

ABSTRAK

IRMA LESTARI LUBIS. Implementasi Kebijakan Beban Kerja Pengawas SMA di Kabupaten Padang Lawas (Studi tentang Kebijakan Permenpan RB No.21 tahun 2010 pasal 6 tentang beban kerja pengawas). Tesis, Program Studi Administrasi Pendidikan Konsentrasi Kepengawasan Program Pascasarjana Universitas Negeri Medan, 2016.

Penelitian ini bertujuan untuk mengetahui implementasi kebijakan beban kerja pengawas SMA di Kabupaten Padang Lawas, melalui: (1) mendeskripsikan proses komunikasi dalam implementasi kebijakan beban kerja pengawas SMA di Kabupaten Padang Lawas; (2) mendeskripsikan kesiapan sumber daya dalam implementasi kebijakan beban kerja pengawas SMA; (3) mendeskripsikan proses disposisi dalam implementasi kebijakan beban kerja pengawas SMA; dan (4) mendeskripsikan faktor struktur birokrasi dalam implementasi kebijakan beban kerja pengawas SMA di Kabupaten Padang Lawas. Jenis penelitian yang digunakan adalah metode deskriptif dengan pendekatan kualitatif. Penelitian ini dilaksanakan di Dinas Pendidikan Kabupaten Padang Lawas mulai Desember 2015 s.d mei 2016. Subjek penelitian ditentukan dengan teknik *purposive sampling* dengan informan Kepala Dinas Pendidikan Kabupaten Padang Lawas, Kabid dikmenjur Dinas Pendidikan Kabupaten Padang Lawas, Koordinator Pengawas Satuan Pendidikan Dinas Pendidikan Kabupaten Padang Lawas, dan Pengawas Satuan Pendidikan Dinas Pendidikan Kabupaten Padang Lawas. Teknik pengumpulan data menggunakan metode wawancara, studi dokumentasi, dan observasi. Teknik Analisis data menggunakan analisis kualitatif yang mengacu kepada teori Miles dan Huberman. Hasil penelitian menunjukkan bahwa (1) faktor komunikasi pada implementasi kebijakan beban kerja dilaksanakan melalui surat edaran Dinas Pendidikan daerah Kabupaten Padang Lawas kepada pengawas dan rapat koordinasi; (2) kesiapan sumber daya dalam proses implementasi kebijakan masih perlu ditingkatkan serta ketersediaan sarana dan prasarana yang dimiliki dalam implementasi kebijakan juga perlu menjadi perhatian pemerintah daerah ; (3) pada proses disposisi, semua pihak yang terlibat pada implementasi kebijakan beban kerja pengawas memiliki komitmen dan mendukung implementasi kebijakan beban kerja pengawas; dan (4) pada faktor struktur birokrasi, SOP yang digunakan pengawas satuan pendidikan Dinas Pendidikan daerah Kabupaten Padang Lawas hanya mengacu kepada Permenpan RB No.21 Tahun 2010 pasal 6 dan Buku Kerja Pengawas. Implementasi kebijakan beban kerja pengawas SMA di Kabupaten Padang Lawas belum terlaksana sepenuhnya seperti yang diharapkan.

Kata Kunci: *Implementasi Kebijakan, Beban Kerja, Pengawas*

ABSTRACT

IRMA LESTARI LUBIS. *Policy Implementation of Workload of Senior High School supervisors of Padang Lawas Regency (A Study on The Policy of the Regulation of Ministry of State Apparatur Empowerment No. 21 Year 2010 Article 6 about The Workload of School's Supervisor). A Thesis, Educational Administration Study Program, Graduate Program of State University of Medan, 2016.*

This study aims to determine policy implementation of senior high school supervisor's workload in the Regency of Padang Lawas, through (1) describing the process of communication in policy implementation of senior high school supervisor's workload in the Regency of Padang Lawas; (2) describing the readiness of resources in policy implementation of senior high school supervisor's workload in the Regency of Padang Lawas; (3) describing the disposition process in policy implementation of senior high school supervisor's workload in the Regency of Padang Lawas; and (4) describing the bureaucratic structure factor in policy implementation of senior high school supervisor's workload in the Regency of Padang Lawas. The type of the research is a descriptive method with a qualitative approach. This research was conducted in the District Education Office of Padang Lawas Regency from December 2015 till May 2016. The research subjects were determined by using purposive sampling with informants are: Head of Padang Lawas District Education Office (Kadis), Head of secondary and vocational education (Kabid Dikmenjur) of District Education Office of Padang Lawas, Coordinator of Educational Unit Supervisor (Korwas) of Padang Lawas District Education Office, and Education Unit School Supervisors of Padang Lawas District Education Office. The Techniques of collecting data used in this research are: interviews , documentary studies , and observations. The techniques in analyzing data used in this research is based on Miles and Huberman's theory. The results showed that (1) the communication factor on the policy implementation of senior high school supervisor's workload is run by the official letter sent by the District Education office of Padang Lawas to the school supervisors and through coordination meetings; (2) the readiness of the resources in the process of policy implementation still needs to be improved as well as the availability of facilities and infrastructure in the policy implementation also need to be noted by the local government; (3) In the process of disposition, all parties involved in the the policy implementation of senior high school supervisors workload have the commitment and support the policy implementation; and (4) on the factor of the bureaucracy structure, the SOP used by educational unit supervisors of the District Education Office Padang Lawas regency refers only to The Policy of the Regulation of Ministry of State Apparatur Empowerment No. 21 Year 2010 Article 6 about The Workload of School's Supervisor (Permenpan RB No. 21 Tahun 2010) and the Supervisors' Workbook.

Key Words : *Policy Implementation, Workload, School Supervisors*