1. Introduction
Education is a very basic element to prepare the nation's golden generation in facing the era of a very fast globalization. Of course, it will be quite a challenge if it is not balanced with the preparation of human resources who have high global competitiveness. For this reason, it is necessary to prepare qualified human resources for the golden generation as the continuation of the nation's progress. (Susanto, H., & Akmal, H., 2019).

Consequently, learning carried out by educators and students is a provision for students to get the best provision for educational attainment and meaningful learning. Educators play a key role in the success of being able to produce a high quality. Therefore, educators must be competent or must have the ability to design and to plan meaningful and useful learnings for the development of students' knowledge (Mutiani, M., 2019).

Indonesia is currently facing this COVID-19 pandemic, and currently the government is also implementing a new normal policy which has implications for the education sector so that students are asked to study at home to avoid exposure to COVID-19. Educators and students are required to do online learning so that there is no face-to-face class as usual. Of course, incidents like this require students and educators to learn and learn online or remotely but with the achievement and educational goals that remain of high quality (Budirahayu, Yuli. 2020).

The learning process in the education sector must continue in the middle of COVID-19 pandemic in order that the golden generation does not lag behind knowledge in learning and continues to learn for the advancement of the next generation as buds future progress of the nation.

Therefore, educators must be able to equip the students with competent and complex education and skills. It means that they are expected to have critical, constructive, consecutive and character thinking skills. In the application of online learning, distance communication cannot be separated from the use of electronics such as cell phones, tablets, or laptops as well as internet connections that are used as part of learning activities (Makarim, Dadiem Anwar. 2020)

Recently, due to the Covid-19 pandemic, the term new normal has returned to a wider context, such as; economy, politics, social life, education and daily habits in common society. People are required to comply with new habits to take care of themselves and avoid being exposed to the covid 19 virus. Some new habits to do are ranging from COVID-19 the simplest things, such as wearing a mask, cleaning our hands every time we touch a door handle or ATM button, placing temperature control officers at the entrances of shopping centers and offices, to complex matters such as working from home and online seminars or conferences.
2.1. Implementation of Learning against Education Policy in the New Normal Era

In the context of education, whether we realize it or not, the ‘new normal’ has started to occur globally since the Covid-19 pandemic. Teaching learning activities that are usually carried out face to face directly, where educators and students are physically present in classrooms and learning places, are now being replaced by learning activities through electronic media (e-learning) either synchronously or non-synchronously. A synchronous e-learning can be done both online and offline (Makarim, Dadiem Anwar. 2020).

In online learning, educators and students are at the same time in the same internet application or platform. They can interact with each other like conventional learning so far. Whereas in offline learning, educators upload material via the web, send via electronic mail (e-mail) or upload it via social media for later download by students.

In the offline way, students learn independently without being bound by time and place. On the other hand, e-learning can only occur online. Even though in reality, e-learning teaching and learning activities have been carried out by several universities for a long time, this method of learning is awareness of the Industrial Revolution 4.0 era, an era that has brought changes to the way humans work, interact and transact.

2. Discussion

In an educational perspective, the general term used by educational theorists as an implication of Industrial Revolution 4.0 is Education 4.0, to describe various ways to integrate technology in the Industrial Revolution 4.0 era both physically and not into learning. Education 4.0 is an innovation in the world of education in the era of Industrial Revolution 4.0, it is an answer to the question ‘can we do it?’.

Education 4.0 can be seen as a creative response where humans take advantage of digital technology, open sources contents and global classrooms in the application of lifelong learning, flexible education systems, and personalized learning, to play a better role in society. On the other hand, new normal e-learning is not an answer to a question, but an adaptation of a condition that everyone is ‘forced’ to do.

