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CORRELATION OF KNOWLEDGE LEVEL OF PROSPECTIVE CIVIL SERVANTS TO THE COMMUNICATION OF THE DIFFUSION OF INNOVATIONS WITH THE BLENDED LEARNING METHOD IN TANAH LAUT DISTRICT

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ABSTRACT

The COVID-19 pandemic has caused big-scale changes, especially related to society's mobility. Many big events caused big masses to be delayed or even worst canceled, including the basic training for prospective civil servants of Tanah Laut district Formation in 2019. The government then came up with a solution to use the innovation known as the blended learning method. This research aims to find out whether the use of the blended learning method correlates with the civil servant candidates' knowledge and literacy level and even on the basic training for prospective civil servants of Tanah Laut district Formation in 2019 itself. This research is quantitative research using the correlation method. The subject of this study is the entire population consisting of 172 people. They were asked to fill out a questionnaire shared through Google Docs. For data analysis, the researcher used classical assumption tests. Then for the hypothesis test, researchers use the t-test and also the determination coefficient test. Based on the results of the t-test, it is known that the diffusion of blended learning method innovation correlates with the improvement of the participant's knowledge level. Furthermore, this method is effective to improve participants' literacy levels due to the use of the internet as a learning source. The last, the use of the blended learning method is considered effective and efficient in basic training for prospective civil servants of Tanah Laut district Formation in 2019 because the learning process feels more flexible.

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PRELIMINARY

Civil Servants (PNS) are human resources in Indonesia that aim to be able to realize government work programs. In its implementation, Civil Servants (PNS) who will be the motor or driving force in achieving the vision and mission of making Indonesia a developed and prosperous country. To be able to realize this, a proportional number of Civil Servants (PNS) is needed. However, since 2015 restrictions have been imposed on the acceptance of civil servants who will be assigned to regional and central institutions.

This restriction certainly has an impact on the policies implemented to declare someone to be a Civil Servant (PNS). One of the impacts is that the more stringent and the more requirements that must be met to become a Civil Servant (PNS). An example is a series of tests administered to be able to select those who want to become a Civil Servant (PNS). Then, after graduating, you don't necessarily become a civil servant but become a CPNS (Prospective Civil Servant).

Prospective Civil Servants (CPNS) is a term for those who have passed the selection and have completed the file. So that they have the opportunity to become a Civil Servant (PNS). However, a CPNS must attend education and training before being officially appointed as a civil servant. The education and training education and training was formerly known as Pre-service. However, along with the times, the training which was originally known as Pre-service was later changed to Basic Training (Latsar). Although there have been changes in terms of terms, but in general the objectives of the training remain the same. Latsar's own goal is to instill moral, ethical, character and professional values. It is hoped that by the end of Latsar, CPNS will have the ability to be able to instill Pancasila values in their daily lives and have professionalism in carrying out their responsibilities. Then, the CPNS Latsar activity itself can only be followed once (Number, 5 C.E.)

Even though the government has given permission to carry out the CPNS Latsar, there are still health protocols that must be adhered to during the CPNS Latsar implementation. The health protocol is to reduce contact with other people as much as possible or better known as social distancing. Then use a mask and wash your hands with soap and water or even use a hand-sanitizer. Due to the possibility that the graph of the spread of the virus is increasing.

So to overcome this problem, a new method was introduced in the implementation of the 2019 Tanah Laut Formation CPNS Latsar. The change in learning and training methods

was a solution to be able to adapt to the conditions that occurred at that time. The implementation of the CPNS Latsar which was previously carried out classically, was replaced with learning using the blended learning method. In this method, learning and training are carried out both online and offline. Most of the training materials will be distributed online, but the actualization will still be done offline while still complying with the applicable health protocols.

The merging of online and offline methods is based on the need for effective and efficient learning, especially in the new normal. Then, offline learning and training is still needed to assess the extent to which the understanding and ability of the CPNS Latsar participants apply the theories that have been taught previously. For its own implementation, learning using the blended learning method is divided into three stages. These stages are independent training, distance learning and classical learning at the CPNS Latsar implementation (Arif Efendy, 2021)

The blended learning method began to be applied to the CPNS Latsar for Tanah Laut Formation Regency in 2019. Due to the training system using their blended learning method, which contains an element of renewal in society, this method can be classified as a diffusion of innovation. Diffusion of innovation itself is the spread of an innovation to individuals or groups with the aim that the renewal can be fully understood and accepted. Diffusion of innovation can be said to be a deliberate and planned process to be able to recognize an innovation to the individual or group. The purpose of this introduction is to provide a deeper understanding of the functions and mechanisms of application of these innovations.

