

ABSTRAK

Maria Rosa Mustika, Kinerja Widyaiswara Di Pusat Pengembangan Pemberdayaan Pendidik dan Tenaga Kependidikan Bidang Bangunan Listrik Medan , Tesis: Program Pascasarjana Universitas Negeri Medan, 2018

Tujuan penelitian ini untuk mengetahui kinerja widyaiswara di Pusat Pengembangan Pemberdayaan Pendidik dan Tenaga Kependidikan Bidang Bangunan Listrik Medan. Secara khusus untuk mengetahui proses perencanaan, Pengorganisasian, pelaksanaan dan evaluasi kinerja widyaiswara di Pusat Pengembangan Pemberdayaan Pendidik dan Tenaga Kependidikan Bidang Bangunan Listrik Medan. Untuk mencapai tujuan tersebut di gunakan metode deskriptif dengan pendekatan kualitatif. Pelaksanaan penelitian dilakukan di Pusat Pengembangan Pemberdayaan Pendidik dan Tenaga Kependidikan Bidang Bangunan dan Listrik Medan. Teknik Pengumpulan data melalui observasi, wawancara mendalam dan studi dokumentasi. Hasil penelitian ini menunjukkan bahwa(1) perencanaan kinerja widyaiswara melakukan dua kegiatan diantaranya menyusun bahan diklat yang didalamnya meliputi bahan ajar, bahan tayang, bahan praga, GBPP/RBPMB dan penyusunan soal yang akan didiklatkan sesuai mata diklat yang sudah di tentukan (2) Dalam pengorganisasian widyaiswara melakukan kinerja sesuai dengan ketentuan program yang sudah ditetapkan di PPPPTK BBL Medan. Widyaiswara melakukan tugas setelah mendapat surat tugas dari kepala lembaga (3) Pelaksanaan kinerja widyaiswara melakukan yang pertama melakukan tatap muka diklat PNS, yang kedua melaksanakan tatap muka non ASN; yang ketiga melaksanakan pembimbingan, ; yang keempat melaksanakan pendampingan observasi lapangan (PKL)/*Benchmarking* ; yang kelima melaksanakan pendampingan observasi penulisan kertas kerja/proyek perubahan; yang keenam memeriksa hasil ujian diklat adalah kegiatan memberikan penilaian terhadap hasil ujian peserta diklat; yang ketujuh melakukan coaching pada proses penyelenggaraan diklat (4) Dalam hal ini widyaiswara melakukan evaluasi dengan memberikan angket kepada setiap peserta diklat. Untuk melihat ketercapaian diklat yang dilakukan, untuk di jadikan acuan untuk dijadikan bahan pengembangan program selanjutnya

Kata Kunci :*Kinerja, Widyaiswara, Perencanaan, Pengorganisasian, Pelaksanaan, Evaluasi, PPPPTK BBL Medan.*

ABSTRACT

Maria Rosa Mustika, Performance Widyaiswara In Center for Empowerment of Teachers and Education Personnel Field of Electricity Field Medan, Thesis: Graduate Program State University of Medan, 2018

The purpose of this research is to know the performance of widyaiswara in Center of Development of Educator Empowerment and Education Personnel Field of Electricity Field Medan. In particular to know the process of planning, organizing, implementation and evaluation of the performance of widyaiswara in the Center for Development of Educational Empowerment and Education Personnel Field of Electricity Field Medan. To achieve these objectives in descriptive method with qualitative approach. Implementation of the research was conducted at the Center for Development of Educational Empowerment and Education Personnel Field and Electricity Field. Techniques Data collection through observation, in-depth interviews and documentation studies. The results of this study indicate that (1) performance planning of the widyaiswara performs two activities such as arranging the training materials which include teaching materials, broadcast materials, praga materials, GBPP / RBPMB and penyusunansoal which will dictated according to the set of training that has been determined (2) In organizing widyaiswara perform performance in accordance with the provisions of the program already set in PPPPTK BBL Medan. Widyaiswara performs task after receiving letter of assignment from head of institution (3) Implementation of performance of widyaiswara doing first face to face training of civil servant, secondly conduct face to face non ASN; the activities of conducting guidance,; the fourth carries out field observation assistance (PKL) / Benchmarking; the fifth conducts the observation assistance of paperwork writing / change projects; the sixth examine the results of the training exam is an activity to provide assessment of the results of the training participants exam; the seventh doing coaching on the process of organizing the training (4) In this case widyaiswara conduct evaluation by giving a questionnaire to each training participant. To see the achievement of the training done, to be made reference to be the material for further program development

Keywords: Performance, Widyaiswara, Planning, Organizing, Implementation, Evaluation, PPPPTK BBL Medan.