Since the issuance of Circular Number 4/ 2020 by the Minister of Education and Culture and enforced a few days later, all teaching and learning activities both in schools and campuses have been carried out online as an effort to prevent the increase and spread of the Covid-19 pandemic. Nobody can predict when the Covid-19 pandemic will end. However, after the Covid-19 pandemic, the new normal education that has begun should be continued and refined to meet the concept of blended learning, which is an educational concept that combines face-to-face lecture methods in classrooms with e-learning, and in turn, the world of education will really be in the era of education 4.0. Regarding e-learning in higher education, if the measure is ‘doable’, then it cannot be denied that all campuses can do it (Widodo, Joko. 2020)

But the ability of educators to touch on the aspects of taste, language and character building makes their presence always awaited by students, whenever and wherever technology is certainly created to facilitate human work, including in the learning process. The combination of these two things is the right solution in learning in this era and especially when implementing the current new normal policy. Currently the learning process depends on students in understanding the material within the scope of this online or distance class. This of course really needs to be paid attention to by the government in terms of evaluating education in the new normal period. The educational curriculum is also adapted to the current pandemic. We can start with a health protocol by implementing keeping our distance so we do not get too close together.

Educators and students, of course, with the implementation of health protocols, of course, they will feel a little calm and safe when the teaching and learning process is carried out. I think students' guardians or parents at home will also agree if learning has been done face to face directly with the implementation of health protocols and also parents or guardians of students are certainly not too worried when their children carry out the teaching and learning process in class like schools in general.

The COVID-19 pandemic is getting more serious as the increasing number of Indonesians exposed to COVID-19, now also the international world is also confused about the problem of this COVID-19 pandemic. Based on the facts in the field with the number of numbers that continue to soar as exposed to COVID-19 in Indonesia, the authors conclude Below, later implementation in the education sector will continue until the end of 2020, but when doing the teaching and learning process remotely or online, of course there are also problems that have been felt during the learning process. Like it or not, both students and educators according to the author must be able to adapt to this online or distance learning.
This means that with the conditions of the COVID-19 pandemic, we are indeed required to keep our distance and it is also better at home if we don’t do important activities outside the home, I am also implementing independent learning and also enjoying time with family as much as possible in the pandemic era. COVID-19 at this time.

We should be wise to the current situation by doing productive things, for example, by doing little things, seminars, writing competitions and so on. Hopefully this COVID-19 pandemic will end soon in Indonesia and the international world so that the education sector will recover to normal as usual. Preparatory planning in the education sector has also begun to be promoted along with education policies in the new era of preparatory planning starting from a health protocol policy that will be implemented until the pandemic ends.

This means that activities will certainly feel very different from the teaching and learning process carried out. But this is one way so that the world of education does not suffer during the current pandemic. The end of the COVID-19 pandemic also does not have certainty when this pandemic virus will end. Of course, by implementing health protocols with a healthy lifestyle, is one way to avoid exposure to the COVID-19 virus.

By implementing a healthy lifestyle in this new normal or the new normal era is the key to discipline in order to maintain a good healthy lifestyle. Preparation efforts in the education sector in the new normal era have been carried out by utilizing technology that supports or enables effective learning. At least the process of teaching and learning by distance or online has at least been implemented in the last four months. It is certain that distance learning or online has received reactions from various parties including the parents or guardians of students.

The parents of these students, according to me, are quite reasonable indeed when the parents or guardians of students still complain about learning problems and also many parents of students also question the effectiveness of the remote or online teaching and learning process that is being raised when this. As is well known, it has been recorded that until the day the spread of COVID-19 in Indonesia has not stopped, the numbers continue to soar and education policies must be considered and considered by various parties including the education office and also the Ministry of Education and Culture If later the learning process is reopened as before, it must meet the requirements of the COVID-19 health protocol during the learning activities.

But areas, especially from rural areas, in implementing education are in dire need of support from facilities in implementing health protocols. Based on the facts in the field, there are currently many educational areas in Indonesia that currently do not meet the requirements with the standard COVID-19 health protocol facilities. So that the learning process can run optimally. Educational institutions and the government should work together during the new normal period. At this point, the author argues that there are at least six important things to prepare in an e-learning system at the university level.

