



Online ISSN 0000-0000 | Print ISSN 0000-0000
Published by CV. Cendekia Putra Jaya

New and After the Days: Hybrid System for Edu and Its Dilemma

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ABSTRACT

Article history:

Received : Feb 20, 2024

Revised : March 03, 2024

Accepted : March 20, 2024

Keywords:

Hybrid, System,
Education,
Regulation,
Economics,

Technological progress has become a very happy moment for almost all human beings everywhere. Various fields in any sector are areas that are greatly helped by the presence of technological advances. Although its presence also brings other consequences for certain fields, especially the field of human resources. This article conveys qualitatively that the education sector considers technological advances to be enjoyable for students, although not all of them feel this way due to economic limitations. So, the government also sets regulations that support technological progress in the education sector, but do not burden students who experience economic limitations.

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1. Introduction

Education is an important area that must always be paid attention to by the government of any country. This field is the basis for a country to form the nation's future generation. For this reason, the government wrote in the country's Constitution that education is the right of every citizen. This means that every citizen in this country has the same right to be able to participate in good educational activities regardless of social status and economic conditions.

If economic conditions become an obstacle to obtaining the right to a decent education, the government must provide facilities and regulations that support the acquisition of the right to education (Foster & Wilson, 2021). Technological advances are finally able to help anyone in remote areas to obtain their right to education (Brown & Miller, 2020). The government has begun to establish regulations that simplify the process of teaching and learning activities with the support of modern technology (Evans & Roberts, 2018). Especially with the phenomenon of dangerous diseases, the lockdown process must be implemented.

The learning process carried out by most educational institutions today is a continuation of the convenience that should continue to be carried out, so that students are still able to receive the knowledge shared by educators (Foster & Wilson, 2021). The ease of learning activities supported by supporting equipment and technological advances makes the combined learning process easier (modern/online and traditional/offline) (Bates, 2015). The combination of learning processes, which is termed a hybrid learning process, is a learning process that makes it easier for students who have difficulty reaching the school location, and will not lose their learning opportunities (Bonk, 2012). So that the knowledge gained is also the same as those who do not experience difficulty in coming to the school or learning place provided.

In order to support a better and up to date learning system following developments in the times and information technology, the government should establish rules or regulations (Walker & Thompson, 2021). These regulations or rules should function to provide support, one of which is convenience for students and teaching staff, including educational staff, in carrying out their duties and receiving their rights (Davis, 2022). All of this function primarily as controllers in the process of forming the next generation. So that the hope of producing the next generation who has positive character can run well and reduce any obstacles that may exist.

2. Literature Review

2.1. Hybrid

Hybrid is a term that has just been introduced to the public regarding a system which is a combination of two processes carried out simultaneously to achieve predetermined goals (Davis, 2022). A hybrid process is a new process that is deliberately created and formed based on developments in technology and information. The development of information technology and conditions that do not allow it to be carried out make hybrid activity processes a solution. This development is not only used in various activities in any institution, including educational institutions everywhere (Dziuban et al., 2018).

This hybrid system is ultimately able to become a solution for the process of knowledge transfer activities that are experiencing problems (Davis, 2022). Some of the obstacles that arise generally include the condition of teaching staff or students, some of whom are unable to attend the learning process directly in class (Brown & Miller, 2020). Because these conditions ultimately require a hybrid process to be carried out in order to ensure smooth knowledge transfer activities. Even though this system does not always run smoothly in the process, educational institutions still strive to ensure that students and educators can achieve the set learning goals.

The process of preparing support for this hybrid system is not an easy thing for the government and educational institutions. The government has the duty to prepare the main supporting infrastructure in the form of a stable, strong and inexpensive supporting internet network (Evans & Roberts, 2018). Because without a strong and stable supporting internet network, the two-way knowledge transfer process will not be able to run smoothly and successfully. Apart from that, the government should also provide support in the form of supporting equipment in the form of electronic equipment needed by educational institutions and students, in order to support the process of forming human resources who have positive abilities and characters and are able to compete (Nelson & Brown, 2019).

2.2. System

A system is a means and method that is considered the most appropriate, and is needed by an institution or institution in order to carry out work processes well, correctly and efficiently (Dziuban et al., 2018). A good, correct and efficient work process is not only determined by the availability of modern equipment, but how to work and establishing the right system can also influence the results of a process. The results of a knowledge transfer process are influenced by many things, however, the right system is the key to the success of a process in achieving the set goals (Winter et al., 2021). In knowledge transfer activities, there are many things that are determined through a system, including the determination of teaching staff or instructors who have received learning or training that has been adapted to developments in information technology.