In the diffusion of innovation the most important thing is effective and efficient communication. To be able to provide effective and efficient communication, various components are needed. These components are the presence of a messenger who has the ability to be able to convey messages precisely and accurately and use a style of speech that can be easily understood by the target. Then, the target is an individual or group of individuals who will be the goal of delivering the innovation. Target is one of the most important components. Because in the end, an innovation is successful or not successfully accepted will depend on the target decision. Then, no less important is the media used to convey the message. The media used must adjust to the target and reach of the message to be achieved. To communicate the blended learning method, the government has carried out various socialization on social media has even provided a guide book to be able to access the CPNS Latsar using the blended learning method.

The blended learning method is an adaptive method by utilizing the sophistication of computer equipment in its implementation. Because this method utilizes the sophistication of

information and communication technology, its implementation itself requires various kinds of supporting devices that can help CPNS Latsar participants to be able to access various learning materials that are distributed. Various kinds of supporting devices are mobile phones, computers and laptops. In addition, to be able to connect to the training site or website, participants of the 2019 Tanah Laut Formation CPNS Latsar Regency are also required to have an internet connection. This internet connection is required to access online learning. Especially for accessing teleconference media such as zoom which is usually used to meet each other virtually face to face. Then no less important is the ability to be able to operate various computer devices. Because even though they already have adequate supporting equipment,

However, because the blended learning method is a new learning method, its effectiveness and efficiency are still questionable. In this study, the researchers themselves focused on the significance of the application of the blended learning method on the level of knowledge and literacy level of the participants of the CPNS Latsar for Tanah Laut Formation Regency in 2019. Then, they also focused on the significance of the correlation between the blended learning method and the implementation of the CPNS Latsar for Tanah Laut Formation Regency in 2019. In this study, the researcher also uses various kinds of previous studies which are similar to some references and as a basis for conducting research.

This is because this research is considered as research that is developmental or can also be said to be a re-examination of the results of previous research. So it can be interpreted that similar research has been done, but at a different place and time. The purpose of making previous research as a reference is to be able to compare the findings or even as an additional supporting theory that will strengthen the proof of the hypothesis or draw conclusions. Furthermore, the findings from previous studies can also be used as policy makers related to the diffusion of innovations. Although this research is a development research or retest, not all of the problem formulations in this study have been studied before.

In contrast to Renata who considers that online learning has no significant benefits for participants, on the contrary, Iona thinks that learning using online methods is a revolution in the world of education. In this study, it was concluded that learning using the blended learning method is a renewal in the world of education. This learning method makes it easy to be able to access learning anytime and anywhere. The use of the method makes it easier to access to be able to conduct training with a large number of participants without having to worry about cost issues.

Based on this, the blended learning method is considered more efficient than training using the classical method. In 2018, before COVID-19 hit the world, Dziuban already believes

that learning using this method will become a new system in the world of education. With the blended learning method, it will trigger changes that adjust to the progress of the times. This is evident now where face-to-face learning is limited and instead a new normal system is applied in the world of education, namely by using the Blended learning method.

Based on the previous research above, it can be concluded that the effectiveness of the implementation of the blended learning method can be influenced by various things. So even though it has the same implementation concept, if the equipment used does not support it or the intended human resources do not have good capabilities to operate the device, the results obtained are also less than optimal. On the other hand, if every component in the training is able to operate properly, then the implementation of the blended learning method can also be carried out effectively and efficiently.

Furthermore, in this study the researcher aims to determine the correlation between the blended learning method and the level of knowledge of the CPNS Latsar participants in Tanah Laut Formation Regency in 2019. Will the application of this method increase the knowledge level of CPNS Latsar participants? In addition, researchers also want to know the correlation between the blended learning method and the literacy level of the CPNS Latsar participants, especially digital literacy. This is because training using the blended learning method is closely related to learning materials that are accessed digitally. In addition, digital literacy is also very necessary, especially in the era of a lot of false information circulating in the community through various kinds of social media.

RESEARCH METHODS

This study is a quantitative study that aims to determine the significance of the correlation between the independent variable and the dependent variable. In this study the blended learning method is an independent variable, while for the dependent variable there are three variables. The dependent variables are the level of knowledge and literacy level of the participants of the 2019 Tanah Laut Formation Prospective Civil Servant Latsar and the 2019 Tanah Laut Formation CPNS Latsar. Sampling in this study used a total sampling technique. Total sampling itself is a sampling technique as a whole, which means the entire population will be sampled. Sampling using the total sampling technique is carried out to obtain more accurate results where all the population will be representative for data collection. So that the sample from this study is the 2019 Formation Civil Servant Candidates for Tanah Laut Regency Class III Batches I and II and Group II Batch I who carry out basic CPNS training in 2021.

Data collection, researchers used a questionnaire instrument. The questionnaire was distributed to 172 participants of the 2019 CPNS Latsar CPNS Formation in Tanah Laut Regency through Google Documents. The questionnaire contains 105 questions related to the independent variable and the dependent variable. Furthermore, the questionnaire uses a Likert scale which contains five answer choices with a weighted value of each.

