

ABSTRACT

REGINA SIPAYUNG. NIM. 8216114004. *Development of the ReGINA-Based Training Management Model to Improve Pedagogical Competence of Elementary School Teachers in Karo District. Dissertation. Medan: Postgraduate Education Management Study Program, Universitas Negeri Medan, 2024.*

The aim of this research is to identify the characteristics of the training management model needed by elementary school teachers in Karo District to enhance pedagogical competence, determine the feasibility of the ReGINA-based training management model in improving the pedagogical competence of elementary school teachers in Karo District, and test the effectiveness of the ReGINA-based training management model in improving the pedagogical competence of elementary school teachers in Karo District. This research is a type of research and development using the Plomp approach, conducted in five stages: preliminary investigation, design, realization/construction, testing, evaluation and revision, and implementation. The research was conducted from June 2023 to April 2024, involving 114 elementary school teachers of Catholic Religious Education. The model was implemented twice. Before the model was tested, it was validated by experts and underwent user testing. All research instruments were validated and tested for reliability. Based on the results of the two trials, the characteristics of the ReGINA-based training management model are designed to improve the pedagogical competence of elementary school teachers in Karo District through five stages: Reflective, Goals and Targets Setting, Implementation, Nursing, and Assessment. The feasibility of this model is very high and has been tested statistically and empirically. The model proved to be effective. The effectiveness of this model was demonstrated through test results showing a Sig. (2-tailed) value < 0.05 and t count $> t$ table in both trials. This indicates a significant difference between pretest and posttest results, confirming the effectiveness of the ReGINA model in improving the competence of elementary school teachers. The implementation of this model helps teachers to develop relevant lesson plans, conduct interactive teaching, and utilize technology to support the learning process. This enhances the quality of teaching, strengthens teacher professionalism, and positively impacts student achievement.

Keywords: *training, pedagogical competence, nursing, ReGINA*

ABSTRAK

REGINA SIPAYUNG. NIM. 8216114004. Pengembangan Model Manajemen Pelatihan Berbasis ReGINA Dalam Meningkatkan Kompetensi Pedagogik Guru SD di Kabupaten Karo. **Disertasi. Medan: Program Studi S3 Manajemen Pendidikan Pascasarjana Universitas Negeri Medan, 2024.**

Tujuan penelitian ini adalah untuk menemukan karakteristik model manajemen pelatihan yang dibutuhkan guru SD di Kabupaten Karo untuk meningkatkan kompetensi pedagogik, mengetahui kelayakan model manajemen pelatihan berbasis ReGINA dalam meningkatkan kompetensi pedagogik guru SD di Kabupaten Karo, dan menguji efektivitas model manajemen pelatihan berbasis ReGINA dalam meningkatkan kompetensi pedagogik guru SD di Kabupaten Karo. Penelitian ini merupakan jenis penelitian dan pengembangan melalui pendekatan Plomp, penelitian ini dilakukan dengan 5 (lima) tahap, yaitu tahap penyelidikan pendahuluan, desain, realisasi/konstruksi, uji, evaluasi, dan revisi, dan implementasi.

Penelitian penelitian dilaksanakan di bulan Juni 2023 sampai dengan bulan April 2024. Melibatkan sebanyak 114 orang guru Sekolah Dasar mata pelajaran Pendidikan Agama Katolik. Implementasi model sebanyak 2 kali. Sebelum model diujicoba, model terlebih dahulu divalidasi oleh ahli dan melalui uji coba pengguna. Seluruh instrumen penelitian telah melalui uji validitas dan reliabilitas. Berdasarkan hasil dua kali uji coba, karakteristik model manajemen pelatihan berbasis ReGINA dirancang untuk meningkatkan kompetensi pedagogik guru SD di Kabupaten Karo melalui lima tahap: Reflektif (*Reflective*), Penetapan Tujuan dan Sasaran (*Goals and Targets Setting*), Implementasi (*Implementation*), Pembinaan (*Nursing*), dan Evaluasi (*Assessment*). Kelayakan model ini sangat tinggi dan telah teruji secara statistik dan empiris. Model terbukti efektif. Efektivitas model ini dibuktikan melalui hasil pengujian yang menunjukkan nilai *Sig. (2-tailed)* < 0,05 dan nilai *t* hitung > *t* tabel pada kedua uji coba. Ini menunjukkan adanya perbedaan signifikan antara hasil *pretest* dan *posttest*, menegaskan efektivitas model ReGINA dalam meningkatkan kompetensi guru SD. Melalui penerapan model ini membantu guru menyusun rencana pembelajaran yang relevan, menyelenggarakan pembelajaran interaktif, dan memanfaatkan teknologi untuk mendukung proses belajar. Ini meningkatkan kualitas pembelajaran, memperkuat profesionalisme guru, dan berdampak positif pada prestasi siswa.

Kata Kunci: pelatihan, kompetensi pedagogik, *nursing*, ReGINA