

ABSTRAK

Riri Media Putri, Analisis Implementasi Program Induksi Guru Pemula SMP Di Kabupaten Deli Serdang, Tesis: Program Pascasarjana Universitas Negeri Medan, 2018

Tujuan penelitian ini untuk mengetahui analisis implementasi program induksi dalam meningkatkan kompetensi guru di Sub Rayon 16 Kabupaten Deli Serdang. Secara khusus untuk mengetahui proses perencanaan, Implementasi program, permasalahan dan solusi, hasil program, dan implikasi positif program induksi guru pemula di Sub Rayon 16 Kabupaten Deli Serdang. Untuk mencapai tujuan tersebut digunakan metode survey, kualitatif, dan deskriptif analitis. *Setting*/pelaksanaan penelitian dilakukan di SMP Gema Bukit Barisan dan SMP Swasta tamora di Kabupaten Deli Serdang. Teknik pengumpulan data melalui observasi, wawancara mendalam dan studi dokumentasi. Hasil penelitian menunjukkan bahwa: (1) Proses perencanaan program induksi guru pemula dilakukan melalui sosialisasi dan rapat koordinasi di lingkungan Dinas Pendidikan dan Sub Rayon 16. (2) Terlaksananya implementasi program induksi guru pemula dengan melalui tahap persiapan, pembimbingan, penilaian, dan laporan. (3) Hasil analisis implementasi program induksi guru terlihat dari seluruh peserta yang mengikuti program mampu menghasilkan silabus dan RPP serta meningkatnya kompetensi profesional guru dalam melaksanakan pembelajaran di kelas. (4) Dampak Positif dari Program induksi guru pemua SMP adalah terjalinnya hubungan kordinasi intensif antar Dinas Pendidikan Pemuda dan Olahraga Kabupaten Deli Serdang. Diharapkan hasil penelitian ini dapat memberikan masukan bagi Pemerintah Dinas pendidikan Pemuda dan Olahraga Kabupaten Deli Serdang dalam meningkatkan mutu implementasi program induksi guru pemula.

Kata Kunci: analisis implementasi, program induksi, guru, pemerintah kabupaten.

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ABSTRACT

Riri Media Putri (2018), *Analysis of Implementation Program Beginners Teachers Induction to Junior High School in Deli Serdang*, A Thesis, Education Administration Study Program, Draduate Program of State University of Medan.

The purpose of this research is to know the result of analysis implementation of induction program for beginner teacher in Deli Serdang. Specifically to know the planning process, implementation program, problems and solutions, the results, and positive implications of induction program for beginner teachers in Deli Serdang. To achieve these objectives used survey methods, qualitative, and descriptive analytical. Setting / implementation of research conducted in Deli Serdang. Collection techniques data through observation, in-depth interviews and documentation studies. The result of the research shows that: (1) The planning process of induction program for beginner teacher is done through socialization and coordination meeting in Education Office. (2) Implementation of induction program of beginner teacher through the preparation phase, introduction of school environment, guidance, assessment, and report. (3) The result of implementation of teacher induction program is seen from the achievement of induction program plan and teacher absorption level in teaching by 100%. (4) Positive impact of induction program for beginner teachers is the impact on the goodness of learning tools, and the improvement of education quality in Deli Serdang and the increasing of education quality in Deli Serdang so that the education world become qualified. It is expected that the results of this study can provide input for the Government of Youth and Sports Education Department Deli Serdang in improving the quality of implementation of induction program beginner teachers.

Keywords: Implementation Analysis, Induction Program, Teacher, Government

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