The system makes a process more focused or structured, and is able to prevent things from arising that could become obstacles for those carrying out the process (Smith & Davis, 2019). In knowledge transfer activities, the support of many parties is needed in establishing a better education system in order to create human resources who have character and abilities that have positive value for all levels (King & Adams, 2019). However, a flexible system will have more meaning and positive results in the long term. Because developments in technology and information mean that many knowledge transfer processes do not require absolute physical presence for participants and teachers.

Flexible systems make it more enjoyable and happier for many people who really want to learn new things without having to be tied to a patented learning system (Walker & Thompson, 2021). Everyone can now learn anywhere and from anywhere, as long as that person has or at least the required equipment is available for free. The development of technology and information means that outdoor locations are also a classroom (without walls) for anyone who has an open mind (King & Adams, 2019). Distance and time are no longer things that can prevent anyone from knowing the conditions and situations that occur far from where they live.

2.3. Education

Education as a right of every human being everywhere should be a primary concern for authorities in the field in any country. The right to education in Indonesia and in other countries in the world can be guaranteed to be written in state law. Education is one of the primary needs for every human being that should be fulfilled. Because education is the foundation for anyone to be able to achieve their dreams in life.

It is hoped that the ideals and goals can be achieved well if educational needs can be obtained well and easily (Walker & Thompson, 2021). Because in the next stage, this becomes the perfect stepping stone in the process of achieving your goals in life. For this reason, the government or authorities in the field of education and government should provide their best support (King & Adams, 2019). The best support that can be provided is in the form of ease in the process of obtaining and carrying it out to completion.

In the long term, providing facilities and infrastructure to support educational activities is also an important thing needed in their implementation (Parker & Evans, 2019). Facilities in the form of buildings and facilities that suit the needs and advances in information technology are important things that must be provided by the government (Lee & Parker, 2020). In addition, teaching staff who are able to carry out their duties well and have the desire to always follow the development of technological advances is the number one supporter in the process of producing human resources with positive value and competence and positive character.

2.4. Regulations

Regulations or regulations are prepared and established by authority holders in order to support, improve and develop the capabilities of the resources they have (Taylor & Martin, 2020). There are many important resources that authority holders can and need to develop, one of which is human resources. One effort to develop human resources. When human resources become a priority in the process of developing resources owned by the country, the next hope is that other resources will be able to be developed well and with value by existing human resources.

Human resources are the starting point for a country to adapt to changes and advances in technology and information in order to process and manage other resources. The digital era means that the learning process of every human being is no longer limited by distance, space and time, or even energy (Lee & Parker, 2020). This learning process also ultimately results in a new effort to support the current knowledge transfer process or activity, namely the Hybrid process (Walker & Thompson, 2021). Regulations or rules that support this process are very positive support for the knowledge transfer process anywhere, especially in Indonesia.

This hybrid teaching and learning process is a solution to the teaching and learning process for many educational institutions in Indonesia now after the pandemic has hit the world. This hybrid process is an effort to prevent the increase in the number of children dropping out of school and the number of human resources who are unable to read and write well (Lee & Parker, 2020). Government regulations regarding the process and assistance with supporting infrastructure are things that are really needed for many public and private educational institutions. Because every citizen's right to education is the government's obligation to fulfill it, in order to build human resources that are able to adapt well to world developments and advances in technology and information (Taylor & Martin, 2020).

2.5. Economics

Stable economic conditions are the dream of all nations and countries everywhere, including Indonesia. Advances in technology and information have resulted in many advances and changes in all fields, including the world of education and the economy (Parker & Evans, 2019). The process of obtaining a good education will produce human resources of value and positive character. Positive abilities and character are the basis for a country to undergo a process of becoming better in all things, including the economic sector.

When the economic sector becomes more stable, it is certain that people's ability to obtain better education will be easier. The country's economy is the main basis for improving the country in all fields, including education. Better economic conditions will support the government in further improving the conditions of better

facilities and infrastructure for the education sector (Mitchell & Young, 2021). Facilities and infrastructure that are better and in line with the progress of the times will be the main need to create a better next generation.

