


# Analysis of the Effectiveness of Learning Learners in Participating in Package C Equality Education: A Case in PKBM As Salam Tanjung Batu Ogan Ilir

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\*Silvi Wulan Dari, Shomedran, Henny Helmi<sup>abc</sup>

<sup>123</sup>Sriwijaya University, Indonesia.

Corresponding Author: [silviwulandari423@gmail.com](mailto:silviwulandari423@gmail.com)

## ABSTRACT

Package C equality education program is an educational program that is equivalent to the High School level. This research aims to describe the effectiveness of citizen learning in participating in package C equality education at PKBM As Salam Tanjung Batu Ogan Ilir. The type of research used is qualitative descriptive with data collection techniques through observation, interview and documentation. The research results show that learning package C at PKBM As Salam is enough. This effectiveness is supported by several important components, such as learning planning, learning goals, learning media and methods, administration, learning facilities, citizen involvement and assessment of learning outcomes. This study also found that the majority of residents studying package C at PKBM As Salam have worked and resided outside the Tanjung Batu area. This condition affects the effectiveness of learning, especially related to the involvement of learners and the use of online and offline learning methods, each of which has advantages and disadvantages for learners.

**Keywords :** *Learning Effectiveness, Equality Education, Package C, PKBM*

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## INTRODUCTION

Knowledge is a very important science and must be possessed by a person in life, without knowledge or education it will be difficult for humans to develop and live a good life. The education unit organizes education on the Formal, Informal and Non-Formal routes. Some people who do not follow Formal education, must take part in Non-Formal Education to continue their delayed education so that they can run their lives well in the future, especially in the current era, most agencies require prospective workers to have a minimum diploma equivalent to high school. Non-formal education includes various programs, one of which is the equality education program. Equality education provides opportunities for individuals from underprivileged groups, those who have not had the chance to receive an education, school dropouts, or people of productive age who wish to improve their knowledge and life skills, to gain learning, insights, and abilities delivered through equality programs (Shomedran et al., 2023). Non-formal education functions as a substitute, supplement, and complement to formal education. It can be provided through non-formal education units, one of which is organized by the Center for Community Learning Activities (PKBM).

The Center for Community Learning Activities (PKBM) is an educational institution that was born from the idea of awareness of the importance of the position of the community in the process of developing Non-Formal Education. One of the programs organized by PKBM is an equality education program such as pursuing package A equivalent to elementary school, pursuing package B equivalent to junior high school, and pursuing package C equivalent to high school. As an institution that organizes Package C Equality Education, PKBM As Salam has a great interest in expanding opportunities to obtain education for the surrounding community. Through package C equality education, students are prepared to have skills relevant to the world of work to support their economic independence. After completing the

equality education program or Package C study group, students will receive a certificate or diploma that is recognized as equivalent to a formal education diploma at the same level.

Given the importance of Non-Formal education, especially in equality education programs, the effectiveness of learning is very important to maximize the achievement of the goals of the implementation of the education program itself. Noble. E (in Lestari, N, 2020) explained that effectiveness refers to the extent to which an organization is able to carry out all its main tasks in order to achieve goals that have been set within a certain period of time, effectiveness can also be used as a benchmark in assessing the success of an educational process. An effective learning process should be able to be carried out at all levels of education, without exception in the learning of equality education package C (Lestari, 2020).

PKBM As Salam has 120 residents learning from the A, B, and C package programs and the most students are learning is the package C program which totals 64 students learning. There are various factors that cause many people to still study package C, such as economic factors, not being able to pay school fees, having to work and some of them because of the lack of motivation to study from the individual himself. So that it causes people to drop out of school and not continue their formal education.

Regarding the description of the problems in the learning process of the package C program and the number of residents studying the package C program which is more dominant, this study was conducted to describe in more detail the analysis of the learning effectiveness of learning residents in participating in package C equality education at PKBM As Salam Tanjung Batu Ogan Ilir.

## METHOD

This research is qualitative descriptive research, conducted by collecting detailed information through data collection procedures. Descriptive research aims to provide a systematic and careful depiction of actual facts and characteristics of a particular population. Qualitative research collects data directly and is taken from the field directly or close to the site. Data was collected through observation, interviews and documentation. This research upholds the naturalness of the data, so there is no specific condition setting. In conclusion, serious efforts and efforts are needed in carrying out qualitative research so that the results found become the answer to all social problems that occur in society. Based on this description, the use of this qualitative research method is because the data collected is considered very useful in helping to solve or solve daily problems. The qualitative research in this thesis serves to present a more actual and accurate picture of the analysis of the learning effectiveness of learning residents in participating in the equality education package C at PKBM As Salam Tanjung Batu Ogan Ilir.