2.2. Six Important Things to Implement E-learning at UISU

2.2.1. Improving Students’ and Lecturers’ Internet Skills and Computer Literacy

At the very least, lecturers and students must be able to take advantage of the available channels, such as the Learning Management System, audio-video-based communication media, social media and data storage media that can be used to help quality teaching and learning activities. In general, students’ internet skills and computer literacy are better than lecturers. However, many students experience internet connection problems, especially those who live in remote areas and are left behind. In addition, some students also experience problems related to the cost of their internet data packages.

2.2.2. Redefining Learning Outcomes

Lecturers must carry out constructive alignment towards the alignment of the three components of Outcome Based Education (OBE), namely (1) learning outcomes, (2) learning activities, and (3) assessment methods that have been prepared in the Semester Learning Plan (RPS). 

RPS does not need to be changed totally, but it is sufficient to re-determine which learning outcomes can be delivered by e-learning and which are not, because not all learning outcomes can be fulfilled by implementing e-learning, such as hands-on skills, especially in programs -Vocational study program. Next, do a re-mapping of learning outcomes of learning activities, including determining the appropriate assessment method for each learning outcome.

2.2.3. Ensuring the Readiness of Lecturers’ Course Materials

The course materials of the lecturers must be prepared in a good digital format so that students can easily understand the course material, especially if it is given offline. For general subjects, basic skills and applied knowledge, the delivery of course material in the form of lecture summaries should be avoided, it would be more appropriate if the lecturer provided lecture notes, used open-source simulation software, or audio-video recordings. For practical lecture materials that use the toolbox, lecturers are expected to prepare tutorial recordings for students to study independently.

2.2.4. Determining the Duration of Each Learning Unit

The duration of learning is closely related to the student learning load (Student Learning Time / SLT) which is determined by the number of credit units taken by students. For online learning, pay attention to a coherent time
according to the student's level of self-regulation and metacognitive abilities. Determining the duration of each learning unit is very important, especially in assigning assignments to students. Time-consuming tasks can make the student's learning load much higher than the credit load they take.

2.2.5. Preparing Well the Assessment in the form of Quizzes and Independent Assignments

Assessment in the form of quizzes and other independent assignments must be planned in such a way so that the quality of the questions still meets the taxonomy level in accordance with the level of the study program. Formative and summative examinations should still be carried out directly and on a schedule in the conventional way that has been practiced so far.

2.2.6. Preparing the Sufficient Infrastructure and Bandwidth

UISU must prepare sufficient infrastructure and bandwidth when using the campus network. Sudden user spikes and simultaneous usage will cause the server to experience bottlenecks, hangs, and even downs. In addition, campuses must determine the application or platform used to prevent students from downloading and trying too many applications or platforms. Of course, higher education does not solely focus on the six things outlined above. However, at least it can be a first step for higher education when compiling e-learning in implementing Blended Learning to realize Education 4.0 which will become a New Normal in the era of Industrial Revolution 4.0 after the Covid-19 pandemic later with the Edlink.id application.

3. Conclusion

The policy makers in the education sector must be serious and work extra hard in implementing this policy, especially the Minister of Education and Culture, including the Education Office. All policies in the education sector that will be taken certainly need to be carefully planned, and of course will also have an impact on the availability of funds. For this reason, education stakeholders such as the education office are required to coordinate carefully with the principal of all schools in one district, for example, coordinate on planning the provision of facilities and infrastructure needed during the pandemic period in the school environment to support the new normal policy in education. The school itself is required to provide standardized health protocols for students and also for educators in the school environment, for example, the provision of masks and hand sanitizers for students who are in the underprivileged category (Budirahayu, Yuli. 2020).

UISU is also obliged to provide a place to wash hands, for example by making a place to wash hands in each class. In connection with the implementation of teaching and learning activities in schools, in my opinion it can be done through the education office and schools must empower honorary educators to assist in their implementation. This is intended to provide adequate rest opportunities for teachers or educators because with adequate rest, of course, the body's immune system is well maintained, and if the body's immune system is properly maintained, it will form good anti-body or self-defense to fight the COVID 19 virus.

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