

ABSTRACT

Kisno. NIM: 81216114013. Development of *Basic Safety Training Management Model* based on Partnership-Dual Training System (PADU) to Improve the Occupational Health and Safety Competence of Productive Teachers of Private Vocational High Schools in Automotive Engineering Expertise Programs at the Education Office Branch Office of Region I of North Sumatra Province.

This study aims to develop a Basic Safety training management model based on Partnership-Dual Training System (PADU) that is feasible, effective, and practical to improve the Occupational Health and Safety competence of productive teachers of private vocational high schools majoring in automotive engineering in Deli Serdang Regency, North Sumatra. The method used is Research and Development by Borg and Gall approach, involving 41 productive teachers from 41 private vocational high schools as samples. The research stages include needs analysis, hypothetical model design, expert validation, limited trials, and broad model implementation. Data were collected through interviews, observations, documentation studies, and testing the validity of the instrument, feasibility, effectiveness, and practicality of the model. The model trial was conducted in three stages: initial (20 respondents), main (30 respondents), and operational (41 respondents). The results of the study revealed the main characteristics of the PADU Model, namely close partnership with industry, a dual training system that integrates technology and simulation, and continuous evaluation with industry certification. This model showed a high level of feasibility, with an average validation score of training management experts of 91.68 and practitioners/users of 91.7, both in the very feasible category. On a broad scale, the feasibility value increased to 92.57 (experts) and 92.1 (practitioners). Competency-based evaluation showed very high model effectiveness, with a score of 96.3 from experts and 91.9 from users. The practicality of the model was also considered very good, with a score of 96.3 (experts) and 91.6 (practitioners). The novelty of this study lies in the integration of partnership-based training with a dual training system, which provides direct industry experience to teachers as well as the application of competencies in school learning. The implications of the study confirm that the PADU Model is effective in improving the professionalism of productive teachers at SMK and strengthening the synergy between schools and industry in creating a sustainable occupational safety learning ecosystem.

Keywords: Management, Basic Safety Training, Partnership-Based Training, Dual Training System, K3 Competence, Productive Teachers, Automotive Engineering.

ABSTRAK

Kisno. NIM: 81216114013. Pengembangan Model Manajemen Pelatihan *Basic Safety* berbasis Partnership-Dual Training System (PADU) untuk Meningkatkan Kompetensi K3 Guru Produktif SMK Swasta Program Keahlian Teknik Otomotif di Cabang Dinas Pendidikan Wilayah I Provinsi Sumatera Utara.

Penelitian ini bertujuan untuk mengembangkan model manajemen pelatihan *Basic Safety* berbasis Partnership-Dual Training System (PADU) yang layak, efektif, dan praktis guna meningkatkan kompetensi K3 guru produktif SMK Swasta Program Keahlian Teknik Otomotif di Kabupaten Deli Serdang, Sumatera Utara. Metode yang digunakan adalah *Research and Development* (R and D) dengan pendekatan Borg dan Gall, yang melibatkan 41 guru produktif dari 41 SMK Swasta sebagai sampel. Tahapan penelitian meliputi analisis kebutuhan, perancangan model hipotetik, validasi ahli, uji coba terbatas, dan implementasi model secara luas. Data dikumpulkan melalui wawancara, observasi, studi dokumentasi, serta pengujian validitas instrumen, kelayakan, efektivitas, dan kepraktisan model. Uji coba model dilakukan dalam tiga tahap: awal (20 responden), utama (30 responden), dan operasional (41 responden). Hasil penelitian mengungkapkan karakteristik utama Model PADU, yaitu kemitraan erat dengan industri, sistem pelatihan ganda yang mengintegrasikan teknologi dan simulasi, serta evaluasi berkelanjutan dengan sertifikasi industri. Model ini menunjukkan tingkat kelayakan tinggi, dengan skor rata-rata validasi ahli manajemen pelatihan sebesar 91,68 dan Praktisi 91,7, keduanya dalam kategori sangat layak. Pada skala luas, nilai kelayakan meningkat menjadi 92,57 (ahli) dan 92,1 (praktisi). Evaluasi berbasis kompetensi menunjukkan efektivitas model yang sangat tinggi, dengan skor 96,3 dari ahli dan 91,9 dari praktisi. Kepraktisan model juga dinilai sangat baik, dengan skor 96,3 (ahli) dan 91,6 (praktisi). Kebaruan penelitian ini terletak pada integrasi pelatihan berbasis kemitraan dengan sistem pelatihan ganda, yang memberikan pengalaman industri langsung kepada guru serta penerapan kompetensi dalam pembelajaran sekolah. Implikasi penelitian menegaskan bahwa Model PADU efektif meningkatkan profesionalisme guru produktif SMK dan memperkuat sinergi antara sekolah dan industri dalam menciptakan ekosistem pembelajaran K3 yang berkelanjutan.

Kata Kunci: *Manajemen, Basic Safety Training, Partnership-Based Training, Dual Training System, Kompetensi K3, Guru Produktif, SMK Teknik Otomotif.*