The subjects in this study are people who provide information and become actors in the research, so that they can provide clear information. The subjects of this study consisted of seven people, including: the chairman of the organizer, two tutors and four learning residents. This was chosen because they were directly involved in the implementation of the equality education program package C and knew the situation in the environment being studied to make it easier for researchers to collect data.

The source of research data is divided into two, namely primary data and secondary data, with the following explanation:

### *Data Primer*

Primary data is the main data or the main data in a research. This main data is intended to be obtained by going directly into the field to obtain data by involving the research subject, namely respondents or informants through interviews. Primary data for this study was obtained from the head of PKBM organizers, tutors and learning residents.

### *Data Seconds*

Secondary data is data obtained from existing data and has a relationship with the problem being researched or what is called complementary data. This secondary data is not from the first hand, but from the second, third hand and so on, which is why this secondary

data is called complementary data. This secondary data is obtained through *literature*, documents and so on. The secondary data of this study was obtained from *literature* and books related to the analysis of the learning effectiveness of citizens learning equality education package C.

The data analysis in this study uses the data analysis model proposed by Milles & Hubberman, namely qualitative descriptive data analysis. Activities in data analysis are; *Data Reduction* (data reduction), *data display* (data presentation), and *conclusion drawing* (*verification*). These activities can be described as follows:

#### *Data Reduction*

Reducing data means summarizing and sorting according to the categories of questions that researchers conducted at PKBM As Salam, selecting data that is considered important and setting aside complementary data. Data reduction is carried out continuously during the research. Data reduction is also an in-depth analysis of the results of data collection, directing, and disposing of data that is not related to the research theme. The amount of data obtained from the field is quite large, for that it needs to be recorded carefully and in detail. Thus, the reduced data will provide a clearer picture and make it easier for researchers to collect further data, and search for it when necessary.

#### *Data Display*

In the data presentation stage, the researcher presents data that has been reduced based on previously grouped data categories. The presentation of data used in qualitative research at PKBM As Salam is with narrative texts. By displaying the data, it is easier to understand what is happening.

#### *Conclusion Drawing and Verifying*

Verification activities are carried out from the stage of data collection, data reduction, to data presentation. The process of verification and drawing conclusions is a process of deep understanding of the research conducted. In the drawing of conclusions, it is obtained based on the withdrawal of information in the presentation of data. Through this information, researchers can draw conclusions. The conclusion of this study is based on the results of research that have been obtained during the research at PKBM As Salam Tanjung Batu Ogan Ilir.

## FINDINGS AND DISCUSSION

The results and discussion will explain the data that has been obtained from the results of the research through observations, interviews and documentation obtained from the source or research subject, namely the head of PKBM As Salam, PKBM As Salam tutors and residents studying Package C. Explanations related to the identity of the research subjects can be seen in the following table:

Table 1. List of Research Subjects

Yes	Name of Resource Person	Gender	Age	Profession
1	MD	Woman	44	Chairman of PKBM
2	WH	Woman	37	Tutor
3	SK	Woman	28	Tutor
4	IS	Man	35	Residents learn package C
5	AA	Man	45	Residents learn package C
6	SN	Woman	39	Residents learn package C
7	MY	Woman	34	Residents learn package C

#### *Learning Plan*

Learning plans are important activities that need to be carried out by educators to achieve learning effectiveness by designing systematic and structured steps so that learning goals will be optimally achieved. In accordance with Government Regulation Number 19 of 2005, Article 20 is explained that the planning of the learning process contains at least a curriculum and a learning implementation plan, including learning objectives, teaching materials, learning methods, learning resources, and evaluation of the implementation of learning and learning outcomes.

Learning planning is the activity of thinking, analyzing, considering, and deciding on a learning plan that will be used to achieve learning objectives. Learning planning is the process of determining conditions and analyzing the learning needs of students, so that the right strategies and forms of learning can be designed, both in the macro and micro scopes (Farida., 2019). Teachers prepare a learning plan for each learning activity by considering the material to be delivered as well as the characteristics and diverse backgrounds of the learners. A lesson plan is a series of activities that need to be prepared by teachers to support the implementation of the teaching and learning process effectively and efficiently (Fauzan & Lubis, 2020).

