

ABSTRAK

Eddi Surianta. *Upaya Peningkatan Efektivitas Manajemen Pendidikan dan Pelatihan (Studi Kasus Pada Balai Pendidikan dan Pelatihan Keagamaan Medan).* Program Pascasarjana Universitas Negeri Medan. Juni 2005

Penelitian ini mencoba memusatkan kajian kepada kemampuan manajemen pendidikan dan pelatihan Balai Diklat Keagamaan Medan, dengan menganalisis sejumlah faktor yang diduga amat dominan mempengaruhi upaya peningkatan efektivitas manajemen diklat, yaitu kemampuan penyelenggara, perencanaan kebutuhan diklat, kurikulum, peserta, widyaiswara, sarana dan prasarana, dan pembiayaan diklat.

Melelui metode penelitian kualitatif, dengan peneliti sebagai *human instrument* ditemukan beberapa kesimpulan penelitian sebagai berikut.

Pertama, manajemen diklat pada Balai Diklat Keagamaan Medan ternyata belum menunjukkan keberhasilan yang optimal dari segi efektivitas penyelenggaraan diklat. Kedua, kelemahan itu terlihat pada mutu layanan administratif dan layanan proses belajar mengajar yang masih belum optimal, meskipun dari disiplin waktu telah baik. Ketiga, faktor utama yang mempengaruhi lemahnya manajemen diklat tersebut adalah kemampuan profesional penyelenggara dalam merencanakan, mengarahkan, dan mengendalikan mutu diklat, kemampuan metodologis widyaiswara dalam menyiapkan, menyajikan dan mengevaluasi hasil diklat, kurang dilakukan analisis kualitatif terhadap training needs dalam kurikulum diklat, pengelolaan sarana dan prasarana yang kurang optimal, dan pengelolaan biaya yang lebih berorientasi kepada pemenuhan prosedur.

Dari kesimpulan di atas, dikemukakan beberapa rekomendasi penting sebagai berikut: Pertama, perlu dilakukan peningkatan kemampuan manajemen diklat di jajaran penyelenggara khususnya dalam perencanaan, pengarahannya, dan pengendalian mutu diklat. Kedua, di pihak widyaiswara perlu pengembangan kompetensi profesional kependidikan dan kepelatihan khusus persiapan bahan, sistem penyajian, evaluasi dan penggunaan media dan ditingkatkan persyaratan mutu jabatan. Ketiga, perencanaan kebutuhan diklat diupayakan perkiraan kuantitatif dan kualitatif dan analisis terhadap kebutuhan pengembangan SDM. Keempat, disain kurikulum, organisasi dan ruang lingkup bahan, serta sarana dan prasarana diklat didasarkan kepada kebutuhan diklat. Kelima, perlu dikembangkan sistem informasi manajemen pengembangan SDM di lingkungan Kantor Wilayah Departemen Agama Nangroe Aceh Darusalam dan Sumatera Utara sebagai basis dalam analisis kebutuhan dan perencanaan diklat. Keenam, perlu kerjasama dengan Badan Diklat lain yang berorientasi *entrepreneurial*.

ABSTRACT

Eddi Surianta. *The Efforts for Enhancing Effectiveness Management of Education and Training (Case Study in Religion Education and Training Instance Medan).* Medan State University, Post Graduate Program, June 2005.

This research tries to focus on the capability of management for education and training in Religion Education and Training Instance Medan by analyzing set of very dominant factors influencing the efforts for enhancing effectiveness of education and training, namely the capability of organizers, planning of education and training needs, curriculum, participants, workers, facilities and infrastructures, and financing of education and training.

Through qualitative research method in which the researcher is as human instrument, it is found the conclusions as follows.

First, management of education and training at Religion Education and Training Instance, in fact has not shown optimum result seen from effectiveness or efficiency of holding education and training. Second, the drawbacks can be seen at administrative service quality and learning-teaching process service which has not been optimum, though seen from time use, it has been good. Third, the main factors influencing weak management of education and training is the capability of holders professional in planning, directing, and controlling the quality of education and training, the capability of methodological worker in preparing, presenting, and evaluating the result of education and training, less of performing qualitative training for training needs in the curriculum of education and training, management of facilities and infrastructures which is less optimal, and cost management which is more oriented to the compliance of procedure.

From the conclusion above, it can be stated some important recommendation as follows. First, it is necessary to enhance the capability of education and training in organizer level, especially in planning, directing, and controlling of quality for education and training. Second, for those workers, it is necessary to have professional competence development in education and training especially for material preparation, presentation system, evaluation and the use of media and the prerequisite for getting higher position rank should be increased. Third, quantitative and qualitative estimation for planning of education and training needs should be attempted for the development needs of human resource. Fourth, curriculum design, organization and material scope as well as facilities and infrastructures of education and training should be made based on education and training needs. Fifth, management information system for human resource development should be developed at Regional Religion Department, Nangroe Aceh Darusalam and North Sumatera as the base in analysis of needs and planning of education and training. Sixth, it is necessary to have good cooperation with other education and training instances which is oriented to entrepreneurial.