

ABSTRAK

YOHANES KEFI. NIM. 8226132001. Pengembangan Model Manajemen Pelatihan Pendidikan Karakter Berdasarkan *DOOR* (*Diversity, Optimism, Option for The Poor, Respect*) Untuk Peningkatan Kinerja Guru di Yayasan Betlehem Bandar Baru. Tesis. Program Studi S2 Administrasi Pendidikan Pascasarjana Universitas Negeri Medan.

Orientasi lembaga pendidikan menyibukkan diri dengan nilai ujian, dan nilai akademis yang dijadikan prasyarat utama kelulusan sehingga mendiskreditkan nilai-nilai karakter, nilai kehidupan dan moralitasnya. Untuk itu, guru sebagai tonggak utama dalam pembelajaran di kelas dituntut menciptakan suasana pembelajaran berkarakter berdasarkan *DOOR* (*Diversity, Optimism, Option for the Poor, Respect*). Tujuan penelitian adalah: (1) Mendeskripsikan model manajemen pelatihan pendidikan karakter berdasarkan *DOOR*; (2) Mengetahui kelayakan model manajemen pelatihan pendidikan karakter berdasarkan *DOOR*; dan (3) Mengetahui efektivitas implementasi manajemen pelatihan pendidikan karakter berdasarkan *DOOR* di Yayasan Betlehem Bandar Baru. Penelitian menggunakan pendekatan penelitian riset dan pengembangan untuk mengembangkan model guna memperbaiki kinerja guru di Yayasan Betlehem Bandar Baru. Subjek penelitian berjumlah 59 guru di Yayasan Betlehem Bandar Baru. Hasil penelitian menunjukkan: (1) Model manajemen pelatihan pendidikan karakter berdasarkan *DOOR* meliputi: (a) *Diversity* ditunjukkan melalui: unik, ramah, dan terbuka untuk dunia; (b) *Optimism* ditunjukkan melalui: berpikir positif, berpengharapan, dan senantiasa terbuka untuk masa depan; (c) *Option for the poor* ditunjukkan melalui: bersyukur, manajemen waktu, dan berbelas kasih; dan (d) *Respect* ditunjukkan melalui: menaruh hormat, menghargai diri sendiri, hormat akan martabat sesama, dan peduli lingkungan; (2) Model manajemen pelatihan pendidikan karakter berdasarkan *DOOR* yang dikembangkan layak untuk meningkatkan kinerja guru di Yayasan Betlehem Bandar Baru dengan penilaian: ahli materi 97%; ahli desain 94,8%; dan ahli Bahasa 92,0%; dan (3) Model manajemen pelatihan pendidikan karakter berdasarkan *DOOR* yang dikembangkan efektif untuk meningkatkan kinerja guru Yayasan Betlehem Bandar Baru dengan hasil nilai *N-Gain Score* sebesar $g = 0,76 > 0,7$ (uji coba kelompok kecil) dan $g = 0,79 > 0,7$ (uji coba luas terbatas). Selanjutnya model manajemen pelatihan pendidikan karakter berdasarkan *DOOR* memberikan peningkatan kinerja guru pada aspek: perencanaan pembelajaran kategori sangat baik menjadi 49,15%; pelaksanaan pembelajaran kategori sangat baik menjadi 62,71%; evaluasi hasil belajar menjadi 57,63%. Berdasarkan hasil penelitian disarankan peningkatan kinerja guru di Yayasan Betlehem Bandar Baru harus dilakukan dengan perencanaan, pengorganisasian, pelaksanaan dan pengawasan yang terpadu antara Pihak Yayasan Keuskupan Agung, pengawas internal Yayasan, kepala sekolah, dan guru.

Kata Kunci : Manajemen pelatihan, Pendidikan karakter, *Diversity-Optimism-Option for The Poor-Respect*, Kinerja guru

ABSTRACT

YOHANES KEFI. NIM. 8226132001. Development of a Character Education Training Management Model Based on *DOOR* (Diversity, Optimism, Option for The Poor, Respect) to Improve Teacher Performance at the Bethlehem Bandar Baru Foundation. Thesis. S2 Postgraduate Education Administration Study Program, State University of Medan.

The orientation of educational institutions preoccupies themselves with exam scores, and academic grades that are used as the main prerequisites for graduation so as to discredit the values of character, life values and morality. For this reason, teachers as the main milestone in classroom learning are required to create a learning atmosphere with character based on *DOOR* (*Diversity, Optimism, Option for the Poor, Respect*). This is because the character based on *DOOR* is a guideline in the ministry at the Bethlehem Bandar Baru Foundation. The objectives of the study are: (1) To describe the management model of character education training based on *DOOR*; (2) Determine the feasibility of the character education training management model based on *DOOR*; and (3) Determine the effectiveness of the implementation of character education training management based on *DOOR* at the Bethlehem Bandar Baru Foundation. The research uses a research and development approach to develop a model to improve teacher performance at the Bethlehem Bandar Baru Foundation. The research subjects were 59 teachers at the Bethlehem Bandar Baru Foundation. The results of the study show: (1) The character education training management model based on *DOOR* includes: (a) Diversity and fraternity are shown through: unique, friendly, and open to the world; (b) Optimism is shown through: thinking positively, hopefully, and always being open to the future; (c) Option for the poor is demonstrated through: gratitude, time management, and compassion; and (d) Respect is shown through: respect, self-respect, respect for the dignity of others, and care for the environment; (2) The *DOOR* model developed is feasible to improve the performance of teachers at the Bethlehem Bandar Baru Foundation with the assessment: 97% subject matter experts; design experts 94.8%; and linguists 92.0%; and (3) The *DOOR* model developed was effective in improving the performance of teachers of the Bethlehem Bandar Baru Foundation with the result of an N-Gain Score of $g = 0.76 > 0.7$ (small group trial) and $g = 0.79 > 0.7$ (limited area trial). Furthermore, the *DOOR* model provides an improvement in teacher performance in the aspects: excellent category learning planning to 49.15%; the implementation of learning in the very good category to 62.71%; The evaluation of learning outcomes became 57.63%. Based on the results of the study, it is suggested that the improvement of teacher performance at the Bethlehem Bandar Baru Foundation must be carried out with integrated planning, organization, implementation and supervision between the Archdiocesan Foundation, the Foundation's internal supervisors, principals, and teachers.

Keywords : Training management, Character education, Diversity-Optimism-Option for The Poor-Respect, Teacher performance