The researcher tabulated the data, then tested the validity and reliability to find out whether the data could be used to prove the hypothesis and draw conclusions. After testing the validity and reliability, the researcher conducted a classical assumption test using several tests. The test is a normality test to see if the data is normally distributed. Then heteroscedasticity test, linearity test and multicollinearity test.

After conducting various tests that are part of the classical assumption test, the researcher then tests the hypothesis. Hypothesis testing is done by using the t test. After that, the researcher tested the coefficient of determination with the aim of knowing the significance of the correlation between the independent variables and the dependent variable in the study. All tests carried out will be processed using the SPSS 23 application.

HASIL PENELITIAN DAN PEMBAHASAN

Online learning makes it possible to establish communication between students and teachers through the use of video conferencing media. For that, we need devices that can support the implementation of online learning such as mobile phones, computers and laptops as well as internet connections that can be used to connect and convey information as data (Riyana et al., 2022). So that with online learning, students can share information with each other by utilizing computer networks that are connected to each other in various locations around the world (Andriani et al., 2021).

In addition to providing material online, in the implementation of the 2019 Tanah Laut Formation CPNS Latsar, it also held online discussion activities. The aim is to stimulate Latsar participants to be able to understand and interpret the information they receive so that it can be implemented in everyday life. Online learning is considered more creative and innovative so as to increase the interest in learning of CPNS Latsar participants. Then, creative and innovative learning also makes CPNS Latsar participants understand the material being taught more easily.

However, although online learning is considered to be more creative and innovative, as many as 134 participants of the 2019 Tanah Laut Formation District CPNS Latsar 2019 feel that classical learning can help them to translate the problems they are facing and finally find the right solution. Learning using classical methods is considered to have more interactive

communication. So that the 2019 Tanah Laut Formation CPNS Latsar participants are more motivated to actively participate in training activities, with training using the classical method, the level of knowledge of the 2019 Tanah Laut Formation CPNS Latsar participants has increased. Their level of knowledge which was initially still in the range of low order thinking skills slowly began to increase to high order thinking skills. At this level, CPNS Latsar participants are able to describe, distinguish and classify a data or information obtained.

This increase in the level of knowledge is also based on their desire not to just sit still while the presenters explain. However, they were active in asking questions and were then active during the discussion session. They do this because the information they get will really help them with their respective fields of work. Then it is hoped that they will be able to improve their work ethic and professional attitude while instilling character values and guided by the values of the nation, then, the next level of knowledge is evaluation. Initially, evaluation was considered the highest level of knowledge (Simbolon, 2021). However, this assumption is then considered not entirely true. Someone is considered to have the highest level of knowledge, if they are able to find, relate, analyze, evaluate and then process a new work or theory based on that information. So that added creation as the highest level in the level of knowledge (Simbolon, 2021).

Based on this, in the implementation of the 2019 Tanah Laut Formation CPNS Latsar, various activities were designed that were able to motivate Latsar participants to reach this level. One of the activities given to the CPNS Latsar participants is an assignment by making videos which will then be uploaded to social media accounts. In addition to the level of knowledge, the researcher also analyzed the significance between the blended learning method and the level of digital literacy of the participants of the 2019 CPNS Latsar CPNS for Tanah Laut Formation. In simple terms, literacy is often associated with reading and writing activities. but actually literacy has a broader meaning. Literacy is defined as the ability to use various kinds of information obtained as a solution to problems encountered in everyday life. While digital is related to computer equipment and internet use. Thus, digital literacy can be interpreted as the ability to be able to understand and use various kinds of information obtained by utilizing technological devices to solve various problems encountered in everyday life (Tulasi, 2010).

Digital literacy has a very important role, especially in the midst of incessant technological advances. With the increasingly sophisticated information and communication technology, various kinds of true or false information are emerging. For this reason, digital literacy skills are needed. With digital literacy skills, a person will become more critical and

thorough with the information received. The person will not immediately receive information without first checking the truth of the information. Thus, disinformation or the spread of fake news can be avoided.

One way that can be used to avoid disinformation is to check the track record of the author or disseminator of the information. Digital records are defined as a collection of data related to a person's activities in cyberspace. Digital records can be in the form of data, documents or social media accounts. Checking someone's digital footprint is very important to do. Because a digital footprint can show someone's credibility. Someone who has good credibility can be trusted, but if the credibility is bad, then it is likely that the person cannot be trusted. However, the digital track record has the possibility to be engineered and modified as best as possible to be able to create a good image. So, this alone is not enough to guarantee the truth of an information.

In addition to checking someone's digital footprint, participants of the 2019 Tanah Laut Formation CPNS Latsar Regency are also used to always comparing the information they receive first. This comparison can be done by looking for similar news but from different sources. The more sources you get, the better. This is because different sources can provide different points of view and add insight and information about the accuracy of information. Not only that, this comparison will later help participants in the 2019 CPNS Latsar for Tanah Laut Formation Regency to draw conclusions about the truth of a news story.

