Freelancer Academy: A Conceptual Review of Mobile Apps Development

Yudhistya Ayu Kusumawati[1, a)] and Agatha Dinarah Sri Rumestri[2, b)]

Author Affiliations
[1]*Visual Communication Design Department, School of Design Bina Nusantara University Jakarta, Indonesia 11480*
[2]*Product Design Department, Institut Teknologi Telkom Purwokerto*

Author Emails
a) Corresponding author: ykusumawati@binus.edu
b) Corresponding author: agatha@ittelkom-pwt.ac.id

Abstract. In Indonesia, the number of freelancers can be considered very large and even continues to increase from year to year. However, it is very unfortunate, in addition to the high interest of job seekers in freelancers, in Indonesia, freelancers in terms of marketing, determining price lists and communication skills still lacking as well. This is what causes freelancers in Indonesia to still be unable to compete compared to freelancers abroad, even though in terms of quality, Indonesian freelancers are very capable of being side by side with foreign counterparts. This research aims to Developing the quality of Freelancer websites or applications in Indonesia. The second one is serving as examples of educational websites or applications as well as opening job opportunities for freelancers in Indonesia. This website that contains education, and job search for Indonesian freelancers with achievement targets. This research used design thinking method to describe the co-creation process start with emphatize, define, ideate, prototype, and test. Hopefully this research will help freelancers compete globally.

INTRODUCTION

Freelancers or commonly referred to as free workers are one of the jobs that are in great demand by many people at this time. In Indonesia, the number of freelancers can be considered very large and even continues to increase from year to year. This year, the number of freelancers even reached 33.34 million people. This number shows a drastic increase from the previous year, which was around 26% or around 4.32 million people [1]. This achievement is of course accompanied by several reasons, one of the reasons that makes freelancers more desirable than other jobs is due to working hours [2]. Freelancers can choose their hours and set days off for themselves. Apart from the deadlines previously agreed upon by the client, freelancers are free to work on their assignments whenever they want. Apart from time, freelancers can also freely choose their workplace. Freelancers don't need to go to an office and don't even have to have a real place to sell what they offer [3].

However, it is very unfortunate, in addition to the high interest of job seekers in freelancers, in Indonesia, freelancers in terms of marketing, determining price lists, and communication are still lacking. This is what causes freelancers in Indonesia to still be unable to compete compared to freelancers abroad, even though in terms of quality, Indonesian freelancers are very capable of being side by side with foreign counterparts [4]. Often

Indonesian freelancers are unable to compete in the market for one or two reasons, even though the quality they offer is better at a lower price. But, the tightness of the national market and international market, it is normal for this to happen. In addition, not everyone has the communication skills to explain their offer well [5].

The purpose of this research is to develop the level of performance of freelancers or freelancers in Indonesia and at the same time develop the level of communication in the field of freelancers which is the biggest problem, especially in Indonesia, and then to develop methods for marketing and setting prices for freelancers in Indonesia, to expanding employment for people who have difficulty becoming professional workers, developing the quality of freelancer websites or applications in Indonesia, being an example of an educational website or application as well as providing employment opportunities for freelancers in Indonesia, and the last one is providing education from all fields of freelancers from beginners to expert freelancers. The solution that researcher targeted for this research is in accordance with the problem in the background, the level of freelancers is very high in Indonesia, but the level of performance is somewhat lacking. So, the solution is developing a website that contains education, and job search for Indonesian freelancers with achievement targets. Who wants to promote the performance of freelancers so that they are not inferior to foreign markets. Apart from that there is another solution, namely creating online classes that contain education about freelancers, content creators and influencers, and in other fields. With achievement targets, so that freelancers are accustomed to creating content for marketing and appeal yourself as a freelancer. The next solution and target to make a private class. The goal is to better understand the material that has been conveyed by the mentor himself. There is still a final solution for making this website so that freelancers believe in this very informative education. This web site will work together with other platform as well as other content creators of course as mentors and support for the Freelancer academy Indonesia website.

LITERATURE REVIEW

Freelancers or commonly referred to as free workers are one of the jobs that are in great demand by many people at this time. In Indonesia, the number of freelancers can be considered very large and even continues to increase from year to year. This year, the number of freelancers even reached 33.34 million people. This number shows a drastic increase from the previous year, which was around 26% or around 4.32 million people [1]. This achievement is of course accompanied by several reasons, one of the reasons that makes freelancers more desirable than other jobs is due to working hours. Freelancers can choose their hours and set days off for themselves. Apart from the deadlines previously agreed upon by the client, freelancers are free to work on their assignments whenever they want. Apart from time, freelancers can also freely choose their workplace. Freelancers don't need to go to an office and don't even have to have a real place to sell what they offer [6].