Job opportunities that are wide open for every existing worker will be a way to increase income and improve living conditions in many ways. Improvement and stability in income generation for each family and individual will be able to improve the general economic condition of the country. Apart from that, with better economic conditions in the country, the economic capacity of every family in this country will be better. By improving the economic conditions of each family, it will be better to meet the nutritional needs of the future generation, so that they are able to study well and succeed in becoming human resources with greater abilities and positive character.

3. Methodology

3.1. Research Design

This research uses a qualitative approach to analyze the impact of hybrid systems in education. This approach was chosen because it allows researchers to deeply understand the perceptions, challenges and benefits felt by stakeholders (students, teachers and institutions) in the implementation of hybrid systems in the educational environment.

3.2. Research Sample

The research sample involved several schools or educational institutions in Indonesia that have adopted a hybrid system. The main respondents included students, teachers and school management. A purposive sampling technique was used to ensure that the selected sample had direct experience with the hybrid system.

3.3. Data Collection Instrument

Data were collected through in-depth interviews, focus group discussions (FGDs) and participant observation. Interviews were conducted with teachers and school management to understand the challenges and strategies implemented in the hybrid system. FGDs were conducted with students to find out their experiences in following the hybrid learning process. Observation was used to directly observe the implementation of the hybrid system in the classroom.

3.4. Data Collection Procedure

Data collection was conducted in several stages. The first stage was preparation, including the preparation of interview and observation guidelines. The second stage is data collection in the field through interviews, FGDs and observations. The last stage is data processing and analysis, where the collected data will be categorized and analyzed to find the main themes.

3.5. Data Analysis

The collected data was analyzed using the thematic analysis method. The analysis process involves coding the data, identifying themes, and interpreting the findings to generate relevant conclusions. The analysis will also compare findings from different respondents to identify consistent patterns or significant differences.

3.6. Research Ethics

The study ensured that all respondents provided informed consent prior to participation. Data obtained from respondents were kept confidential and used only for research purposes. All research procedures were conducted in accordance with the applicable research ethics guidelines. This research method was designed to provide an in-depth insight into the implementation of hybrid systems in education and to identify factors that

support or hinder the effectiveness of these systems.

4. Results and Discussion

4.1. Hybrid Systems

The Hybrid System is a new system that is currently being adapted by many educational institutions everywhere (Winter et al., 2021). Every country, including Indonesia, has begun to adopt this modern learning process since the pandemic began to be declared "safe" in a limited way. This system is not an easy system to implement even though it has begun to be adopted. Everything is new and there is still debate over understanding a Hybrid system in the teaching and learning process (Mitchell & Young, 2021).

A new work system in the knowledge transfer process definitely means that many people have to learn and understand about it. This system is a way that really helps make the knowledge transfer process easier (Winter et al., 2021). Even though the government and institutions are obliged to coordinate with each other continuously regarding the process. Apart from coordinating regarding the process, the fulfillment of facilities and infrastructure from the government and educational institutions is their main task.

Educational institutions are also obliged to fulfill their duties as providers of adequate knowledge transfer process services (Smith & Davis, 2019). At the beginning of the process, many educational institutions still experienced problems in the process of providing facilities. These obstacles generally come from insufficient funding, resulting in an inability to provide the necessary equipment (Mitchell & Young, 2021). So, at that time there were still many students and teaching staff who were unable to carry out the knowledge transfer process because they only relied on the equipment owned by each individual.

Meanwhile, until now not all teaching staff and students or students have adequate equipment and supplies to carry out the Hybrid teaching and learning process (Jackson & Turner, 2018). This condition is caused by the insufficient economic capacity of some students' families and some teaching staff to purchase the necessary electronic equipment. Because in fact the price of a device or computer and other equipment capable of supporting the hybrid learning process is not cheap (Parker & Evans, 2019). Meanwhile, many educational institutions are also unable to provide all of this equipment independently.

On the other hand, there are also several educational institutions that are actually very capable of providing all the necessary equipment, but they feel that this is not important. It is felt that this is not important to fulfill immediately because they feel objectionable and it is thought that this will reduce the profits they have. In fact, they consider this equipment to be an obligation for teaching staff at their institution to equip themselves (Quinn & Johnson, 2020). Even though the institution conveys to the public that they are an institution that supports a hybrid learning system.

This action is actually very detrimental to the educational institution itself, in the end. Because actually, when the Hybrid process is carried out with the full support of educational institution management, the process of producing alumni with added value and positive character will be easier. The very positive added value of an educational institution in the eyes of society will also be formed by itself. Because the community as "users" of educational institutions will convey to parties outside the institution that the educational institution is a very worthy institution to be used as a reference for future generations.

