

ABSTRAK

Rini Ismeini. Pengembangan Model Manajemen Pelatihan berbasis *Initiation, Case, Assignment, Strengthening* (ICAS) untuk Meningkatkan Kompetensi Profesionalitas Guru. Tesis. Program Pascasarjana Universitas Negeri Medan 2020.

Penelitian ini bertujuan untuk (1) mengetahui kelayakan model manajemen pelatihan berbasis *Initiation, Case, Assignment, Strengthening* (ICAS) berdasarkan ahli materi, ahli desain, respon guru (2) mengetahui efektivitas model manajemen pelatihan berbasis *Initiation, Case, Assignment, Strengthening* (ICAS). Penelitian ini dilakukan di SMP N 11 Medan pada bulan Juni-Oktobre 2023, dengan teknik analisis data deskriptif. Pengembangan model pelatihan dilaksanakan dengan menggunakan model pengembangan Thiagarajan *Four-D* (4-D) yang terdiri dari empat tahap yaitu pendefinisian (*Define*), perancangan (*Design*), pengembangan (*Development*) dan penyebaran (*Disseminate*). Teknik pengumpulan data yang digunakan adalah menggunakan wawancara, angket dan kuisioner yang dianalisis secara deskriptif. Populasi penelitian adalah guru SMP N 11 Medan, dengan sampel 30 guru. Produk yang dihasilkan dalam penelitian ini adalah model manajemen pelatihan berbasis *Initiation, Case, Assignment, Strengthening* (ICAS). Kelayakan model dinilai oleh ahli validasi. Hasil penilaian ahli materi menunjukkan dalam kategori sangat baik dengan rata-rata persentase 90,05% (sangat baik), ahli desain 90,50% (sangat baik), responden guru sebesar 91,6% (sangat baik). Uji efektivitas model dengan hasil nilai diketahui $t_{hitung} = 3.263$ sementara itu $t_{tabel} = 2,042$. Kesimpulan dalam penelitian ini adalah model manajemen pelatihan berbasis *Initiation, Case, Assignment, Strengthening* (ICAS) efektif digunakan dilihat dari aktivitas pelatihan terhadap pelaksanaan pelatihan berada pada kategori sangat baik, dikatakan praktis berdasarkan respons positif peserta pelatihan berada pada kategori sangat baik, dapat meningkatkan pengetahuan dan kompetensi berdasarkan hasil evaluasi belajar. Selanjutnya model manajemen pelatihan berbasis *Initiation, Case, Assignment, Strengthening* (ICAS) dapat digunakan dalam pelaksanaan pelatihan terhadap guru.

Kata Kunci : Model pelatihan, ICAS, kompetensi, profesionalitas



ABSTRACT

Rini Ismeini. Development of Training Management Model based on *Initiation, Case, Assignment, Strengthening* (ICAS) to Improve Teacher Professional Competence. Thesis. Medan State University Postgraduate Program 2020

This research aims to (1) determine the feasibility of the *Initiation, Case, Assignment, Strengthening* (ICAS) based training management model based on material experts, design experts, teacher responses (2) determine the effectiveness of the *Initiation, Case, Assignment, Strengthening* (ICAS) based training management model). This research was conducted at SMP N 11 Medan in June-October 2023, using descriptive data analysis techniques. The development of the training model was carried out using the Thiagarajan Four-D (4-D) development model which consists of four stages, namely definition, design, development and dissemination. The data collection technique used was interviews, questionnaires and questionnaires which were analyzed descriptively. The research population was teachers at SMP N 11 Medan, with a sample of 30 teachers. The resulting product is a training management model based on *Initiation, Case, Assignment, Strengthening* (ICAS). The feasibility of the model was assessed by validation experts. The results of the material expert assessment show that it is in the very good category with an average percentage of 90.05% (very good), design experts 90.50% (very good), teacher respondents 91.6% (very good). Test the effectiveness of the model with the known value $t_{count} = 3.263$ while $t_{table} = 2.042$. The conclusion in this research is that the training management model based on *Initiation, Case, Assignment, Strengthening* (ICAS) is effectively used seen from the activities of the training participants, and the training activities regarding the implementation of the training are in the very good category, it is said to be practical based on the positive responses of the training participants in the very good category. well, can increase knowledge and competence based on the results of learning evaluations. Furthermore, the training management model based on *Initiation, Case, Assignment, Strengthening* (ICAS) can be used in implementing training for teachers

Keywords: Training Model, ICAS, competence, professionalism