There are several problems that are often experienced by freelancers. There are 5 problems that are often experienced by freelancers, including:

1. Work results from plagiarism

One of the mistakes or problems that many freelancers make is plagiarism. Where it becomes important because plagiarism includes actions that harm many parties or can be called stealing. Usually, plagiarism occurs in projects related to design. As in the example, if a business owner uses the services of a freelancer to create a new brand logo, the freelancer must find or research a logo or brand that matches the logo or brand that the client (business owner) wants.

2. Lack of discipline

Where this is one of the traits that freelancers often have, one of which is a lack of discipline in terms of time. Usually this happens when you, as the client, want to meet or ask for work results, so they (freelancers) are there for a reason. Even though you are being pressed for time, especially when all of this includes the strategy that you are running, the possibility that you will experience losses is inevitable.

3. Not on time

The occurrence of untimely or lateness becomes an important judgment for business owners. Usually, many freelancers ask for concessions such as additional time to complete the project for various reasons related to the project. Even though you should know that the project can be completed according to the schedule that has been made.

4. Inappropriate salary or wages

This is one of the important parts, because it deals with both parties between the business owner (client) and the freelancer. Where it requires an agreement that is desired by both parties. parties usually the client has determined that he wants to provide wages or salaries according to his abilities. But not all freelancers immediately agree to the proposed wages or salaries, and usually they will have a hard time finding a middle ground from this [7].

5. Miscommunication

And the last thing that often happens is miscommunication between the client and the freelancer which will affect the outcome of the project that the freelancer will work on. Therefore, communication between the client and the freelancer must occur in two directions, as much as possible the communication is always running if you don't want the results of the project being worked on not as desired. Where these five mistakes often occur, therefore the freelancer must be able to avoid these five problems because it will cost freelancer as a client, starting from time, energy, to money. For that the freelancer must know a place or a professional freelancer and know how to work with someone for that. Freelancer must know where the website or group of professional freelancers is located [8].

The specific objective of this research is to develop Indonesian freelancers in the international market by creating an educational web site and also looking for freelancer jobs in all fields. Why was this research being held? because with data research and finally finding a fact that is very problematic in the world of freelancers, namely the level of freelancers in Indonesia which is very dense but the performance is still somewhat lacking, with that I made a research and put out a web site that will help freelancers in improving their performance and competing in the international market.

State of the art

The research from Syafwandhinata,J. Dan Ahmad, L. (2018). entitled IT Freelancer Service Marketing System (Case Study: AMIK Indonesia) this study aims to find out the IT Freelancer Service Marketing System in Indonesia, development and implementation, and post-development data collection. This research resulted in a conclusion in the form of freelancer's application development that can make it easier for students to do entrepreneurship independently [9]. The second research from Firrezqi, A.W., entitled Analysis of the Role of the Freelance Project.co.id Site in Helping Economic Problems in Indonesia. qualitative analysis, where the researcher compares several previous studies, articles, and several other variables to analyze and draw conclusions according to the research objectives and get a conclusion. In this case the Freelance Project.co.id site has an important role in helping the Indonesian economy, and this freelance site is one of the best in Indonesia [10]. Especially with the 3 main objectives of Project.co.id, namely:

1. Become a medium for freelance workers with service seekers.
2. Changing people's perception of freelancing
3. Overcoming geographical problems which have always been a major problem.

The latest research I took from Hannanto, T.M, entitled Outsourcing Portal of Software Development in Indonesia Using Iterative Incremental Methods. This research uses iterative and incremental methods. Iterative and incremental. And getting a conclusion The built web portal has succeeded in developing the concept of

crowdsourcing for auctioning jobs in the portal. This is reinforced by survey results which state that the portal can already be used by both freelancers and clients in making job offers [11].