Technological advances cannot prevent the development of social media which is very easy to access and owned by anyone in this digital era. Whatever happens in the process of developing and using this Hybrid system by educational institutions, you can be sure that it will be spread and conveyed to the authorities, both positive and negative. This digital era will also be a tool for some educational institutions who feel that they have to "change" for the better (Parker & Evans, 2019). "Changing" for the better in order to form a brand image of an educational institution that is able to achieve the position desired by other educational institutions and is able to compete positively.

In order to meet the demands of the situation in carrying out this hybrid learning process, the government actually also has limitations. One of the obstacles that occurs is that the education budget is still felt to be limited, so it is unable to provide the equipment needed and distribute it to educational institutions that need it (Quinn & Johnson, 2020). Because there are still individuals who take advantage of the situation in which these

funds are distributed, so that the allocation is often not in accordance with its intended purpose or a number of funds are cut in the distribution.

The government also experiences obstacles on the other hand, because it has to provide infrastructure for implementing this Hybrid system in the form of a strong and stable internet connection (Taylor & Martin, 2020). A strong and stable internet connection is the second key to the continuity of the learning process using the Hybrid system. For this reason, the government is obliged to maintain good internet connection conditions from internet service providers needed to support the Hybrid learning system. Because this Hybrid system can be run through many applications, the video calling feature of the WhatsApp application, GMeet, etc., you don't always have to use applications that pay expensive quotas.

4.2. Education and Regulation

Education today is greatly supported by advances in technology and information. The learning process in an educational institution cannot only be carried out when all students and staff are in the same room (Garrison & Vaughan, 2008). Education is indeed very primary for the progress of a nation. Because through the education process, a country is able to "form and create" the best future generation.

Apart from that, the price that must be paid by the new system in the field of education is expected to be a solution for teaching and learning activities that experience problems related to the presence of students or teachers. Before implementing an education system that has never been implemented before, the government and educational institutions everywhere must prepare many things (Jackson, R., & Turner, S., 2018). Apart from the availability of necessary and supportive equipment or facilities and infrastructure, there are many things that must be prepared for the expected smooth learning process. One of the things that must be considered to be prepared at the earliest is the field of human resources with thinking that is very open to new things (Green & Thomas, 2019).

Human resources are the basis for a new learning system that really needs the support of advances in technology and information. The new learning system that currently exists requires capabilities that are in line with current developments in technology and information (Winter et al., 2021). For this reason, the government and educational institutions are obliged to prepare the training activities needed to develop the capabilities of human resources who serve as teaching staff and other support staff (Jackson & Turner, 2018). Collaborating with competent professional staff and institutions is a solution for capacity development activities on a regular schedule to achieve the set goals.

When the human resource capabilities of educational institutions increase and are able to carry out the assigned tasks well, we can be sure that the goals that have been set will be easy to achieve. This is because teaching staff are able to convey material or knowledge that is prepared to be transferred well and can be understood and comprehended by students at any level (Roberts & Green, 2021). In this case, teaching staff must be able to master increasingly sophisticated equipment that supports the teaching and learning process. Meanwhile, on the other hand, a teaching staff will also be able to deliver material in a way that is well received by all typical students (Nelson & Brown, 2019).

When learning material is delivered well and becomes something interesting for students to learn, that is when a teaching staff is considered successful in the first step (Smith & Davis, 2019). Being able to invite students to become more attentive and interested in learning material is the first step to further developing students' abilities. In the next stage, teaching staff and educational institutions are obliged to provide places and portions that suit students' abilities, so that students' abilities can be supported and improved optimally. To support and improve students' abilities optimally by teaching staff and educational institutions who are capable and positive (Nelson & Brown, 2019), the government sets rules or regulations that really support this process.

Government support in the form of very positive rules or regulations is the best "vitamin intake" needed by many educational institutions in order to develop themselves specifically and the students they "produce" in general (Nelson & Brown, 2019). An educational institution really needs the support of very positive rules or regulations in order to develop the "image" of the educational institution in the eyes of the surrounding

community. An educational institution will not be able to carry out what has been set as the institution's common goals without regulatory support from the government in the process (Harris & Martin, 2020). So that the ability of teaching staff who undergo an upgrading process in order to educate students into human resources who have competence and positive character, will not be in vain in the long term (Garrison & Vaughan, 2008).

