

## ABSTRAK

Rahelina Br Ginting. Evaluasi Program Pendidikan dan Pelatihan (Diklat) Peningkatan Kompetensi Guru SMK di Balai Besar Pengembangan Penjaminan Mutu Pendidikan Vokasi Bidang Bangunan Listrik Medan.

Penelitian ini bertujuan untuk memaparkan (1) Proses Penyelenggaraan Program Diklat Peningkatan Kompetensi Guru SMK di BBPPMPV BBL Medan. (2) Hasil Program diklat Peningkatan Kompetensi Guru SMK di BBPPMPV BBL Medan. (3) Dampak diklat terjadinya perubahan perilaku dan implementasi kompetensi keterampilan peserta diklat di unit kerjanya. Penelitian ini merupakan penelitian *evaluative* dengan evaluasi program penyelenggaraan diklat menggunakan model evaluasi Kirkpatrick .

Subjek penelitian adalah Peserta diklat Guru SMK, Penyelenggara Program diklat, dan Fasilitator. Data diperoleh dari angket, wawancara dan Dokumentasi. Analisis data yang digunakan yaitu secara kuantitatif deskriptif. Data diperoleh dari 30 peserta yang berasal dari Provinsi Sumatera Utara. Proses Penyelenggaraan Program Diklat Peningkatan Kompetensi Guru SMK pada tahap pertama mode daring dan tahap kedua Praktikum diklat dengan tatap muka.

Model yang digunakan adalah model evaluasi Kirkpatrick., dengan perincian pada level reaksi diuraikan Reaksi peserta diklat terhadap layanan penyelenggara, fasilitator. Semua peserta diklat memberikan reaksi positif dengan kualifikasi “Sangat Memuaskan” .Pada level Belajar peserta diklat terdapat peningkatan kompetensi guru ditinjau dari hasil pre test dan hasil post test ,demikian juga peningkatan kompetensi peserta pada diklat praktikum lulus dengan rata-rata kualifikasi nilai “Baik “ dan “ Sangat Baik “. Pada level Perilaku nilai sikap peserta diklat berpredikat “ Sangat Baik.”

Untuk mengetahui dampak diklat dilakukan evaluasi paska diklat,dimana pelaksanaannya dilakukan diunit kerja alumni diklat. Dengan penilaian perilaku terhadap peserta diklat berdasarkan persepsi Kepala Sekolah, rekan sejawat, dan persepsi dari siswa. Dengan perolehan nilai perilaku “Sangat Memuaskan “. Berdasarkan kinerja evaluasi Kirkpatrick dapat menggambarkan hasil evaluasi yang mencakup seluruh aspek diklat . Proses Penyelenggaraan Program Diklat Peningkatan Kompetensi Guru SMK tahun 2020 dapat dikatakan Berhasil dengan Predikat Sangat Baik.

**Kata Kunci : Evaluasi Program, Model Kickpatrick, Diklat**

## **ABSTRACT**

*Rahelina Br Ginting. Evaluation of the Education and Training Program (Diklat) for Competency Improvement of Vocational Teachers at the Center for the Development of Quality Assurance for Vocational Education in the Field of Electrical Building in Medan.*

*This study aims to describe (1) the Implementation Process of the Vocational Teacher Competency Improvement Training Program at BBPMPPV BBL Medan. (2) The results of the training program for improving the competence of vocational teachers at BBPMPPV BBL Medan. (3) The impact of education and training is the occurrence of behavioral changes and the implementation of training participants' skills competencies in their work units. This research is an evaluative research with the evaluation of the education and training program using the Kirkpatrick evaluation model.*

*The research subjects were Vocational Teachers Training Participants, Training Program Organizers, and Facilitators. Data obtained from questionnaires, interviews and documentation. The data analysis used is descriptive quantitative. Data were obtained from 30 participants from North Sumatra Province. The process of implementing the Vocational Teacher Competency Improvement Training Program in the first stage of online mode and the second stage of face-to-face training practicum.*

*The model used is the Kirkpatrick evaluation model, with details on the reaction level described. The training participants' reactions to the services of the organizers, facilitators. All training participants gave a positive reaction with the qualification "Very Satisfactory". At the learning level of the training participants there was an increase in teacher competence in terms of the results of the pre-test and post-test results, as well as the increase in the competence of participants in the practicum training passed with an average qualification score of "Good" and "Very Good". At the Behavior level, the attitude value of the training participants was predicated "Very Good."*

*To determine the impact of education and training, a post-training evaluation is carried out, where the implementation is carried out in the training and education alumni work unit. By evaluating the behavior of the training participants based on the perceptions of the Principal, colleagues, and perceptions of students. With the acquisition of a "Very Satisfactory" behavior score. Based on the performance evaluation Kirkpatrick can describe the evaluation results that cover all aspects of education and training. The process of organizing the 2020 Vocational Teacher Competency Improvement Training Program can be said to be successful with a very good predicate.*

**Keywords: Program Evaluation, Kickpatrick Model, Education and Training**