| Researcher	Jhony Syafwandhinata, Lukman Ahmad	Wahyu Agung Firrezqi	M. Thofhan Hannanto
Research Title	IT Freelancer Service Marketing System (Case Study: AMIK Indonesia)	Analysis of the Role of the Freelance Project.co.id Site in Helping Economic Problems in Indonesia	Outsourcing Portal of Software Development in Indonesia Using Iterative Incremental Method
Research Methods	there three stages, namely pre-development data collection, development and implementation, and post-development data collection.	The method used in this study is qualitative analysis, where the researcher compares several previous studies, articles and several other variables to be analyzed and drawn conclusions according to the research objectives.	The method used in making this application is iterative and incremental. Iterative and incremental
Conclusion	Freelancer application development can make it easier for students to do business independently. b. The freelancer application with the developed crowdsourcing model is easier to use and has a more attractive appearance [9].	In this case the Freelance Project.co.id site has an important role in helping the Indonesian economy, and this freelance site is one of the best in Indonesia. Especially with the 3 main objectives of Project.co.id, namely: 1. To become a medium for freelancers and service seekers. 2. Changing people's perceptions of freelancing 3. Overcoming geographical problems which have always been a major problem [10].	The built web portal has succeeded in developing the concept of crowdsourcing to auction jobs within the portal. This is reinforced by survey results which state that the portal can already be used by both freelancers and clients in making job offers [11].

TABLE 1. Research Comparison

RESEARCH METHODS

This research used design thinking methods to describe the process of co-creation of Freelancer academy website. According to the Interaction Design Foundation, the design thinking method is a method that involves visualizing oneself as a user, challenging assumptions, outlining challenges, and proposing creative solutions which may be prototyped. Design thinking is a problem-solving and innovation methodology that emphasizes empathy, creativity, and collaboration to generate human-centered solutions. It's a versatile approach used in various fields to tackle complex challenges and create user-centric products, services, and experiences. There are five stages to this design thinking method: empathize, define, ideate, prototype, and test [12].

Emphatize

Empathize is the process of researchers empathize with users to obtain better insights into the topic discussed. Empathy is essential for human-centered designing methods to obtain insight into user objectives, motivations, and

experiences. This method helps us comprehend why they do this and how they interpret their environment. In this stage the researcher Engage with users to gain deep insights into their needs, desires, and challenges. The researcher is using techniques like interviews, observations, and surveys to gather qualitative data. Develop empathy by putting yourself in the user's shoes to uncover hidden insights.
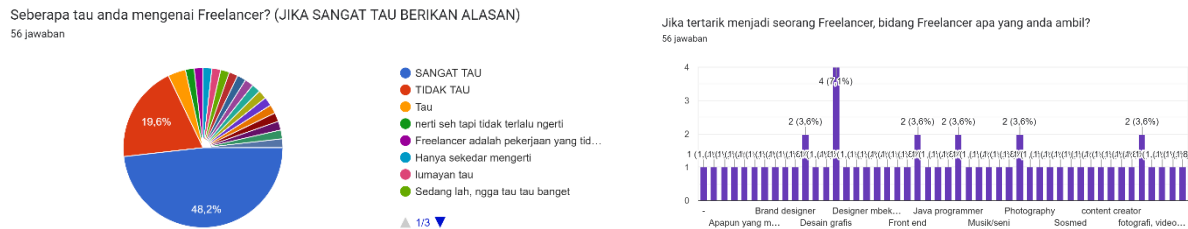

FIGURE 1. People's understanding of freelancing
FIGURE 2. The field of freelance that is often chosen by respondents

In this phase, researchers used a survey to gather data about information about freelance. According to the data, the majority of 56 respondents completed the questionnaire. It seems that many already understand what a freelancer is and also on average people choose freelancers in the Design field 7.1% of people choose Design.

Define

Following empathy process, the data gained from the user's insights are used to analyze the conclusions of user's difficulties. Define is intended to assist the researcher to identify the problem from the given statement. In this stage, the researcher synthesize the data collected during the empathize phase to identify core problems and opportunities. And then define a clear and concise problem statement that focuses on the user's needs and pain points.
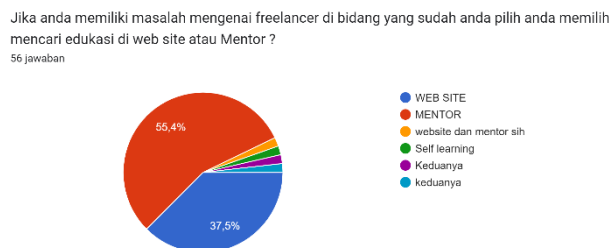
FIGURE 3. Education needed by freelancer

The question above is about the Web site competitors from this web site which will be discussed later In the first form, many respondents still don't know about the web or application provide education about Freelancer. and number 2 is the question whether the respondent Does anyone know what websites provide jobs or education about freelancers? it turns out that very few people know about web sites or applications that provide jobs or education freelancer. And even for features, there are still a lot of respondents who don't know about applications or the web paid site or not they also still don't know. There are still less respondents know about web sites or applications that provide jobs or education for freelancers.

