

MUHAMMAD ARIFIN. NIM. 8186114019. Pengembangan Model Pendampingan Implementasi SPMI Berbasis *Heutagogy* untuk Peningkatan Komitmen Mutu Pimpinan PTS di Sumatera Utara. **Disertasi. Medan: Program Studi S3 Manajemen Pendidikan, Sekolah Pascasarjana Universitas Negeri Medan.**

Tujuan penelitian ini untuk: (1) mengetahui karakteristik model Pendampingan Implementasi SPMI Berbasis *Heutagogy*; (2) mengetahui kelayakan model pendampingan implementasi SPMI berbasis *heutagogy*; (3) mengetahui efektivitas model pendampingan implementasi SPMI berbasis *heutagogy* untuk peningkatan komitmen mutu pimpinan PTS di Sumatera Utara. Penelitian ini merupakan penelitian pengembangan dengan menggunakan jenis model ADDIE. Dilakukan di seluruh PTS yang belum terakreditasi di Sumatera Utara. Subjek populasi penelitian ini adalah pimpinan PTS yang belum terakreditasi sebanyak 82 orang, subjek sampel adalah 30 orang. Teknik pengumpulan data dilakukan dengan observasi, wawancara, dokumentasi, angket dan tes. Instrumen penelitian dan desain model terlebih dahulu divalidasi oleh pakar untuk memperoleh kelayakan penggunaannya. Uji coba dilakukan sebanyak 2 (dua) kali yaitu, uji coba terbatas (10 responden), ujicoba luas (30 responden). Berdasarkan hasil penelitian ditemukan yaitu: (1) model pendampingan implementasi SPMI berbasis *heutagogy* untuk peningkatan komitmen mutu pimpinan PTS di Sumatera Utara memiliki keunggulan dijamin dengan sintaks model sebagai berikut; (1) perencanaan terintegrasi dengan *leaner agency*; (2) pelaksanaan terintegrasi dengan *non linear learning*; (3) evaluasi terintegrasi dengan *self efficacy and capability*; dan (4) refleksi terintegrasi dengan *reflection and meta-cognition* dengan karakteristik model, (1) Model yang dikembangkan berbasis *need asesment*, (2) Segi konsep, struktur, desain model ringkas, dan jelas, dari segi bahasa mudah dipahami, (3) Proses pendampingan melibatkan fasilitator wilayah SPMI dan pimpinan perguruan tinggi, (4) Dilengkapi perangkat pendukung, buku rancangan pendampingan implementasi SPMI berbasis *heutagogy* (buku pendamping) dan rancangan pendampingan implementasi SPMI berbasis *heutagogy* (buku dampingan), buku panduan dan modul, (5) Materi yang dipaparkan berkaitan dengan komitmen mutu pimpinan, (6) Mendorong dampingan menjadi pemelajar sepanjang hayat dan (7) Setiap akhir pendampingan terdapat aktivitas refleksi. Hasil uji kelayakan diperoleh nilai 93,75 % (ahli materi) dengan kategori sangat layak, nilai 94% (ahli media) dengan kategori sangat layak, dan pengguna 92,43% dengan kategori sangat baik; (2) diperoleh nilai rata-rata *N-Gain Score* adalah 83,66% (uji coba terbatas) dan 85,91% (uji coba luas). Karena nilai $g > 75$ berada pada kategori efektif. Efektivitas model memperoleh nilai 92,86% dan program pendampingan dinilai rata-rata 92,43% dengan kategori sangat baik. Sehingga dapat disimpulkan Model Pendampingan Implementasi SPMI Berbasis *Heutagogy* efektif meningkatkan komitmen mutu pimpinan PTS di Sumatera Utara.

Kata Kunci: *Heutagogy*, Komitmen Mutu Pimpinan, Pendampingan Implementasi SPMI

MUHAMMAD ARIFIN. NIM. 8186114019. The Development of a Heutagogy-Based SPMI Implementation Assistance Model to Enhance the Quality Commitment of the Executive Board of a Private University in Sumatera Utara. **Dissertation. Medan: Doctoral Programme in Education Management, Postgraduate Department, Universitas Negeri Medan.**

The purpose of this research is to: (1) determine the characteristics of the heutagogy-based SPMI implementation support model; (2) determine the feasibility of the heutagogy-based SPMI implementation support model; (3) determine the effectiveness of the heutagogy-based SPMI implementation support model for increasing the quality commitment of executive board in Sumatera Utara. This research is a development research using the ADDIE model type that was conducted in all non-accredited private universities in Sumatera Utara. The population subject of this research was the executive board of unaccredited private universities as many as 82 people with the sample subject was 30 people. Data collection techniques were conducted through observation, interviews, documentation, questionnaires and tests. The research instruments and model design were first validated by experts in order to obtain the feasibility of their use. The study was conducted 2 (two) times, which were limited study (10 respondents) and broad study (30 respondents). Based on the results of the research, it was found that the heutagogy-based SPMI implementation assistance model for increasing the quality commitment of private university's executive board in Sumatera Utara has the advantage of being implemented with the following model syntax; (1) integrated planning with learner agency; (2) integrated implementation with non-linear learning; (3) integrated evaluation with self-efficacy and capability; and (4) reflection integrated with reflection and meta-cognition with model characteristics. (1) the model developed is based on a needs assessment, (2) the concept, structure and model design are concise in an easy to understand language, (3) the mentoring process involves SPMI regional facilitators and university leadership, (4) Equipped with supporting tools, heutagogy-based SPMI implementation assistance design book (supporting book) and heutagogy-based SPMI implementation assistance design (supporting book), guidebooks and modules, (5) The material presented is related to the executive's commitment to quality, (6) Mentees are encouraged to become lifelong learners, and (7) There is a reflection activity at the end of each mentoring session. The results of the aptitude test obtained a score of 93.75% (material experts) with a very good category, a score of 94% (media experts) with a very good category and users 92.43% with a very good category; (2) It was obtained the average score of N-Gain Score which were 83.66% (limited trial) and 85.91% (broad trial). The score of $g > 75$ was in the category of effective. The effectiveness of the model received a score of 92.86% and the mentoring programme received an average score of 92.43% with a very good category. Therefore, it can be concluded that the heutagogy-based SPMI Implementation Assistance Model is effective in increasing the quality commitment of private university boards in Sumatera Utara.

Keywords: Heutagogy, Quality Commitment of the Executive Board, SPMI Implementation Support