Furthermore, digital literacy is also related to the ability to convey information to others. Thus, the 2019 Tanah Laut Formation CPNS Latsar provides many activities that can improve the ability to speak in public. With these activities, participants of the 2019 Tanah Laut Formation CPNS Latsar can consider how to communicate with other people. Especially if the person has a different background or point of view. Then, to avoid plagiarism, participants of the 2019 Tanah Laut Formation CPNS Latsar Regency also always include sources for quotes, images or other data that are used as references.

The implementation of the CPNS Latsar is carried out in a blended learning manner for class III batches I and II and class II class I in 2021. The implementation itself starts from July 30 to October 20, 2021 for Group III batches I and II. Then on July 30 to November 03, 2021 for Group II batch I. Furthermore, in this study there were 172 participants of the 2019 Tanah Laut District CPNS Latsar which were the population of the study. The following is data from the analysis of the frequency of research respondents' data consisting of gender, age, education and occupation:

The following is the gender frequency of the research respondents totaling 172 people:

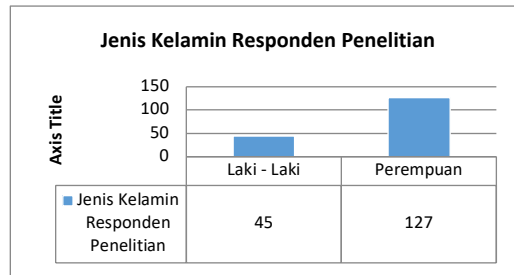


Figure 1. Diagram of Research Respondents

In this study, there were 172 samples consisting of 26% (45 people) male samples and 74% (127 people) female samples. So in this study it can be said that the female sample is more dominant than the male sample. The female sample became more dominant because more women registered and passed the CPNS test.

The following is the age frequency of the research respondents totaling 172 people:

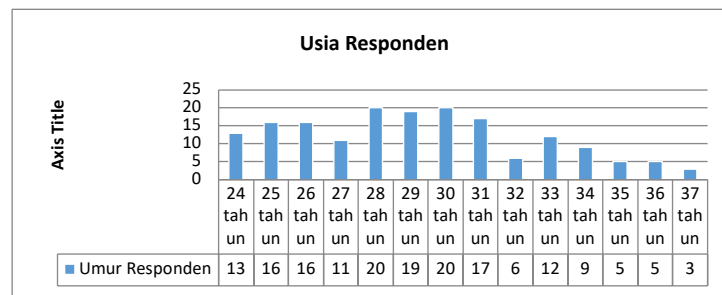


Figure 2. Age Diagram of Respondents

As stated above, it is known that the sample is dominated by participants aged between 24 years to 30 years. This is because most CPNS participants are students who have just graduated or are fresh graduates. Another factor that underlies this is because they still have a good memory of the material being tested, while those over the age of 30 may have difficulty remembering the material being tested so that not too many of them pass. Another reason is that the age of 28-30 years is still a productive age, so there are many young CPNS Latsar participants. In addition, for the age of becoming a civil servant candidate, there is a provision given by the government, namely the maximum age limit at the time of registration is 35 years old. However, in 2019 due to the COVID-19 pandemic that hit the world, the implementation of the CPNS Latsar had to be postponed. That is why there are respondents whose age reaches 37 years. The following is the education frequency of the research respondents totaling 172 people:

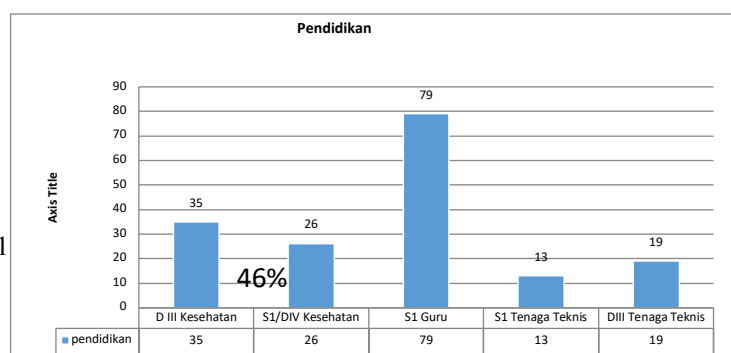


Figure 3. Education Diagram

The results of the respondent's education recapitulation found that the 2019 Tanah Laut Formation CPNS Latsar participants were dominated by graduates from the fields of health and education. This is related to the formation proposal submitted by the Tanah Laut Regency Government, South Kalimantan Province which was then verified and approved by the Ministry of Administrative Reform and Bureaucratic Reform of the Republic of Indonesia. Because to be able to register for the CPNS test, participants must pass the file administration test where one of the requirements is linearity between completeness letters such as diplomas and the formation you want to apply for. The following is the frequency of work of the research respondents totaling 172 people:

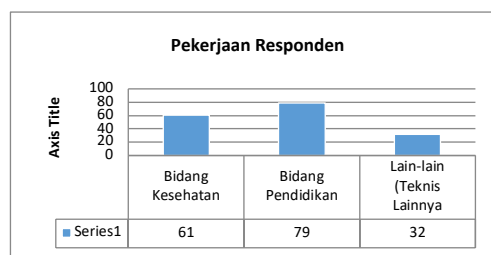


Figure 4. Respondent's Work Diagram

Based on the data above, there are as many as 61 (35%) respondents who work in the health sector. As for the education sector, there were 79 people (46%) and for others (other technical) there were 32 people (19%). The type of respondent's work is related to the formation quota required by the Tanah Laut Regency Government in 2019. At that time, the most needed quotas were in the fields of education and health. This is also related to the number of schools such as elementary schools that do not yet have an adequate number of ASN while on the other hand the number of graduates from the teacher faculty is booming.