The learning plan at PKBM As Salam package C program has been made in a structured manner and has been well considered. The tutor at PKBM As Salam has prepared a lesson plan before starting learning. In the learning plan at PKBM As Salam, the curriculum adjusts to the government by conducting learning what is in formal learning, for example from package C learning materials which are equivalent to high school learning that learns materials or subjects such as PKN, English, Mathematics, Sociology, History, Economics, Geography, PAI, Indonesian Language and Indonesian History, in PKBM also learn the same thing and use the 2013 curriculum and the independent curriculum.

Planning at PKBM As Salam package C is carried out with a meeting of leaders and tutors and continues by inviting learning residents to take part in determining learning plans such as learning schedules, so that learning residents can provide their opinions. Because the lesson plan is an important part of the learning process. The results of the study show that most of the residents who learn package C are people who have worked, such as being employees, entrepreneurs, farmers, as village officials and so on. So that to design the learning plan of PKBM As Salam involves the learning community itself, so that learning can be effective with learning residents always following the learning process.

This finding is in line with previous research by Bayena which revealed that learning plans are the most important part of the learning planning process, so tutors are required to be able to develop learning plans according to learning needs, in accordance with learning objectives (Bayena et al., 2020). Good learning planning is the benchmark for the success of a learning process, this happens because by doing good planning through the preparation of a good learning plan, a package C tutor will be able to carry out quality learning in accordance with what is to be achieved optimally.

Based on the discussion above, it can be seen that the learning plan at PKBM As Salam in the package C program can be said to be effective because it contains a curriculum and learning implementation plan, including learning objectives, teaching materials, learning methods, learning resources, evaluation of learning implementation and learning outcomes. The learning plan at PKBM As Salam also takes into account the diverse backgrounds of the learning residents so that they can meet the needs of the learners themselves.

#### *Learning Objectives*

The most important component of the learning process is the goals and competency standards to be achieved in the implementation of learning. Goal setting is important because learning that does not begin with clear identification and determination will lead to target errors. As is known, learning can be said to be effective if it achieves the desired learning goals in accordance with the achievement indicators (Neneng, 2023). Learning objectives are statements about changes in behavior or competencies that are expected to be achieved by students after participating in a learning process. Apart from changes in behavior or competence, this also aims to develop individual potential optimally. It includes the development of intellectual, emotional, and social aspects so that students can grow into individuals with good personalities and morals, and also aims to prepare for a good future, this includes the development of critical thinking skills, good communication skills, and good communication skills. (Amanda & Albina, 2024).

The purpose of learning at PKBM As Salam is to meet the needs of learning residents, providing learning so that learning residents have good knowledge and character. The



purpose of this PKBM program, especially package C, is also to help people who are *Drop out* or drop out of school so that PKBM not only helps the community to get a decent education and life, but PKBM As Salam also assists the government in completing the 12-year compulsory education program, so that it is hoped that it can be a change in society, especially people who do not get jobs or people who are less fortunate.

This finding is in line with previous research by Syahid which stated that the learning objectives were compiled to improve the knowledge, skills and attitudes of learners to pursue Package C which has an impact on increasing employment opportunities and empowerment or economic independence of learners (Martyr, 2017).

Based on the above discussion, it can be concluded that the learning objectives at PKBM As Salam in the package C program can be said to be effective. This is evidenced by the statement of the resource person who is a citizen studying package C that, with the PKBM program, the community is very helped, in addition to increasing knowledge, but also getting a diploma so that they can continue their lives well and can work as they want.

#### *Administration*

Administration or administration refers to a series of activities that involve the systematic preparation of information, including written recording. The information collected aims to provide data related to all activities, which are interconnected with each other (Hadi, 2023). Educational administration is the entire process of managing and unifying various elements, both human, spiritual, and material resources that support the achievement of educational goals. In its implementation, all parties involved are optimally directed, organized, and coordinated, and all available resources are used efficiently and effectively (Hadi, 2023). The purpose of administration in education aims to improve the quality of education, so that the educational process will run effectively.

The administration carried out at PKBM As Salam in the package C program contains a list of attendance, lesson plans, learning outcomes of learning residents and so on. This administration is certainly needed for the completeness of PKBM. The administration at PKBM makes and stores the data of learning residents recorded and arranged properly. Administration is one of the components in education to measure the effectiveness of learning, by looking at the progress record of learning residents, learning outcomes of learning residents and attendance of learning residents. So that it can obtain information on whether the learning goals are achieved or not.

These findings are in line with previous research by Nurhayati that education administration improves worker performance, creates a good work climate, and encourages the application of the principles of healthy human relations in educational institutions. Educational administration has a very important role in achieving educational goals and being able to improve the overall quality of education (Asmariyanti et al., 2024).

