

ABSTRAK

Siregar, Tikwan. Analisis dan Pengembangan Pola Distribusi Guru Sekolah Dasar di Kabupaten Deli Serdang (2006). Program Pascasarjana, Universitas Negeri Medan, Februari 2006.

Distribusi guru pada umumnya menghadapi banyak hambatan dan tantangan. Hambatan-hambatan tersebut antara lain : pemerataan distribusi guru, jalur birokrasi distribusi, pertimbangan kompetensi dalam promosi jabatan, pembinaan karir, dan pemetaan jarak sekolah dengan tempat tinggal guru. Tak terkecuali pola distribusi guru SD di Kabupaten Deli Serdang juga menghadapi masalah-masalah tersebut. Hambatan dan tantangan tersebut merupakan permasalahan yang perlu mendapat perhatian.

Secara umum tujuan yang ingin dicapai melalui penelitian ini adalah untuk menganalisis dan mengembangkan pola distribusi guru SD di Kabupaten Deli Serdang. Namun secara khusus, tujuan utama yang ingin dicapai adalah menemukan pola penempatan guru baru, pemindahan tugas guru, promosi guru, dan pengembangan pola distribusi guru SD di Kabupaten Deli Serdang.

Penelitian ini merupakan bentuk penyelidikan untuk memahami dan menjelaskan makna dari fenomena sosial dengan latar kealamiah. Mendiskripsikan dan menganalisis pola distribusi guru SD di Kabupaten Deli Serdang dengan latar alamiah yang utuh dan mendalam. Menemukan penjelasan pola distribusi guru SD dari fokus penelitian yang telah ditentukan. Karena tujuan tersebut, maka penelitian ini dilakukan dengan menggunakan pendekatan penelitian kualitatif.

Informan dalam penelitian ini dipilih secara *purposive*, dengan pertimbangan para informan mengetahui atau mengalami langsung peristiwa yang menjadi fokus penelitian. Sumber dan data utama diarahkan pada kata-kata dan tindakan atau peristiwa yang berkaitan dengan fokus penelitian. Secara rinci jenis data yang dikumpulkan selama proses penelitian berlangsung adalah : kata-kata, tindakan, sumber tertulis, dan data statistik

Hasil penelitian yang ditemukan adalah : (a). minimnya pengangkatan guru baru, (b). jalur birokrasi distribusi yang berliku, (c). sulitnya sistem informasi data guru, (d). rekrutmen promosi tertutup, dan (e). belum adanya standar pengangkatan guru honor. Secara umum, distribusi belum mendapat perhatian yang serius dalam meningkatkan mutu pendidikan, sehingga diperlukan pola pengembangan distribusi. Kondisi pendukung pengembangan pola distribusi, adalah : (a). sebaran sekolah di setiap wilayah, (b). Peraturan Pemerintah No. 9 / Tahun 2003 tentang pelimpahan kewenangan distribusi, (c). keinginan guru akan promosi jabatan, (d). menguatnya partisipasi mengangkat guru honor, dan (e). besarnya jumlah lulusan lembaga kependidikan yang ingin mengabdikan diri menjadi guru. Kondisi ini memungkinkan dilakukan pengembangan pola distribusi guru SD di Kabupaten Deli Serdang.

Langkah-langkah pengembangan pola distribusi yang perlu ditempuh adalah : (a). penentuan kebutuhan guru, (b). penentuan sasaran distribusi, (c). penentuan program, (d). identifikasi prinsip-prinsip distribusi, (e). pelaksanaan program distribusi, dan (f). identifikasi manfaat distribusi. Langkah-langkah tersebut bertujuan untuk pelaksanaan distribusi yang lebih baik sehingga diharapkan dapat meningkatkan produktivitas organisasi pendidikan.

ABSTRACT

Siregar Tikwan, The Analysis and The Distribution Pattern Development of Primary School Teachers of Deli Serdang District (2006). Post graduated program, Medan State University, February 2006.

Generally, there are many problems available related to teachers distribution. The problems cover sensible ratio of teachers distribution, the way the distribution conducted, the teachers competency consideration in promoting them into higher-level position, career guidance and the consideration upon the distance teachers have between their residence and their work place. Deli Serdang as the sample of place where the research done also face those above problems. Of course it must be settled down.

The aim of this research is to find out the distribution pattern of primary school teachers of Deli Serdang district while the objectives emphasized on finding the pattern of new teachers settlement, the pattern of putting teachers into other work place, teachers promotion, and the development of distribution pattern of primary school teachers of Deli Serdang district.

This research is a kind of observing for understanding and explaining the meaning of social phenomenon naturally including describing and analyzing the distribution pattern of primary school teachers of Deli Serdang district within its own natural setting deeply and comprehensively and finding out the answer to the pattern of elementary school teachers. Therefore this research is a kind of qualitative research.

Informants used for this research was chosen purposively with the consideration that they know and experience directly the problems discussed in this research. Source and main data taken mainly from statements, actions or events the informants informed including supporting data that cover written sources and statistical data.

The findings revealed: a). The settlement of new teachers is very small, b). There is a very complicated way applied in distribution pattern, c). It is very hard to find out information about teachers data, d). There is a close policy for teachers recruitment, e). There is no standard criterion for putting temporarily teachers into the permanent ones. In general, the distribution pattern is not the main concern of authority of Deli Serdang district in improving education quality therefore it is very important to develop the distribution pattern. The supporting conditions for this distributions pattern development are: a). There must be sensible ratio of school building of any area, b). There must be agreement to follow the Peraturan Pemerintah No. 9 / Tahun 2003 which rules how the distribution done and who is the authority to conduct this duty, c). Regulating the way of how to manage teachers who deserve to promote into higher level position, d). The willingness of putting the previous temporarily teachers into the permanent ones and e). Managing the teachers graduation who really want to serve at schools. This condition will lead to action of doing development of distribution pattern of primary teachers of Deli Serdang district.

The strategies to be done are as follow: a). The determination of teachers needs, b). The determination of distribution target, c). The program determination, d). The identification of distribution principles, e). The actual action of distribution program and f). Identification of distribution of advantage. Those strategies are hoped can direct the Deli Serdang district authority to do good and manageable distribution pattern in order to have productivity improvement at education organization.