

THE IMPLEMENTATION OF GAMIFICATION METHODS IN EMPLOYEE TRAINING APPLICATIONS

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ABSTRACT

Employee training often lacks effectiveness due to conventional methods that tend to be monotonous and insufficiently interactive. This study presents the development of a web-based application called "Gamify," which integrates gamification strategies to enhance employee motivation and engagement during training sessions. The core gamification elements implemented include points, badges, levels, and leaderboards. Black Box testing was conducted involving 10 employees and 3 administrators. The results demonstrated optimal system performance, with success rates of 95% for employees and 94.45% for administrators. The admin features enable efficient management of training data. The gamification components successfully foster a more engaging and competitive learning environment, thereby promoting active user participation. In conclusion, gamification proves to be an effective approach for digital training and offers a viable alternative to improve learning quality in modern work settings.

Keywords: *Gamification, Employee Training, Web Application, Motivation, Leaderboard.*