Apart from that, the rules or regulations set by the government and required to be implemented by educational institutions are rules that do not place a burden on students' families and the students themselves (Taylor & Martin, 2020). The heaviest burden will be felt by students and their families, when educational institutions and the government set rules that students should independently own electronic equipment needed in the learning process (Green & Thomas, 2019). Because it is certain that not all students' families can afford this technological equipment (Roberts & Green, 2021). This condition is caused by the economic condition of the students' families, not all of them are at a sufficient level or are able to meet the family's daily needs well.

4.3. Economics

The economic situation or condition is the main thing that must be of concern to the government in the process of creating human resources who have positive potential and character and are competitive now and, in the future (Quinn & Johnson, 2020). The economic situation of a family that has a young generation that is the future successor of the nation is the basis for creating a young generation that is the successor of the nation who is strong and has positive character. When a family's economic condition is in a sufficient position or is able to meet the family's needs well in daily activities, then the health condition and thinking ability of the younger generation in the family can be ensured to be at a good level. Because when the family needs good and sufficient nutritional needs, the health growth of the next generation of the family will be able to reach the best conditions.

The excellent health condition of the next generation is the basis for the country to improve and enhance the capabilities of its human resources. Because they are increasingly able to compete well and positively anywhere with anyone (Harris & Martin, 2020). Ability or good health condition will be the main support for the next generation to be able to learn, understand and comprehend well whatever is transferred by the teaching staff (Carter & White, 2019). Apart from that, whatever things are transferred by teaching staff in any way will be something that is easy to understand and understood well.

For this reason, the availability of better job opportunities and supporting the number of job seekers currently and in the future is the main material for developing human resources in all respects. When the need to improve the economic conditions of individuals and families can be met properly, the conditions and abilities of the nation's next generation are guaranteed to be much better. The creation of increasingly better and consistent economic conditions is a very good thing for the process of preparing the nation's next generation (Harris & Martin, 2020). This process is the basis for the process of preparing a good next generation so that they have positive character and abilities, so that this nation can be well maintained now and in the future.

The economic situation significantly impacts various sectors, including education. Providing equal employment opportunities is a crucial strategy for improving public health conditions and ensuring the future generation's well-being (Carter & White, 2019). Enhancing public health facilitates a better educational experience, allowing students to successfully complete their education (Anderson & Johnson, 2021). Despite this, many educational institutions continue to prioritize students with higher economic means, leaving those with modest financial backgrounds underrepresented (Brown & Miller, 2020). This practice contradicts the constitutional right to education for all citizens, as outlined in many countries' constitutions (Bonk, 2012). Institutions that neglect students' rights and fail to provide equitable services overlook potential loyal consumers who could benefit their future market (Quinn & Johnson, 2020). To address these issues, implementing a hybrid flexible learning system is essential in adapting to globalization and achieving educational goals (Allen & Seaman, 2017).

Furthermore, government oversight and regular evaluation are vital for developing and refining hybrid learning activities (Bonk, 2012). Both the government and educational institutions should collaborate with private entities to enhance the quality of education and prepare a more competent and positive future generation

(Anderson & Johnson, 2021; Bates, 2015). Continuous supervision and evaluation are necessary to prevent potential issues and ensure that institutions meet their educational objectives effectively (Allen & Seaman, 2017). This paper acknowledges limitations, particularly in detailing the advantages and disadvantages of current regulations in the education sector. Future research should delve deeper into these aspects to provide a more comprehensive understanding of the challenges and opportunities in education.

5. Conclusion

This research discusses the hybrid system in education, which is a combination of modern (online) and traditional (offline) learning processes. Although technological advances provide many conveniences in the knowledge transfer process, the implementation of this hybrid system still faces various challenges. One of the main challenges is the economic limitations of some students and educators who do not have adequate devices to support the hybrid learning process. In addition, despite the support from the government, the limited education budget is also an obstacle in providing the necessary infrastructure such as a stable internet connection.

This research highlights the important role of the government and educational institutions in providing facilities and regulations that support the smooth running of the hybrid system. This system is considered a solution that can prevent the increasing dropout rate and ensure that all students, including those in remote areas, can receive proper education. However, the successful implementation of the hybrid system requires good coordination between the government and educational institutions as well as the readiness of human resources to adapt to technological advances.

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