

Development of the Board Game 'Career Champion': Gamification for Understanding Job Interview Preparation

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Abstract: English has a crucial role in the modern world of work, opening wider career opportunities in a global environment. Mastery of it increases competitiveness in the job market, facilitates communication with international colleagues, and supports professional development. Despite its importance, many people face challenges in learning English. Therefore, effective, fun and contextual learning methods are needed to ensure mastery of this language. So, in this research a learning application was designed that focuses on developing and evaluating the educational board game "Career Champion" with a gamification approach. The research development method uses the Research and Development (R&D) method. The System Usability Scale (SUS) test obtained an average result of 85.5% which presented an adjective rating with Letter Grade A (Excellent).

Keywords: English, Boardgame, Learning Application, R&D method.

1. Introduction

English is crucial in today's global job market, offering more career opportunities and enhancing competitiveness (Rismanto et al., 2021). While many find learning the language challenging, effective and engaging methods are needed. Board games, with their structured rules and challenges, provide an interactive and enjoyable way to learn. Gamification elements like levels, points, and leaderboards motivate learners and encourage ongoing engagement. These innovations make board games effective tools for enhancing English skills and preparing for real-life situations, such as job interviews. Viat-map helped students to improve students' understanding (Andoko et al., 2022).

Previous research has shown the success of board games in various educational fields. A study by (Desy Ayu Ainurrohmah, 2018) used a board game to teach greeting and introduction material to class VII students, showing better understanding and higher knowledge retention compared to traditional lecture methods. Meanwhile, research (Prihandoko & Yunianta, 2021) developing the board game "Labyrinth in the Forest" for mathematics learning in junior high schools, found a significant increase in number learning skills and students' learning motivation.

Given this potential, the "Career Champion" board game was developed as an English learning tool for job interview preparation. It offers a fun and interactive experience, combining rules, challenges, points, and feedback to increase player engagement and motivation in learning job interview material.

2. Development Methodology

The research on the board game 'Career Champion' uses the Research and Development (R&D) method to test the effectiveness and efficiency of the product. The development follows

the Game Development Life Cycle (GDLC) model, which includes five stages: initiation, pre-production, production, testing, and release (Ariyana et al., 2022).

In this research, two stages of validation were conducted: one with material experts and another with media experts. After validation, the researchers reviewed the feedback and suggestions from the experts. Data was collected using a Likert scale.

The formula used to analyze questionnaire data from all items is the percentage formula (Asyhari & Silvia, 2016). The following formula is used:

$$P = \frac{f}{N} \times 100\%$$

Here, P represents the percentage used to determine the validation score for each aspect, f is the number of percentage scores, and N is the maximum score for the instrument. The suitability of the media is determined by the percentage score.

In this research, data analysis on students regarding the use of the educational board game "Career Champion" was carried out using the System Usability Scala (SUS) method. SUS is a questionnaire consisting of 10 questions with a Likert scale which is used to measure the level of usability or ease of use of a product or system (Bahtiar & Gustalika, 2022). Students as respondents were asked to provide an assessment on each SUS question after trying to play the board game. Calculation of questionnaires using the SUS method is carried out as follows: For each statement with an odd number, reduce the respondent's answer scale by 1 ($X-1$). For each statement with an even number, subtract the number 5 from the respondent's answer scale ($5-X$).

Then, add up the results of all respondents' answer scales and multiply by 2.5 (Manusakerti & Wibowo, 2022). Then calculate the average answer using the formula (Bahtiar & Gustalika, 2022):

$$\bar{x} = \frac{\sum x}{n}$$

where $\bar{x}$ is the average SUS value sought to determine the validation score for students, $\sum x$ is the average number of respondents' score values, and n is the number of respondents.

The value ranking classification of the System Usability Scale (SUS) is divided into three categories: Not Acceptable, Marginal, and Acceptable (Bahtiar & Gustalika, 2022). For subjective assessment, the categories Awful, Poor, OK, Good, and Excellent are used (Bahtiar & Gustalika, 2022). Using SUS, researchers were able to evaluate how easily students were able to learn and use the "Career Champion" board game, as well as identify areas that might need improvement to improve the user experience.

3. Result and Discussion

The 'Career Champion' board game is an Android-based mobile learning application designed to help users understand job interview preparation through gamification. It features multimedia elements like images, sound, and interactive quizzes in a multiple-choice format. With portability in mind, the app can be accessed anytime, anywhere. The application has two key components: the main menu, which serves as the starting point, and the game board menu, the heart of the learning process. This user-friendly structure ensures immediate engagement with interactive learning without complex navigation.



Figure 1. Main Menu Display and Board Game Display

The validation test results from the development of this application consist of media expert validators and material experts who will determine deficiencies that will be evaluated later. The following Tab. is a validation and has been converted to an average value:

Table 1. Media Career Champion Validation Results by Media Experts

No	Aspect	Score Each Aspect	Maximum Score	Percentage
1	Graphic Feasibility Aspects	40	50	80%
2	Media Quality Aspects	14	20	70%
3	Media Layout Aspects	21	30	70%
Average Percentage				73%

Based on the results of trials carried out by media expert validators, in the form of appearance, color composition, button functions, output, and ease of use of the application. The results can be obtained that the application is categorized as feasible and in accordance with the learning media criteria.

Table 2. Career Champion Media Validation Results by Material Experts

No	Aspect	Score Each Aspect	Maximum Score	Percentage
1	Content Feasibility Aspect	33	45	73%
2	Aspects of Language Feasibility	29	40	73%
Average Percentage				73%

Based on the results of trials carried out by material experts, the results obtained were that the application was categorized as good and the material presented was valid, which can be seen in table 2.

After validation by media and material experts, the game was tested with a small group of 15 students to assess its feasibility using the System Usability Scale (SUS). The average score was 80.83%, earning an A (Excellent) rating. This indicates that the "Career Champion" board game is well-received and effectively helps users understand the job interview process.

4. Conclusion

This research demonstrates that using board games with gamification elements enhances student learning outcomes. The "Career Champion" board game not only proves effective but also brings substantial benefits to the learning process. Expert validation and student testing show increased engagement, motivation, and learning quality. The System Usability Scale (SUS) evaluation yielded an impressive score of 80.83%, placing it in the "Excellent" category. Key findings include: Positive perception of the game as a learning tool; High satisfaction in meeting learning needs related to job interview preparation; Gamification elements make learning more engaging; The game effectively aids in understanding various aspects of job interviews; Players report a dynamic, fun, and informative learning experience.

These results confirm that the "Career Champion" board game successfully offering a highly satisfying and effective learning experience, highlighting its potential in career preparation within higher education. For the next research, the impact of using career champions in learning English for job interviews will be examined.

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