Ideate

When researchers understand their users and the difficulties they face, process ideation grows. Ideate contains an innovative solution to current problems that match with the user's needs. In this stage, the researcher encourage a brainstorming session with a diverse group of individuals, including designers, stakeholders, and experts. Aim for quantity over quality during ideation, creating a wide range of possible solutions without judgment. Utilize techniques like mind mapping, brainstorming, and worst possible idea to spur creative thinking.

After observing the issue, the researcher developed the idea of creating a website named freelancer academy.id. The solution that researcher targeted for this research is in accordance with the problem in the background, the level of freelancers is very high in Indonesia, but the level of performance is somewhat lacking. With that, a web site that contains education, and job search for Indonesian freelancers with achievement targets was needed. Who wants to promote the performance of freelancers so that they are not inferior to foreign markets. Apart from that there is another solution, namely creating online classes that contain education about freelancers, content creators and influencers and in other fields as well. With achievement targets, so that freelancers are accustomed to creating content for marketing and appeal yourself as a freelancer. The next solution and target to make a private class. The goal is to better understand the material that has been conveyed by the mentor himself. There is still a final solution for making this website so that freelancers believe in this very informative education. This web site will work together with other platform as well as other content creators of course as mentors and support for the Freelancer academy Indonesia website.

Prototyping

Prototype is a sample realization of an idea that has been determined in the previous stage; prototype will be tested on a small group of people to be examined and corrected if problems occur. In this stage, the researcher developed rough, low-fidelity prototypes of the most promising ideas generated during ideation. Prototypes can range from sketches and mock-ups to simple physical models or digital simulations. The goal is to quickly visualize and communicate potential solutions for further testing. The research will introduce the already processed website, FreelancerAcademy.id, and present some website design prototypes in the form of user interface design. Based on the research results, the website has been designed to assist freelancers in finding suitable job opportunities within their respective fields. In addition, there is also an education feature available for freelancers to expand their knowledge and skills.

Test

At this phase, the generated solution must fulfill the user's needs. Target audience also tested the solution to obtain testimonies or to gather feedback from the user and stakeholders, the testimonies can be used to improve solutions. In this stage, the researcher can evaluate how well the prototypes address the user's needs and whether they're effective solutions. And then iterate and refine the prototypes based on the feedback received during testing. The East Java target audience, aged 17 to 26, will evaluate the outputs at this stage. They will be given a questionnaire after seeing the prototype results generated using semantic differential computations and a Likert scale. The semantic differential scale uses two poles on a continuous line to calculate attitudes, with negative responses on the left and positive responses on the right [13].
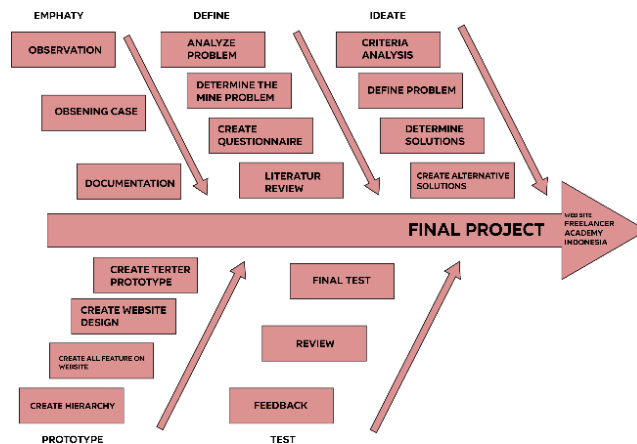
FIGURE 4. Design Thinking Methods

RESULT AND DISCUSSION

In this chapter, the research will introduce the already processed website, FreelancerAcademy.id, and present some website design prototypes in the form of user interface design. Based on the research results, the website has been designed to assist freelancers in finding suitable job opportunities within their respective fields. In addition, there is also an education feature available for freelancers to expand their knowledge and skills. To achieve this goal, the researcher used a step-by-step prototyping method to create the best solution for the problems faced by freelancers in Indonesia. This method involves planning the design, sketching, and finally producing the final prototype that can be published. The first step in creating the website was to sketch out the website design, including the features that will be included, and most importantly, the overall concept of the website's content. The website was specifically designed to address the issues faced by Indonesian freelancers in determining their pricelists, as well as improving communication and marketing. This included designing all the main and supporting icons, patterns, fonts, and selecting the colors and layout used in the design. The result of the prototyping process is a user-friendly and visually appealing website that meets the needs of the target audience.