Based on the survey results, it is known that the use of the blended learning method is able to motivate participants of the 2019 CPNS Latsar for Tanah Laut Formation Regency in terms of mastering and utilizing information and communication technology. This of course will be very useful to be applied in the future. Furthermore, based on the findings of the questionnaire, it is known that the participants of the CPNS Latsar for Tanah Laut Formation

Year 2019 are already accustomed to using information and communication technology in their daily lives. They are used to communicating and exchanging information using smartphones by utilizing social media and internet networks. So learning with the blended learning method is not difficult to understand.

Most participants in the Latsar CPNS Tanah Laut Regency have been able to access various kinds of relevant information and then process that information by optimally utilizing information and communication technology. They have also realized that data on computer devices has the possibility to be lost or become corrupted. That's why they always back up their data to make sure it's safe. The ability to maintain the security of social media accounts is also well-owned by the participants of the 2019 Tanah Laut Formation CPNS Latsar. Overall, they feel that learning using the blended learning method is more effective and efficient. In addition, they have the freedom to be able to regulate the pace of their learning. Then, they also feel more motivated to learn.

Then, to be able to prove the hypothesis and draw conclusions, the researcher must first test the classical assumptions. In the classical assumption test there are several stages that the researcher must pass. The first is the normality test stage. The following are the results of the normality test between the dependent variable (Level of Knowledge) and the independent variable (Diffusion of Blended Learning Innovations) as follows:

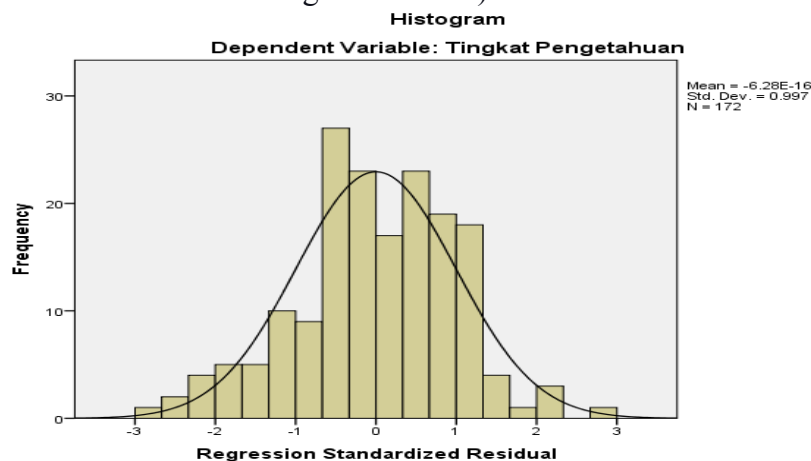


Figure 5. The results of the normality test between the dependent variable (Level of Knowledge) and the independent variable (Diffusion of Blended Learning Innovations)

Based on the histogram results above, it can be said that the data between the dependent variable (Level of Knowledge) and the independent variable (Diffusion of Blended Learning Innovations) is normally distributed. Other evidence is the normality of the probability plots (PP Plots) below:

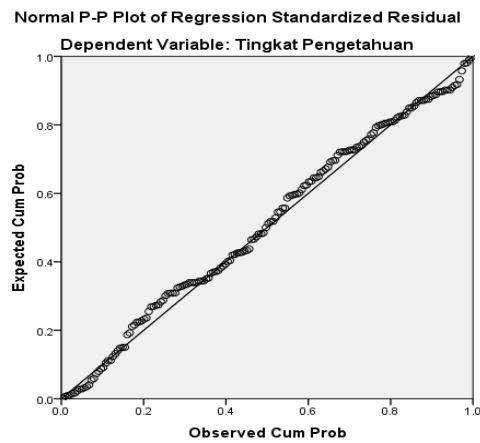


Figure 6. Proof of normality of probability plots (PP Plots

In the results above, the data is said to be normally distributed because the points follow a diagonal line from point 0 and do not widen too far. On the other hand, if the data spreads far from the diagonal line or does not even follow the line, it can be said that the regression model does not meet the assumption of normality. Below is a histogram of the normality test between the independent and dependent variables:

