

ABSTRAK

AULIA FAHMA BALQIS. 8236132003. Penerapan Model Manajemen Pelatihan ADDIE untuk Meningkatkan Kemampuan Guru dalam Menyusun Modul Proyek Penguatan Profil Pelajar Pancasila (P5) di SMPIT Daarul Istiqlal. Program Pasacasarjana Universitas Negeri Medan. 2025.

Penelitian ini bertujuan untuk: (1) menerapkan model manajemen pelatihan berbasis ADDIE (*Analysis, Design, Development, Implementation, Evaluation*) guna meningkatkan kemampuan guru dalam menyusun Modul Proyek Penguatan Profil Pelajar Pancasila (P5) di SMPIT Daarul Istiqlal; (2) menganalisis tingkat validitas model pelatihan yang dikembangkan; dan (3) menganalisis efektivitas model dalam meningkatkan kemampuan guru dalam menyusun Modul Proyek Penguatan Profil Pelajar Pancasila (P5). Penelitian menggunakan metode Research and Development (R&D) dengan pendekatan model ADDIE. Subjek penelitian berjumlah 22 guru. Teknik pengumpulan data meliputi observasi, wawancara, angket, dan tes. Analisis data dilakukan secara kualitatif (reduksi data, penyajian, penarikan kesimpulan) dan kuantitatif (uji validitas, uji reliabilitas, uji daya pembeda dan uji kesukaran instrumen, uji normalitas dan homogenitas, uji-t sampel berpasangan, dan uji N-Gain).

Hasil penelitian menunjukkan: (1) model manajemen pelatihan berhasil dikembangkan melalui lima tahapan ADDIE dan disusun berdasarkan kebutuhan nyata guru, bersifat aplikatif serta partisipatif; (2) model memperoleh tingkat validitas sangat baik berdasarkan penilaian ahli materi (80% “baik”), ahli desain (85,7% “sangat baik”), dan praktisi pendidikan (90% “sangat baik”); (3) model terbukti efektif meningkatkan kemampuan guru, ditunjukkan oleh hasil uji-t sampel berpasangan yang signifikan ($p < 0,05$) serta peningkatan skor melalui uji N-Gain pada kelompok terbatas (0,558 kategori sedang) dan kelompok luas (0,652 kategori sedang).

Kata Kunci: Manajemen Pelatihan, ADDIE, Modul P5, Kurikulum Merdeka.

ABSTRACT

AULIA FAHMA BALQIS. 8236132003. Development of the ADDIE-Based Training Management Model to Enhance Teachers' Competence in Designing the Pancasila Student Profile (P5) Project Module at SMPIT Daarul Istiqlal. Postgraduate Program, Universitas Negeri Medan. 2025.

This study aims to: (1) implementation a training management model based on the ADDIE framework (Analysis, Design, Development, Implementation, Evaluation) to improve teachers' competence in designing the Pancasila Student Profile (P5) project module at SMPIT Daarul Istiqlal; (2) analyze the validity of the developed model; and (3) evaluate the model's effectiveness in enhancing teachers' capabilities. This research employed a Research and Development (R&D) method with the ADDIE model approach. The study involved 22 teacher participants. Data collection techniques included observation, interviews, questionnaires, and tests. Data were analyzed using both qualitative methods (data reduction, presentation, and conclusion drawing) and quantitative methods (instrument validity and reliability tests, normality and homogeneity tests, paired sample t-test, and N-Gain analysis).

The results showed that: (1) the training management model was successfully developed through the five systematic stages of the ADDIE framework and was designed based on teachers' actual needs, making it applicable and participatory; (2) the model demonstrated high validity, as evaluated by a material expert (80% – “good”), a design expert (85.7% – “very good”), and an education practitioner (90% – “very good”); and (3) the model was proven effective in improving teachers' skills, supported by the results of the paired sample t-test ($p < 0.05$) and N-Gain scores in the moderate category for both the limited trial (0.558) and the extended trial (0.652).

Keywords: Training Management, ADDIE, P5 Module, Merdeka Currilum.