Visual Concept

The web platform has been designed with the modern freelancer in mind. The researcher understands that finding the right job opportunity can be a challenge, which is why we've created a platform that streamlines the process and makes it easy to find your next gig. With a sleek and modern design, this platform provides a user experience that is both intuitive and visually appealing. The bold orange and clean white color scheme create a striking and memorable look that sets us apart from the competition. The orange symbolizes energy and excitement, while the white represents purity and simplicity, reflecting the core [14]. This platform offers a variety of powerful features that make it easy for freelancers to find the right job. The intuitive search function allows users to quickly find job opportunities that match your skills and preferences. This saves the users time and effort, so users can focus on what you do best - delivering exceptional work.

The researcher understands the importance of direct communication in securing the best job opportunities. That's why this website included a direct hire feature that allows users to connect directly with clients and negotiate terms. This puts the users in control and ensures that users can secure the job that's right for them. In addition to these features,

this platform also provides access to a wide range of resources and support, including expert instructors and courses that will help users to improve skills and advance users career as a freelancer.
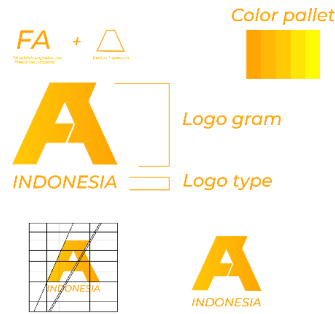

FIGURE 5. Logo Design

Here's a more detailed description of the FreelancerAcademy.id logo prototyping. The logo is designed by combining two letters, "F" and "A". Additionally, the logo incorporates a trapezoidal shape as a visual representation of the Freelancer Academy. The trapezoidal shape was chosen because it symbolizes a tall, upright mountain, reflecting that Freelancer Academy will continuously stand tall and reach towards the sky. This represents the unwavering commitment of Freelancer Academy to provide support and guidance to freelancers in their career journey. The main color in the Freelancer Academy logo is an orange gradient, chosen because orange symbolizes positivity and freshness [15]. The logo also uses a sans serif font, Montserrat Extrabold and Medium Italic, which gives a modern look and makes it easy to read for users [16]. Overall, the Freelancer Academy logo prototype is designed to present a visually appealing identity that combines attractive visual elements that reflect the objectives and values of Freelancer Academy. The design reflects the dedication of Freelancer Academy to empower freelancers and help them achieve their full potential.
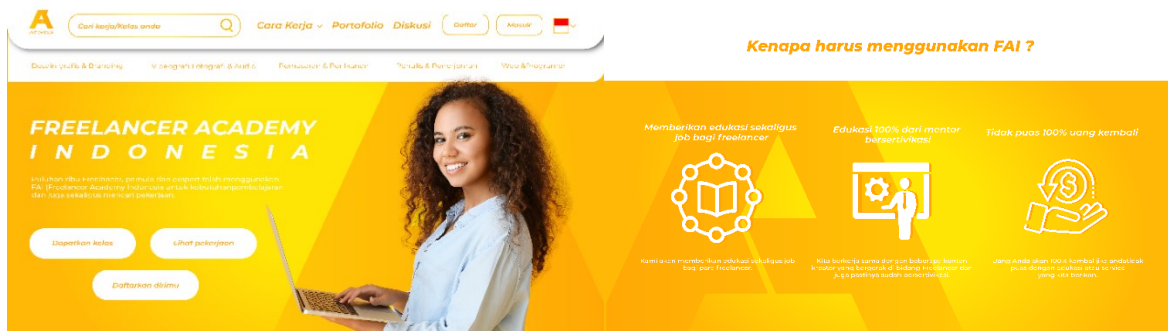
FIGURE 6. Landing Page Design

The landing page of FreelancerAcademy.id is designed to provide several features and tools to make it easy for the audience to navigate and use the website. In addition to these features, the landing page also includes additional information such as "Why use FAI?" and the partnerships that FAI has with companies such as Kreativv, LinkedIn, and Ruang Freelancer. The landing page also provides a contact number for the admin, which can be used in case of any questions or concerns, or if the audience is unsatisfied with the website.