Based on the discussion above, it can be concluded that the administration at PKBM As Salam has been carried out well and can be said to be effective. Because it contains learning components by storing and recording the course of the learning process properly. It is evidenced by the results of interviews with learning residents who feel that the existence of administration can provide a sense of security, order and clear direction in participating in the PKBM package C program.

#### *Learning Media and Methods*

Learning media are various tools or objects that are used by tutors to support the learning process, both in the form of facilities and infrastructure that need to be adequately available so that learning activities can take place optimally. In order for students to understand the learning material more easily, educators are required to be creative in delivering the material, for example by making short learning videos. This method is considered important because it can help students understand the material more easily and increase the effectiveness of learning outcomes (Ismail et al., 2021). Meanwhile, the educational teaching method is a technique used by educators to convey certain materials, skills, or

attitudes, to ensure that the learning process takes place effectively and educational goals can be achieved optimally.

The media and learning methods applied in PKBM As Salam package C adjust and consider the background of the learning residents, by using media and learning methods *Online* and learning *offline*. The media used in learning at PKBM As Salam in package C to support learning are books, modules, *Mobile*, learning videos, projectors, laptops/computers and so on. Based on the results of learning interviews *offline* At PKBM As Salam provides opportunities for tutors and learning residents to interact directly, learn while discussing and so on, making it easier for tutors to explain and also facilitate the understanding of learning residents. While learning *Online* It can make it easier for people who live far away and already work or have other activities, it's just that some learning residents sometimes find it difficult to understand the material due to the lack of direct interaction between tutors and learning residents.

This finding is in line with previous research by Kisworo which stated that learning media can make it easier and help tutors in providing material to learning residents (Kisworo, 2017). With the existence of learning media, students will also be more interested and enthusiastic about learning activities. And in line with the findings of previous research by Musdalifah that learning methods have an effect on learning outcomes. So tutors need to pay attention to the media and learning methods used in the teaching process (Musdalifah et al., 2021).

Based on the above discussion, it can be concluded that the media and learning methods at PKBM As Salam can be said to be quite effective because based on the statements of the learned residents that the material delivered by the tutor during learning *offline* Easy to understand by residents learning and learning *Online* It also provides opportunities for learning residents to continue to participate in learning with conditions that are domiciled far away and have other activities or are already working. It's just that at the time of learning *Online* Sometimes some residents learn not to understand the material given so that it takes more effort to find out about the material or tasks given *Online*.

#### *Facility Availability*

Facilities and infrastructure or facilities have an important role in supporting the learning process. Generally, if facilities are limited or not available, teachers will prefer to use the lecture method because they do not require a lot of equipment. However, the use of lecture methods too often can cause boredom in students (Lestari, N. 2020). The implementation of the Community Learning Activity Center (PKBM) needs to meet the standards of facilities and infrastructure in order to be able to provide quality and decent educational services for learning residents. This standard includes the availability of facilities, learning environments, and supporting resources that support the effective learning process (Hayyi et al., 2023).

PKBM As Salam still borrows a classroom building at SDN 3 Tanjung Batu for learning *offlinenya* which of course includes classrooms, desks, chairs, whiteboards and so on. PKBM As Salam also has a secretariat room located in the house of the chairman of PKBM As Salam itself. While learning *Online* in their respective homes, it's just that residents learning package C must have *Gadgets* that allows and a good connection to access the teaching materials provided by the tutor in the group *Whatsapp*. Residents who study most of whom do not live in Tanjung Batu have to travel a considerable distance, for example, residents learn from Prabumulih or from Cinta Manis, which takes approximately 2-3 hours. Other facilities to support learning are books, modules, projectors, laptops and so on are adequate. In addition to physical facilities, PKBM As Salam also has qualified and competent tutors to support the learning process.

This finding is in line with previous research by Riyadi that the learning supporting factors that determine the smoothness and success of learning include the availability of adequate facilities or facilities and infrastructure, a conducive learning environment and tutors who are experienced in learning (Hasviana et al., 2021). Adequate educational facilities and

infrastructure are important elements or components, namely facilities for success and smoothness in providing convenience in the scope of education.

Based on the discussion above, it can be concluded that the facilities used to support learning at PKBM As Salam are quite good even though they are still borrowing at SDN 3 Tanjung Batu to study offline but this does not make it a reason for residents to continue to follow learning. Because the facilities are sufficiently in accordance with the needs of the learning community, and also learning is not only done face-to-face but also with learning Online.

