GAMIFICATION DESIGN FOR CORPORATE LEARNING MANAGEMENT SYSTEM USING ADDIE MODEL

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Abstract

A learning management system (LMS) is a software application that is used for administrating, documenting, tracking, reporting, and delivering educational courses, training programs, or learning and development programs. PT Berau Coal has a learning management system that has the name Sintesis+. Sintesis+ has a value proposition that can be learning everywhere and anywhere with the target of the user is the supervisor who works in the mining area. There are several problems regarding the learning of management systems at the organization. One of the problems is engagement. Based on the success story of engagement, there is a gamification approach that helps users learning in the other way—creating instructional design gamification, a researcher using the ADDIE Model, which is the generic process traditionally used by instructional designers and training developers. There are five steps to design the gamification feature at the learning management system; there are Analysis, Design, Development, Implementation, and Evaluation. In the analysis section, a player at the organization must be defined; most of the users have explored persona accounted for 37%. Then, the design section will use octalysis strategy dashboard will create design gamification with business metrics, players, feedback mechanics, desired action, and incentive. The development section will discuss the suitable moodle plugin which can fit with the users. There are two plugin ranking block and H5P interactive learning. Then, an implementation plan will discuss the gamification recommendation and action plan for each recommendation based on the explorer's persona. Then, evaluation based on a business metric that is considering engagement, time, ROI, and performance will be defined to ensure the success of the design.

Keywords: Learning Management System, ADDIE Model, Gamification, Training.