In addition to the contact information, there are also safety measures in place to ensure that the website is secure and free from any fraudulent activities or misunderstandings. To make it easier for the audience, the same information is provided at the bottom of the page, but in a shorter and clearer format. The features and tools available on the top of the landing page include a job search tool and a class search tool, as well as features such as "How it works", "Portfolio", and "Discussion". These features are designed to help the audience understand and utilize the website to its full potential. Additionally, there are additional tools provided at the bottom of the page to make it even easier for the audience to navigate and use the website. Overall, the landing page of FreelancerAcademy.id is designed with the audience in mind, providing them with the necessary information and tools to effectively use and navigate the website. With its clear and concise layout, the landing page aims to make the website user-friendly and accessible for everyone.
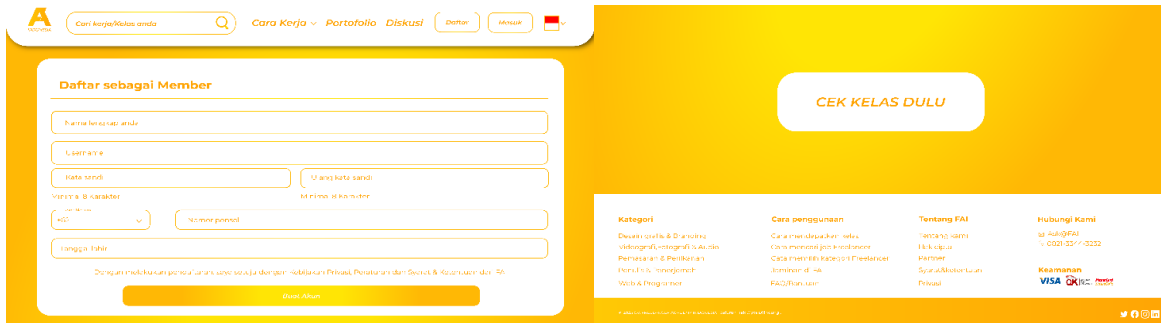

**FIGURE 7.** Registration Page

Here, the feature of signing up as a member of FreelancerAcademy.id (FAI). The process is incredibly easy; simply click on the "Sign Up" button, then enter your information as prompted on the page. Once complete, click "Create Account" to become part of the FAI community. Additionally, on this page, you will also be able to check available classes before registering to ensure that you make the right decision.


FIGURE 8. Login Page

Here is the login page for FAI after users have successfully registered. Users can log in using the newly created account by entering username/email and password. Once users have logged in, the users will be prompted to complete profile information. The purpose of having a complete profile is to make users name easily recognizable and to fill out the portfolio, which makes it easier for potential customers to view user skills and expertise.

After this, there are three very important features on this website, which are the Class feature, Video Tutoring and Job Search for freelancers. The first feature.
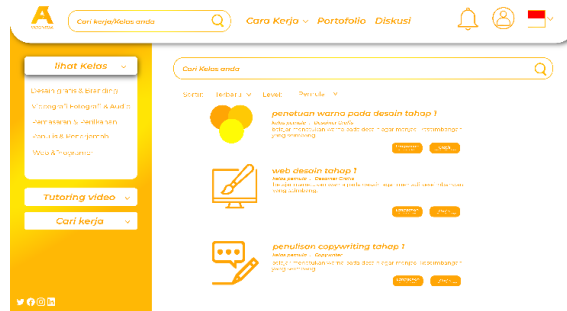
FIGURE 9. Classes Feature

Discover the magic of learning with the first feature on our website, the Classes feature. With three levels to choose from, users can start from beginner, progress to intermediate, and eventually become an expert. Select the desired category for an easy and filtered learning experience. In addition, enjoy a complimentary one-week trial or subscribe for access to a range of classes with varying difficulty levels and pricing options. Next up, get ready for the Video Tutoring feature!
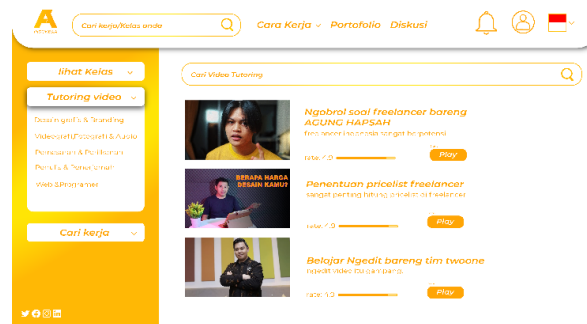
FIGURE 10. Video Tutorial Feature

The video tutoring feature on this platform is truly exceptional, in my opinion, as it provides video tutorials that cannot be found on other platforms, only on the FreelancerAcademy.id website. What's even more exciting is that these videos are completely free of charge. Lastly, there's the job search feature.
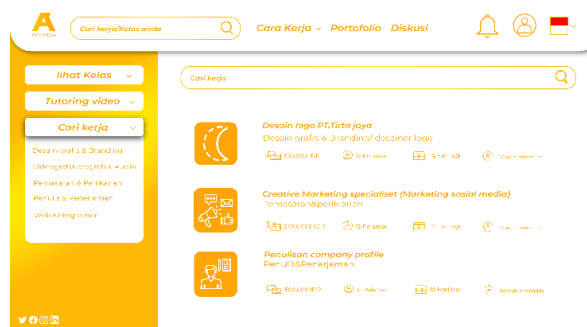
FIGURE 11. Searching Job Feature

Explore exciting job opportunities with the "Cari Kerja" or job seeking feature! Discover a range of companies and small businesses seeking talented freelancers. Ensure a seamless job search by paying attention to the job categories and apply directly to the company of user choice.