#### *Citizen Learning Involvement*

In the learning process, it is important to collaborate between learning residents and educators so that learning can be carried out properly and effectively. Measuring the effectiveness of learning is by measuring the success of a process of interaction between learning residents and teachers in educational situations (Saputra, A.A. 2022). The participation of learning citizens reflects their involvement in the implementation of the program, both physically, mentally, and emotionally, to achieve the goals that have been set. In the process, learning residents are not only present as recipients of material, but also play an active role in planning and implementing learning activities. When the level of participation of students learning is high, the results obtained tend to be in line with the goals of the designed program (Sulaeman et al., 2023).

The involvement of residents learning package C at PKBM As salam is well recorded and documented by PKBM. To see the involvement of the learning community, the chairman and tutor make a list of attendees, the tutor also always involves the learning community in the learning process by inviting the learning community to discuss so that the learning community will participate.

This finding is in line with previous research by Said which stated that the participation shown by each citizen learning can vary from one individual to another (Sulaeman et al., 2023). The level of participation will affect the extent of the success of the learning process experienced by each learning community.

Based on the discussion above, it can be concluded that the involvement of learning residents at PKBM As Salam is quite good as evidenced by the results of interviews with the chairman and tutor of PKBM that when learning face-to-face, learning residents try to attend, learning residents are quite responsive as seen from the results of the interview that the learning residents want to discuss questions and answers about the learning material and also during learning Online Learning residents continue to do the assignments given by tutors, it's just that due to various factors, for example because the domicile of the learning residents is mostly quite far away, because of work and other activities that sometimes become a challenge for residents to study package C PKBM As Salam to always be present.

#### *Learning Outcome Assessment*

Learning outcome evaluation is an assessment of the results of the lesson after teaching a subject. The evaluation or assessment of learning outcomes aims to measure the extent to which the competence of learning residents has been achieved. Assessment is carried out consistently, systematically, and structurally, using various methods such as written or oral tests, performance observation, attitude measurement, assessment of work in the form of assignments, and self-assessment (Saputra, 2022). Learning outcome assessment is a series of evaluations carried out to measure the extent to which learners understand the material that has been delivered by the tutor, so that they can assess the effectiveness of learning implementation. Learning evaluation is a process of assessing the learning ability of learners that is carried out regularly, either through written exams or other unwritten methods. This evaluation also functions as the tutor's accountability in carrying out learning and provides an overview of the extent of success or failure in the learning process.

The assessment of learning outcomes carried out at PKBM As Salam package C is with daily tasks given during learning such as discussions and questions and answers or carried out after the material delivery activities are completed. The final assessment is carried out with

a written exam such as formal education which is given written questions. Based on the results of the interview with the head and tutor of PKBM As Salam, this assessment was carried out to see the development of learning residents. Assessment is also an important part so that students are motivated so that they can continue to develop and complete the learning program well.

This finding is in line with previous research by Saidah which revealed that the assessment of learning outcomes is a determining factor for the success of the learning process for residents studying at PKBM. This assessment measures the ability of residents to learn periodically, either through written tests or other unwritten methods. This evaluation also functions as an accountability for tutors in carrying out learning and provides an overview of the extent to which tutors can find out whether the learning process is successful or not.

Based on the results of the discussion above, it can be concluded that the assessment of learning outcomes at PKBM As Salam is quite effective for learning residents who have different age backgrounds and experiences. The assessment was carried out by tutors during studying, assigning assignments and during semester exams to see the progress of the residents learning package C. Based on the results of the interviews, the learning residents did not have difficulties while studying or when answering exam questions, because the learning residents were also helped by the existence of Mobile. Indicators of the success of learning students are seen from the learning results and seen from the success of learning residents to achieve their goals after participating in learning activities at PKBM As Salam, such as continuing to university or working according to what the learning community wants.

## CONCLUSIONS

Based on the results of the study, it can be concluded that the Learning Effectiveness of Citizens Learning Equality Education Package C at PKBM As Salam Tanjung Batu Ogan Ilir with learning planning sub-indicators is quite effective because it includes the curriculum and learning implementation plan, which includes learning objectives, teaching materials, learning methods, learning resources, evaluation of learning implementation, and the results of the learning. The learning objectives are effective because learning residents are very helpful to gain knowledge and get a diploma so that they can continue their lives well and can work as desired. The administration is effective because it stores and records the learning process properly. The media and learning methods are quite effective because the material delivered by the tutor when offline learning is easy to understand by the learning community and online learning also provides an opportunity for learning residents to continue to participate in learning with conditions that are domiciled far away and have other activities or are already working. It's just that during online learning because only from WhatsApp groups, sometimes some residents learn not to understand the material given so that it takes more effort to find out about the material or assignments given online.

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