

ABSTRAK

Maulana. Analisis Perencanaan Kebutuhan Pengawas Sekolah Menengah Atas (SMA) dan Sekolah Menengah Kejuruan (SMK) di Kabupaten Tebo Provinsi Jambi. Tesis, Program Studi Administrasi Pendidikan Konsentrasi Kepengawasan Program Pascasarjana Universitas Negeri Medan, 2016.

Penelitian ini bertujuan untuk mengetahui: (1) jumlah ideal pengawas sekolah yang dibutuhkan berdasarkan rasio pengawas satuan pendidikan; (2) jumlah ideal pengawas sekolah yang dibutuhkan berdasarkan rumpun mata pelajaran; dan (3) mengetahui hasil pemetaan perencanaan kebutuhan pengawas sekolah pada jenjang SMA dan SMK di Kabupaten Tebo. Jenis penelitian yang digunakan adalah penelitian kualitatif. Penelitian ini dilaksanakan di Dinas DIKBUDPORA Kabupaten Tebo mulai Januari 2016 s.d Mei 2016. Subjek penelitian ditentukan dengan teknik *purposive sampling* dengan informan Kepala Dinas DIKBUDPORA, Sekretaris Dinas DIKBUDPORA, Kepala Bidang Perencanaan dan Program Dinas DIKBUDPORA, dan Koordinator pengawas sekolah Kabupaten Tebo. Teknik pengumpulan data menggunakan metode wawancara, studi dokumentasi, observasi dan triangulasi. Hasil penelitian menyimpulkan bahwa (1) jumlah ideal pengawas SMA dan SMK yang dibutuhkan berdasarkan rasio pengawas satuan pendidikan berjumlah 22 pengawas sekolah; (2) jumlah ideal pengawas sekolah yang dibutuhkan berdasarkan rumpun mata pelajaran pada jenjang SMA/SMK di Kab. Tebo sebanyak 21 pengawas sekolah; (3) hasil pemetaan kebutuhan pengawas SMA dan SMK di Dinas DIKBUDPORA Kabupaten Tebo untuk 5 tahun yang akan datang yaitu jumlah ideal pengawas yang dibutuhkan sebanyak 24 pengawas dan proporsi kebutuhan pengawas sekolah berdasarkan jenjang jabatan pengawas sekolah dibutuhkan 9 pengawas sekolah muda, 14 pengawas sekolah madya, dan 1 pengawas sekolah utama. Dengan demikian hasil penelitian ini diharapkan dapat berkontribusi pada pemerikayaan informasi-informasi empiris tentang analisis perencanaan kebutuhan pengawas sekolah bagi daerah-daerah lainnya dan menjadi kajian lebih lanjut terhadap penerapan teori-teori perencanaan dan manajemen sumber daya manusia.

Kata Kunci: *Perencanaan, Analisis Kebutuhan, Pengawas Sekolah, SMA, SMK*

ABSTRACT

Maulana. An Analysis of Need Planning of Supervisors of Senior High School (SMA) and Vocational High School (SMK) in Tebo Regency Jambi Province. A Thesis, Education Administration Study Program, majoring in Supervision, Graduate Program of State University of Medan, 2016

This research aims to determine: (1) the ideal number of school supervisors needed based on the ratios of education units; (2) the ideal number of school supervisors needed based on the subject groups; and (3) determine the results of the mapping of the need planning of school supervisors at senior high school level (SMA) and vocational school level (SMK) in Tebo Regency. The type of the research is a qualitative research. This research was conducted at the Service Office of Education, Culture, Youth and Sport (DIKBUDPORA) of Tebo start Regency started from januari 2016 s.to May 2016. The research subjects were determined by using purposive sampling with the informants are: the Head of DIKBUDPORA, the Secretary of DIKBUDPORA, the Head of Planning and Program Office of DIKBUDPORA, and the coordinator of the school supervisors of Tebo. The Techniques of data Collecting used in this research are interviews, document study, observation and triangulation. The result of the research concluded that (1) the ideal number of supervisors needed on senior high school (SMA) and vocational schools (SMK) ratio amounted to 22 school supervisors; (2) the ideal number of school supervisors needed based on the subject groups at the level of SMA / SMK in the district Tebo as many as 21 school supervisors; (3) the results of the mapping of the needs of supervisors at SMA and SMK level in DIKBUDPORA Tebo Regency for the next 5 years that is the ideal number of the needed supervisors is 24 supervisors and the proportion of the needs of school supervisors based on the hierarchy of school supervision positions are 9 junior-class Supervisors, 14 middle-class supervisors, and 1 senior-class supervisor. Thus, the results of this reserach are expected to contribute to the enrichment of empirical information on analysis of Need Planning of school supervisors for other areas and become further study to the applications of theories of planning and human resource management .

Key Words: *Planning, Need Analysis, School Supervisor, Senior High School, Vocational School*