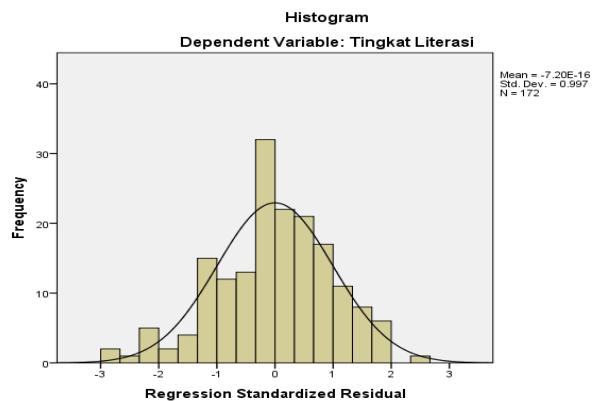


Figure 7.result of normality

Then below are the results of the normal probability plot (PP Plot) between the independent variable/X (diffusion of blended learning method innovation) and the dependent variable/Y2 (literacy level):

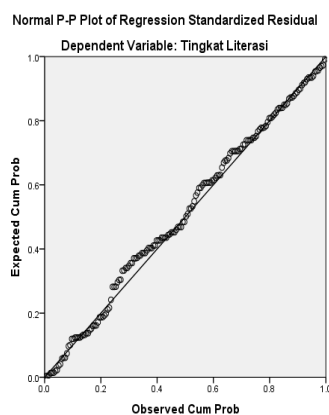


Figure 8. Test results *normal probability plot* (PP Plot) between variables X and Y

Based on the test results above, it can be said that the independent variable (X) and the dependent variable (Y2) are normally distributed. Because the variable histogram has perfectly symmetrical mountain and foot shapes. Then on the normality probability plots (PP Plots), the points are not spread out and follow the last diagonal line, the researcher analyzes the normality test between the independent variable/X3 (Diffusion of Blended Learning Method Innovation) and the dependent variable/Y3, namely Basic Training for Civil Servant Candidates Tanah Laut District Formation Year 2019 below are the results.

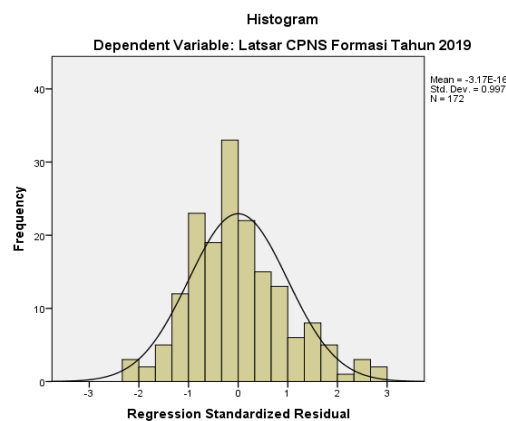
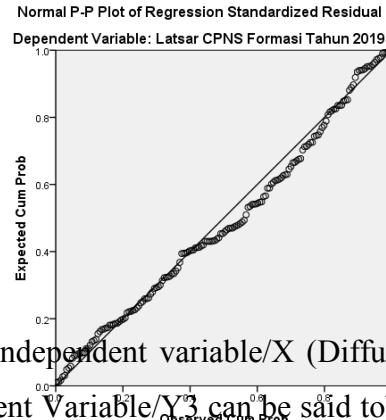


Figure 9. Histogram that forms a perfect mountain from the Normal PP Plot



For the data of the independent variable/X (Diffusion of Blended Learning Method Innovation) and the Dependent Variable/Y3 can be said to be normal. This can be seen in the histogram that forms a perfect mountain and the results of the Normal PP Plot where the points follow a diagonal line. In addition to using histograms and PP Plots, the distribution of data can also be indicated as normal or not through the Kolmogorov-Smirnov test. The following is the Kolmogorov-Smirnov test on the independent variable / X (diffusion of blended learning method innovation) with the dependent variable / Y1 (Knowledge Level of CPNS Latsar participants in Tanah Laut Formation Regency in 2019):

Table 1. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		172
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	6.95588254
Most Extreme Differences	Absolute	.053
	Positive	.047
	Negative	Unstandardized Residual -.053
Test Statistic		.053
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

The results show that the data between variables are normally distributed because the value of Sig. > 0.05 , which is as much as .200. Next are the results of the normality test of the independent variable/X (diffusion of blended learning method innovation) with the dependent variable/Y2 (literacy level). Furthermore, there is also the Kolmogorov-Smirnov Test between the independent variable/X (diffusion of blended learning method innovation) and the dependent variable/Y2 (literacy level). It can be seen that the value of Sig. From the Kolmogorov-Smirnov Test > 0.05 , that is .200.

Table 2. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		172
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	5.35934167
Most Extreme Differences	Absolute	.059
	Positive	.025
	Negative	Unstandardized Residual -.059
Test Statistic		.059
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Likewise with the results of the KS test on the independent variable (X) the diffusion of blended learning method innovation on the dependent variable(Y3) the impact of the implementation of the blended learning method on the Basic Training of Prospective Civil Servants of Tanah Laut Formation Regency in 2019 which has a value of Sig. Amounting to .200.

