian residents were detected to have contracted the virus from a foreign resident from Japan. Thus the Covid-19 case is increasingly rampant in people's lives; the spread of Covid-19 spread in several countries, starting from China to European countries, making Indonesia very affected. Since the arrival of the Covid-19 case on April 13, 2020, the Indonesian republic government has emphasized that this disaster was non-natural.

Due to the widespread Covid-19, the president issued a major policy through presidential decree 20 of 2020. Since the policy was issued by the government, the community has become very restless and depressed because they cannot carry out their daily activities properly and correctly anymore. In addition, the community's economy
is also threatened because they cannot go out and are not allowed to carry out all forms of activities, including all activities at educational institutions (Cuijpers dkk., 2019). The implementation of social distancing or social distancing widely and entirely from the government in the context of efforts to prevent the spread of the Covid-19 virus, causing all educational institutions everywhere to carry out distance learning. Distance learning that is carried out quite affects the performance of educators. The responsibility of educators has increased with this distance learning.

During the pandemic, many educators have experienced changes to the learning strategies they have been implementing. Distance learning that is implemented becomes an additional burden for educators because there is a lot to do outside of providing subject matter. Tasks that have been carried out well and planned, as well as subject matter that can be given freely to students, which makes educators a little relaxed with their work, suddenly have to be changed to distance learning which requires a reorganization of each learning system. Both learning materials, management, administration, media, facilities, and infrastructure also undergo enormous changes because distance learning is not the same as previous face-to-face learning. Distance learning requires considerable attention in every implementation.

Learning online/ or from home is done to provide students with more in-depth experience and knowledge without feeling burdened by every demand in completing all curriculum achievements to get an achievement in class and very meaningful graduation. Distance learning or from home can be aimed at the education system formed to life skills between the Covid-19 pandemic and other activities. The overall learning activities and tasks from home or a distance can take the form of various kinds of students, which are very suitable for the interests and talents that students have in themselves (Hou dkk., 2019). Distance learning also needs to consider the facilities or access required for learning at home, be it the technology used or the network access used to support all forms of learning.

The problem that often arises for educators and students is that they are not used to using existing technology. Online learning is a form of learning that uses technology to carry out face-to-face learning. The most famous learning method in online learning is learning in the form of e-learning; learning with the state of e-learning is a form of fusion that occurs between utilizing technology with learning materials (Naparstek & Cohen, 2019). The purpose of e-learning is to be able to advance the quality of learning and the quality of education. Learning with e-learning methods has advantages that are very beneficial for educators and students, including media or videos that can be quickly accessed and used and are not limited by distance and time through internet networks.

Apart from e-learning, there is also a form called blended learning. Blended learning is learning by using combined, mixed, and connected a system in conventional-based education with a digital-based education system (Bączek dkk., 2021). The integrated learning method itself does not include all learning activities done online. The learning method taught in blended learning is an effort to perfect the e-learning system that has been implemented before. Learning using the combined learning
method is conducted in a two-way manner. Blended learning is a combination of two models of learning that were originally separated (Ghani et al., 2019). That is traditional learning with learning in the form of a computer or other technology. Learning using the concept of blended learning is considered quite effective compared to learning that usually uses methods with conventional formats or also the opposite form.

Regarding blended learning, there are several definitions issued by experts. Among them: a. Thorne (2013) said that blended learning is a system that combines two components into one. That is, learning based on e-learning and multimedia, which is incorporated by using virtual classes, video shows, online animated texts, and others. b. Graham (2005) explains the definition of blended learning to be even simpler, namely, learning combined with online and offline or traditional learning. c. Dwiyogo (2012) explains that learning with an integrated learning method is a combination or mixing of two forms of learning. This learning method is born with a variety of face-to-face and technology-based lessons.

The concept of blended learning refers to a combination of several conventional methods or face-to-face learning with online strategies. Blended learning also utilizes two forms of learning, namely online learning or also learning by employing the use of internet networks in the form of a website. Apart from that, there are several forms of media technology that also become intermediaries in getting lessons by students, including using email, watching videos, virtual classes, and others. blended learning combines two forms of learning, namely online and face-to-face through a video conference (Li et al., 2019). The way to learn by using blended learning is as follows: a. Educators upload learning materials, along with assignments that will be given to students. b. Educators provide information to students to be able to study the material that has been given and uploaded, whether it is directly or not. c. Educators check the attendance of students online or now, face to face.

Among the benefits that can be taken in the use of blended learning methods are: a. Feel more flexible; the purpose of the application of using combined learning techniques is intended to make learning feel more relaxed or also feel memorable. Of course, the application is very different compared to traditional education because this method can allow students to learn quickly according to their talents. b. The learning results obtained are quite effective. c. The combination of online and face-to-face learning, of course, makes the teaching effective and complete. In other words, the lessons received by the learners can improve the learning outcomes of the learners in the future. d. Increase the interaction and involvement of the learners. They are increasing the interaction and participation of the learners. With the use of maximum methods, the learners can explain the good interaction between each other in receiving lessons.

Apart from the many benefits, blended learning has some challenges, including a. Highly dependent on technology; blended learning combines two forms of understanding, online and face-to-face, which means it must use supporting technology. Every school that uses the blended learning system must have technology that supports the successful use of this method. If there is no supporting technology, then the
application of this method cannot be used. b. Requires sufficient knowledge to use technology; educators must be able to use various forms of technology. With this, an educator can easily control the lessons of their students. c. Depending on the available internet network, besides technology, the use of the blended learning method also depends on the situation of using the public network, which is useful for accessing the learning provided.

CONCLUSIONS

The use of blended learning methods in the post-Covid-19 pandemic is very effective to use and also has many benefits for educators and students. Blended learning is a learning method used for solutions to problems experienced, such as pandemic constraints. At that time, schools could not carry out learning as regular face-to-face. The technique provided comes with quite a lot of forms, as well as considerable benefits for both educators and students themselves, as well as parents. Apart from that, parental involvement is also important in its use. For schools, before using this lesson system, they will conduct a test of its use first so that later there are no unwanted obstacles. Everyone is involved in every smoothness; to get maximum results, educators, students, and parents must participate in its development in a better direction.

SUGGESTION

Although this method comes with various benefits, some challenges hinder its use. Especially in this day and age, there are still many ordinary people who do not understand the use of good and correct technology. Also, not many people understand learning with these two combined methods. Apart from that, this method also relies on technology with adequate facilities and supports its use, whether it consists of schools or students themselves. By paying attention to this properly and correctly, the learning that is followed and given will feel more relaxed and achieve good desires so that students can achieve their goals in learning. Good and correct utilization that is applied will produce a high learning spirit from students.

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