CONCLUSION

Creating a website for freelancers is a great way to showcase people skills, portfolio, and service to potential clients. The FreelancerAcademy.id website is a platform that provides useful services and features for freelancers. There are features such as registering as a member, logging in, taking classes, watching video tutorials, and searching for jobs that help enhance skills and simplify the job search process. With access to various learning resources and job information, this website offers freelancers the opportunity to grow and succeed in their careers.

Freelancer websites offer several advantages for both freelancers and clients, making them a valuable platform for connecting talent with opportunities. Here are some key advantages. Clients can find a diverse pool of skilled professionals across various industries, making it easier to find the right freelancer for their specific project needs. Freelancer websites often offer competitive rates, and clients can choose from different pricing models, such as fixed price or hourly rates, based on their budget. Clients can hire freelancers for one-time projects, short-term assignments, or ongoing work, adapting their hiring needs to their project requirements. Overall, freelancer websites provide a convenient and efficient platform for both freelancers and clients to connect, collaborate, and achieve their respective goals. However, it's important to choose reputable platforms, communicate effectively, and establish clear expectations to ensure successful outcomes for both parties.

ACKNOWLEDGMENTS

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Abstract	In Indonesia, the number of freelancers can be considered very large and even continues to increase from year to year. However, it is very unfortunate, in addition to the high interest of job seekers in freelancers, in Indonesia, freelancers in terms of marketing, determining price lists and communication skill still lacking as well. This is what causes freelancers in Indonesia to still be unable to compete compared to freelancers abroad, even though in terms of quality, Indonesian freelancers are very capable of being side by side with foreign counterparts. This research aims to Developing the quality of Freelancer websites or applications in Indonesia. The second one is serving as examples of educational websites or applications as well as opening job opportunities for freelancers in Indonesia. This website that contains education, and job search for Indonesian freelancers with achievement targets. This research used design thinking method to describe the co-creation process start with emphatize, define, ideate, prototype, and test. Hopefully this research will help freelancers compete globally.
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Authors

first name	last name	email	country	affiliation	Web page	corresponding?
Yudhistya Ayu	Kusumawati	ykusumawati@binus.edu	Indonesia	Bina Nusantara University		✓
Agatha Dinarah Sri	Rumestri	agatha@ittelkom-pwt.ac.id	Indonesia	Institut Teknologi Telkom Purwokerto		✓

Reviews

Review 1	
Overall evaluation	**-1**: (weak reject) 1. The author needs to clarify the relationship/correlation of the article with the scope provided by ICon-TINE. 2. It is better to use passive sentences in writing articles, so there is no need to include the subject/researcher (I, We, etc.). Use more standard language for research. 3. Literature review should be combined with an introduction. Table 1 should be omitted because it can be written in paragraph form and with each citation. 4. Figures 1 and 2 overlap each other. Each figure can be enlarged (and written in English) for easy understanding. 5. Survey results should not be raw data from Google Forms, but can be processed in Excel so that the appearance is better in terms of resolution and legend. In addition, it is necessary to explain the meaning of the survey results. 6. Figures and descriptions should be on 1 page and not cut off. If there are similar figures, a model can be made --> Figure 6 (a).... (b).... 7. We recommend that you also look for references from credible international journals.

Date: 25th July 2023

Letter of Acceptance for Full Paper

Dear authors : Yudhistya Ayu Kusumawati and Agatha Dinarah Sri Rumestri

We are pleased to inform you that after peer-reviewed, your article ID: 078, entitled:

"FREELANCER ACADEMY: A CONCEPTUAL REVIEW OF MOBILE APPS DEVELOPMENT"

has been **ACCEPTED** in the 3rd International Conference on Technology, Informatics, and Engineering (ICon-TINE) 2023. Your paper will be proceeded to be published in AIP Proceeding.

Thank you for considering this conference as a venue for your work. The technical issues about the publication will be informed later. Thank you for participating in our event.

General Chair

Setio Basuki, MT., Ph.D.