Table 3. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		172
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	5.35934167
Most Extreme Differences	Absolute	.059
	Positive	.025
Test Statistic	Negative	-.059
		.059
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

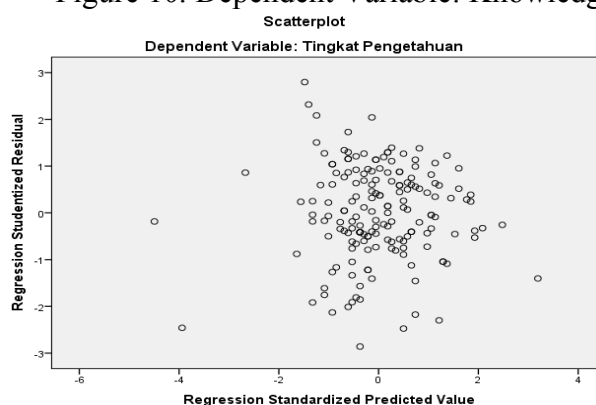
b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

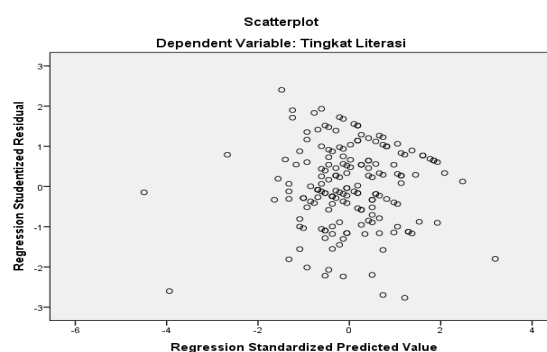
The next part of the classical assumption test is the heteroscedasticity test. The following are the results of the heteroscedasticity test on the independent variable/X (diffusion of blended learning method innovation) with the dependent variable/Y1 (knowledge level of participants in the CPNS training program for Tanah Laut District Formation 2019):

Figure 10. Dependent Variable: Knowledge Level



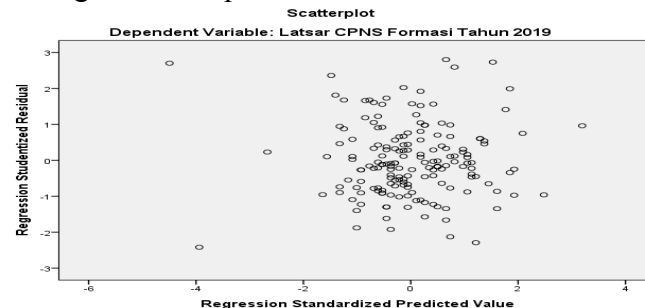
The following are the results of the heteroscedasticity test on the independent variable / X (diffusion of blended learning method innovation) with the dependent variable / Y2 (literacy level of participants in the CPNS latsar for Tanah Laut Formation Regency in 2019).

Figure 11. Dependent Variable: Literacy Level



The following are the results of the heteroscedasticity test on the independent variable/X (diffusion of blended learning method innovation) with dependent variable/Y3 (Basic Training for CPNS Tanah Laut Formation District in 2019):

Figure 12. Dependent Variable:CPNS latsar 2019



In the results of the heteroscedasticity test that has been carried out on the independent variable and the dependent variable, it can be seen that the pattern contained in the scatterplot is not patterned or irregular. So it can be concluded that there is no heteroscedasticity between these variables. The researcher continued by doing a multicollinearity test. The following are the results of the multicollinearity test of the independent variable/X (diffusion of blended learning method innovation) with the dependent variable/Y1 (knowledge level of participants in the CPNS training program for Tanah Laut Formation District in 2019):

Table 4. Multicollinearity test results

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	31.408	4.921		6.382	.000		
Difusi Inovasi Metode Blended Learning	.302	.042	.480	7.134	.000	1.000	1.000

a. Dependent Variable: Tingkat Pengetahuan

This last is the result of the multicollinearity test of the independent variable/X (diffusion of blended learning method innovation) with dependent variable/Y3 (Basic Training for CPNS Tanah Laut Formation District in 2019):

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	67.450	8.880		7.596	.000		
Difusi Inovasi Metode	.826	.076	.639	10.824	.000	1.000	1.000

Blended Learning							
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a. Dependent Variable: Latsar CPNS Formasi Tahun 2019

Table 5. Multicollinearity test results

Based on the test results from the three data above, it is known that the tolerance value is 1,000, which means >0.10 and VIF is 1,000, which means <10 . So it can be said that there is no multicollinearity between these variables. Finally, the researcher conducted a linearity test to determine whether there was a linear relationship between the independent and dependent variables in this study.

