

ABSTRAK

WENI AYU SUNITA ZANDROTO. Penerapan Manajemen Pelatihan Kode Etik Guru Menggunakan Model ADDIE dalam Meningkatkan Kompetensi Kepribadian Guru. Sekolah Pascasarjana Universitas Negeri Medan, 2023. Penelitian ini bertujuan untuk (1) Untuk mengembangkan model manajemen pelatihan untuk meningkatkan pengetahuan kode etik guru dan kompetensi kepribadian guru, (2) Untuk mengembangkan model manajemen pelatihan kode etik guru, (3) Untuk menganalisis kepraktisan model manajemen pelatihan kode etik guru. (4) Untuk menganalisis efektifitas model manajemen pelatihan kode etik guru.

Penelitian ini menggunakan metodologi Research & Development (R&D) fokus penerapan dengan pendekatan ADDIE (Analysis, Design, Development, Implementation, and Evaluation). Subjek penelitian adalah 40 dan 20 sebagai sampel, dengan menggunakan teknik proporsional stratified random sampling. Analisis data kualitatif meliputi reduksi data, penyajian, dan penarikan kesimpulan. Sedangkan analisis data kuantitatif meliputi uji validitas, uji normalitas, uji t-sampel berpasangan, dan uji skor N-Gain. Hasil penelitian menunjukkan bahwa (1) kondisi faktual penerapan manajemen pelatihan kode etik guru dapat meningkatkan kompetensi kepribadian guru serta pelatihan kode etik guru memiliki karakteristik berupa pedoman sikap dan aturan yang dapat melindungi profesi guru (2) hasil validasi modul dan panduan pelatihan telah teruji diterima berdasarkan analisis validator, uji statistic SPSS, (3) efektivitas pelatihan kode etik guru menunjukkan sangat efektif dalam meningkatkan kegiatan manajemen akademik di SMA Unggul Del, dibuktikan dengan nilai N-Gain sebesar 0,84 dengan kategori sangat tinggi dan persentase sebesar 84.75 %, (4) hasil uji kepraktisan dengan mempertimbangkan *Raw Input*, *Instrumental Input* dan *Environmental Input* adalah maksimal teruji praktis.

Kata Kunci: Manajemen Pelatihan, ADDIE, Kode Etik Guru, Kompetensi Kepribadian Guru.



ABSTRACT

WENI AYU SUNITA ZANDROTO. Implementation of Teacher Code of Ethics Training Management Using the ADDIE Model in Enhancing Teacher Personality Competence. *Postgraduate School, Universitas Negeri Medan, 2023. This research aims to (1) develop a training management model to enhance teachers' knowledge of the code of ethics and their personality competence, (2) develop a teacher code of ethics training management model, (3) analyze the practicality of the teacher code of ethics training management model, and (4) analyze the effectiveness of the teacher code of ethics training management model.*

This research employed a Research & Development (R&D) methodology with an implementation focus using the ADDIE (Analysis, Design, Development, Implementation, and Evaluation) approach. The research subjects comprised 40 individuals, with a sample of 20 selected using a proportional stratified random sampling technique. Qualitative data analysis involved data reduction, presentation, and conclusion drawing. Quantitative data analysis included validity testing, normality testing, paired sample t-tests, and N-Gain score analysis. The research findings indicate that (1) the factual condition of teacher code of ethics training management implementation can enhance teachers' personality competence, and teacher code of ethics training has characteristics in the form of attitude guidelines and rules that can protect the teaching profession, (2) the validation results of the module and training guide have been tested and accepted based on validator analysis and SPSS statistical tests, (3) the effectiveness of the teacher code of ethics training shows it is very effective in improving academic management activities at SMA Unggul Del, as evidenced by an N-Gain value of 0.84 with a very high category and a percentage of 84.75%, and (4) the practicality test results, considering Raw Input, Instrumental Input, and Environmental Input, show maximum tested practicality.

Keywords: *Training Management, ADDIE, Teacher Code of Ethics, Teacher Personality Competence.*