Conference indexation:

AIP Publishing   Clarivate Web of Science   Scopus

In Partnership with:

BINUS UNIVERSITY

S U R A T   T U G A S

Nomor : IT Tel7845/FRID-000/DKN-03/IX/2023
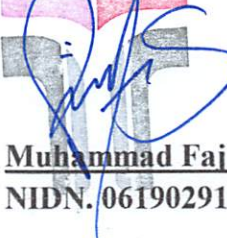
Hal : **Conference Icon-TINE 2023**

Dekan Fakultas Rekayasa Industri dan Desain IT Telkom Purwokerto dengan ini memberikan tugas kepada **Agatha Dinarah Sri Rumestri, S.T., M.Ds. (0727108006)**, untuk melaksanakan kegiatan sebagai **Peserta** yang akan diselenggarakan pada :

Hari/Tanggal	:	Rabu s.d Jumat, 06 s.d 08 September 2023
Penyelenggara	:	University of Muhammadiyah Malang
Kegiatan	:	International Conference on Technology, Informatics, and Engineering (ICon-TINE) 2023

Demikian surat tugas ini diberikan untuk dilaksanakan sebaik-baiknya dengan penuh rasa tanggung jawab.

Purwokerto, 01 September 2023
Dekan FRID

Muhammad Fajar Sidiq, S.T., M.T.
NIDN. 0619029102

CONFERENCE SCHEDULE OVERVIEW
3rd International Conference on Technology, Informatics, and Engineering (ICon-TINE) 2023

Day/Date.	Time	Agenda	Venue
Thursday, 7th September 2023	07.00 - 08.00	Registration Process	Lobby Rayz Hotel
	08.00 - 09.00	Parallel Room 1	Breakout Room A
		Parallel Room 2	Breakout Room B
		Parallel Room 3	Breakout Room C
		Parallel Room 4	Breakout Room D
		Parallel Room 5	Breakout Room E
		Parallel Room 6	Breakout Room F
		Parallel Room 7	Breakout Room G
	09.00 - 09.30	Coffee Break	
	09.30 - 11.30	Parallel Room 1	Breakout Room A
		Parallel Room 2	Breakout Room B
		Parallel Room 3	Breakout Room C
		Parallel Room 4	Breakout Room D
		Parallel Room 5	Breakout Room E
		Parallel Room 6	Breakout Room F
		Parallel Room 7	Breakout Room G
	11.30 - 12.30	Conference Break	The Golden Swan Ballroom
	12.30 - 13.00	Opening Ceremony	
	13.00 - 13.10	General Chair Report	
	13.10 - 13.25	Welcoming Speech	
	13.25 - 13.45	Opening symbol	
	13.45 - 14.15	**Keynote Speech - 1** Prof. Masatoshi Tsuchiya	
	14.15 - 14.45	**Keynote Speech - 3** Amrul Faruq, Ph.D	
	14.45 - 15.15	**Keynote Speech - 2** Assoc Prof. Grzegorz Kołaczek	
	15.15 - 15.30	Q&A Session	
	15.30 - 15.45	Coffee Break	
	15.45 - 16.00	**Invited Speaker - 1** Dr. Lala Ayu Kantari	
	16.00 - 16.15	**Invited Speaker - 2** Novera Istiqomah, Ph.D	
	16.15 - 16.30	Q&A Session	
	16.30 - 17.30	Closing Ceremony	

SURAT TUGAS

Nomor: IT Tel6077/LPPM-000/Ka. LPPM/VII/2023

Bersama ini Kepala Lembaga Penelitian dan Pengabdian Masyarakat (LPPM) IT Telkom Purwokerto menugaskan kepada Dosen yang namanya tersebut di bawah ini:

No	NIDN	Nama Peneliti	Status Peneliti
1	0727108006	Agatha Dinarah Sri Rumestri, S.T., M.Ds.	Ketua

Untuk melaksanakan kegiatan Penelitian Mandiri Non Hibah Tahun 2023 dengan judul:

"Freelancer Academy: A Conceptual Review of Mobile Apps Development"

Selanjutnya kepada personil yang ditugaskan agar dapat segera menyampaikan hasil pelaksanaan kegiatan.

Demikian surat tugas ini diberikan untuk dilaksanakan sebaik-baiknya dengan penuh rasa tanggung jawab.

Purwokerto, 20 Juli 2023.
Kepala Bagian LPPM,

Dr. Ridwan Pandiya, S.Si., M.Sc.
NIDN. 0625088202

Tembusan:
1. Yth Rektor IT Telkom Purwokerto
2. Arsip