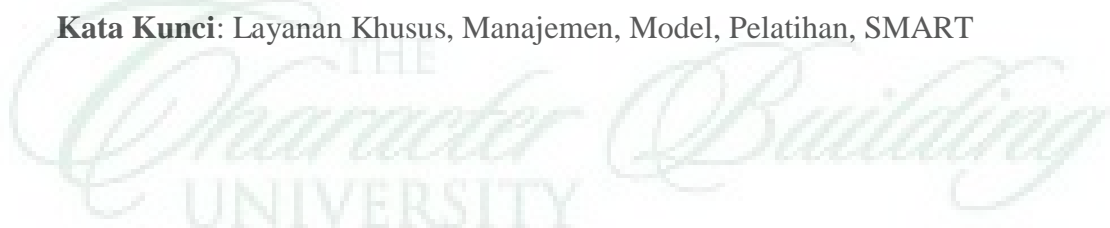


## ABSTRAK

ASA'ARO LAIA, **Pengembangan Model Manajemen Pelatihan Berbasis SMART untuk Meningkatkan Kemampuan Guru Melaksanakan Layanan Khusus BK pada SMP di Kabupaten Nias Selatan**. Disertasi, Medan: Program Pascasarjana Universitas Negeri Medan, 2022.

Penelitian ini bertujuan untuk menyusun **karakteristik model** manajemen pelatihan berbasis SMART untuk meningkatkan kemampuan guru melaksanakan layanan khusus BK, **mengukur kelayakan model** manajemen pelatihan berbasis SMART untuk meningkatkan kemampuan guru melaksanakan layanan khusus BK, dan **memprediksi efektivitas implementasi model** manajemen pelatihan berbasis untuk meningkatkan kemampuan guru melaksanakan layanan khusus BK pada SMP di Kabupaten Nias Selatan. Penelitian ini merupakan penelitian pengembangan (*R & D*). Hasil penelitian menunjukkan: **Karakteristik model**, rancangan produk disusun dalam struktur kurikulum yang spesifik, Produk dijalankan dengan komponen 1) *syntax*, 2) sistem sosial, 3) prinsip reaksi, 4) sistem pendukung, dan 5) dampak instruksional. Didukung dengan buku panduan dan buku modul; **Kelayakan model**, instrumen divalidasi empat orang ahli (berpendidikan Doktor), validasi komponen model oleh ahli dan praktisi dinyatakan komponen disetujui dan sangat layak; **Efektivitas model**, uji lapangan terbatas menunjukkan rerata *pretest* kelompok perlakuan 42,83 *posttest* naik menjadi 86,00; Uji lapangan utama kelompok perlakuan rerata *pretest* 42,21 *posttest* naik menjadi 86,71 dan kelompok kontrol dari *pretest* 38.31 *posttest* 38.38. Uji *t* menunjukkan terdapat perbedaan kelompok perlakuan dengan kelompok kontrol ( $p\text{-value} < 0,001 < 0,05$ ). Nilai rerata *N-Gain* persen kelompok perlakuan 77,45, kelompok kontrol 0,11. Angket enam dimensi yang diisi oleh peserta rata-rata 83,17 kategori sangat baik. Uji lapangan terbatas (siklus I) dan utama (siklus II) terjadi kenaikan kemampuan melaksanakan layanan khusus BK Guru setelah dilakukan pelatihan berbasis SMART sangat efektif untuk meningkatkan kemampuan Guru. Pendapat peserta pelatihan melalui angket enam dimensi pada uji lapangan terbatas uji lapangan utama Sangat Baik. Hasil penelitian direkomendasikan agar model ini diimplementasikan di sekolah.

**Kata Kunci:** Layanan Khusus, Manajemen, Model, Pelatihan, SMART



## ABSTRACT

ASA'ARO LAIA, *Development of a SMART-Based Training Management Model to Improve Teacher Ability to Implement Special Counseling Services for Junior High Schools in South Nias Regency*. Dissertation, Medan: Medan State University Postgraduate Program, 2022.

*This study aims to develop the characteristics of the SMART-based training management model to improve teachers' ability to carry out specific counseling services, to measure the feasibility of the SMART-based training management model to improve teachers' ability to implement special counseling services, and to predict the effectiveness of training-based management implementation models to improve teacher abilities. implementing special counseling services for junior high schools in South Nias District. This research is a development research (R&D). The results of the study show: The characteristics of the model, the product design is arranged in a specific curriculum structure, the product is carried out with components 1) syntax, 2) social system, 3) principle of reaction, 4) support system, and 5) instructional impact. Supported by manuals and module books; The feasibility model, the instrument was validated by four experts (with Doctoral education), the validation of the model components by experts and the agreement was declared that the components were approved and very feasible; The effectiveness of the model, limited field tests showed that the mean pretest of the treatment group was 42.83, the post-test increased to 86.00; The main field test of the treatment group pretest mean 42.21 posttest rose to 86.71 and the control group from pretest 38.31 posttest 38.38. The t-test showed that there were differences between the treatment group and the control group ( $p\text{-value} < 0.001 < 0.05$ ). The mean N-Gain value for the treatment group was 77.45, for the control group 0.11. The six-dimensional questionnaire filled out by participants averaged 83.17 in the very good category. The limited (cycle I) and main (cycle II) field trials saw an increase in the ability to carry out special BK Teachers' services after conducting SMART-based training which was very effective in increasing the ability of teachers. The opinion of the training participants through a six-dimensional questionnaire in the limited field test of the main field test was very good. The research results recommended that this model be implemented in schools.*

**Keywords:** Management, Model, SMART Special Service, Training.