Table 6. Anova

ANOVA Table						
			Sum of Squares	df	Mean Square	Sig.
Unstandardized Residual *	Between Groups	(Combined)	3135.423	49	63.988	1.519
Unstandardized Predicted Value		Linearity	.000	1	.000	1.000
		Deviation from Linearity	3135.423	48	65.321	1.551
	Within Groups		5138.293	122	42.117	
	Total		8273.716	171		

Table 7. Anova

ANOVA Table						
			Sum of Squares	df	Mean Square	Sig.
Unstandardized Residual *	Between Groups	(Combined)	11372.223	49	232.086	1.819
Unstandardized Predicted Value		Linearity	.000	1	.000	1.000
		Deviation from Linearity	11372.223	48	236.921	1.857
	Within Groups		15568.563	122	127.611	
	Total		26940.786	171		

Based on the results of the linearity test, it can be seen that the value of Sig. obtained is 1,000 which means >0.05 so that according to the guidelines it can be said that the relationship between the independent variable and the dependent variable is linear.

Table 8. Results of t-test

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	31.408	4.921		6.382
	Difusi Inovasi Metode Blended Learning	.302	.042	.480	7.134

a. Dependent Variable: Tingkat Pengetahuan

Based on the results of the t test, it is known that the sign value. its value is $.000 < 0.05$ and the value of t count is $7.134 > 1.65387$. So it can be said that the diffusion of blended learning method innovation has a correlation with the knowledge level of the participants of the CPNS Latsar for Tanah Laut Formation District in 2019. Then, the value of Sig. $.000 < 0.05$, it can be said that the diffusion of blended learning method innovation has a significant correlation to the knowledge level of the participants of the CPNS Latsar Formation in Tanah Laut Regency in 2019.

Figure 9. Results of t-test

Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.578	3.791		5.427	.000
	Difusi Inovasi Metode Blended Learning	.223	.033	.465	6.842	.000

a. Dependent Variable: Tingkat Literasi

Based on the results of the t test, it is known that the sign value. its value is $.000 < 0.05$ and the value of t count is $6.842 > 1.65387$. So it can be said that the diffusion of blended learning method innovation has a correlation with the literacy level of the participants of the CPNS Latsar Formation in Tanah Laut Regency in 2019. Then, the value of Sig. $.000 < 0.05$, it can be said that the diffusion of blended learning method innovation has a significant correlation to the literacy level of the participants of the 2019 CPNS Latsar Regency Tanah Laut Formation.

Figure 10. t-test results

Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	67.450	8.880		7.596	.000
	Difusi Inovasi Metode Blended Learning	.826	.076	.639	10.824	.000

a. Dependent Variable: Latsar CPNS Formasi Tahun 2019

Based on the results of the t test, it is known that the sign value. its value is $.000 < 0.05$ and the value of t count is $10.824 > 1.65387$. So it can be said that the diffusion of blended learning method innovation has a correlation with the CPNS Latsar of Tanah Laut Formation

Regency in 2019. Then, the value of Sig. $.000 < 0.05$, it can be said that the diffusion of blended learning method innovation has a significant correlation with the Basic Training for Civil Servants in Tanah Laut Formation Regency in 2019.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.480 ^a	.230	.226	6.97631

a. Predictors: (Constant), Difusi Inovasi Metode Blended Learning

Based on these results, it is known that the value of R Square is 0.230 or 23%. So it can be concluded that there is a simultaneous influence between variable X on variable Y1 by 23%. Then the rest is influenced by 77% influenced by other variables.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.465 ^a	.216	.211	5.37508

Based on these results, it is known that the value of R Square is 0.216 or 21.6%. So it can be concluded that there is a simultaneous influence between variable X on variable Y2 of 21.6%. Then the rest is influenced by 78.4% influenced by other variables.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.639 ^a	.408	.405	12.58869

a. Predictors: (Constant), Difusi Inovasi Metode Blended Learning

Based on these results, it is known that the value of R Square is 0.408 or 40.8%. So it can be concluded that there is a simultaneous influence between variable X on variable Y2 of 40.8%. Then the rest is influenced by 59.2% influenced by other variables.

SIMPULAN

$.000 < 0.05$, it can be said that the diffusion of blended learning method innovation has a significant correlation to the literacy level of the CPNS Latsar participants in Tanah Laut Formation Regency in 2019. In addition, there is a simultaneous influence between variable X on variable Y2 of 21.6%. Diffusion of the blended learning method innovation also has a correlation with the literacy level of the CPNS Latsar participants in Tanah Laut Formation

Regency in 2019. $0.000 < 0.05$, it can be said that the diffusion of blended learning method innovation has a positive influence on the Basic Training for Civil Servant Candidates for Tanah Laut Formation Regency in 2019. There is a simultaneous influence between variable X and variable Y3 of 40.8%. Although learning using the blended learning method is considered effective and efficient, in practice there are still some things that need to be improved. The implementation of learning using the blended learning method will be effective and efficient if it is planned properly. So there needs to be openness between presenters and CPNS Latsar participants.

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