

ABSTRAK

Fatimasari Nasution. NIM. 8196132002. Pengembangan Model Manajemen Pelatihan Berbasis Teknologi Informasi dan Komunikasi untuk Meningkatkan Kompetensi TIK Guru di SMK Negeri 12 Medan. Tesis. Prodi Administrasi Pendidikan Medan: Program Pascasarjana Universitas Negeri Medan, 2021.

Penelitian ini bertujuan untuk (1). Mengetahui proses manajemen pelatihan berbasis TIK (2). Menghasilkan model manajemen pelatihan berbasis TIK yang efektif digunakan untuk meningkatkan kompetensi TIK guru di SMK Negeri 12 Medan. (3). Mengetahui kelebihan dan kelemahan manajemen pelatihan berbasis TIK dalam meningkatkan kompetensi TIK guru di SMK Negeri 12 Medan. Penelitian ini menggunakan pendekatan Research and Development. Subjek uji coba adalah guru SMK Negeri 12 Medan dan tim ahli. Jenis data berupa data kualitatif dan kuantitatif. Alat untuk mengumpulkan data adalah angket skala likert, angket terbuka, wawancara, alat tes pre tes dan pos test dan lembar observasi. Proses manajemen pelatihan berbasis TIK terdiri atas perencanaan, pengorganisasian, pelaksanaan, evaluasi dan monitoring serta tindak lanjut pasca pelatihan. Proses perencanaan diawali dengan analisis kebutuhan pelatihan. Pelatihan dilakukan berdasarkan analisis kebutuhan pelatihan. Model manajemen pelatihan berbasis TIK yang peneliti kembangkan terdiri atas perencanaan, pengorganisasian, pelaksanaan, evaluasi dan monitoring serta tindak lanjut pasca pelatihan adalah lebih baik dari model manajemen pelatihan yang ada sebelumnya. Pelatihan yang pernah dilakukan di SMK Negeri 12 Medan dilakukan secara tatap muka, pada model pengembangan dilakukan pelatihan secara daring (dalam jaringan). Dari hasil uji penerapan model manajemen pelatihan berbasis TIK melalui uji coba terbatas menunjukkan adanya perbedaan hasil pre test dan post test (peningkatan keefektifan) dari peserta pelatihan sebelum dan sesudah pelatihan berbasis TIK dengan T-test Wilcoxon $p(0,00) < 0,005$. Kelebihan dari model manajemen pelatihan berbasis TIK yaitu model manajemen pelatihan berbasis TIK merupakan hasil pengembangan dari model faktual manajemen pelatihan di SMK Negeri 12 Medan dapat dengan efektif meningkatkan kompetensi TIK guru. Kelemahannya yaitu model manajemen pelatihan berbasis TIK masih memerlukan pengujian yang lebih luas di luar dari SMK Negeri 12 Medan. Hal tersebut dikarenakan karena keterbatasan dana, waktu serta pandemic covid 19 sehingga pelatihan dilakukan secara daring.

Kata Kunci: Pengembangan, Model Manajemen, Pelatihan, Kompetensi TIK

ABSTRACT

Fatimasari Nasution. NIM. 8196132002. Development of Information and Communication Technology Based Training Management Model to Improve Teachers' ICT Competence at SMK Negeri 12 Medan. Thesis. Medan Education Administration Study Program: Medan State University Postgraduate Program, 2021.

This study aims to (1). Knowing the ICT-based training management process (2). Produce an effective ICT-based training management model used to improve the ICT competence of teachers at SMK Negeri 12 Medan. (3). Knowing the strengths and weaknesses of ICT-based training management in improving the ICT competence of teachers at SMK Negeri 12 Medan. This study uses a Research and Development approach. The test subjects were teachers of SMK Negeri 12 Medan and a team of experts. Types of data in the form of qualitative and quantitative data. The tools to collect data are Likert scale questionnaires, open questionnaires, interviews, pre-test and post-test and observation sheets. The ICT-based training management process consists of planning, organizing, implementing, evaluating and monitoring as well as post-training follow-up. The planning process begins with a training needs analysis. The training is conducted based on a training needs analysis. The ICT-based training management model that the researcher developed consists of planning, organizing, implementing, evaluating and monitoring as well as post-training follow-up, which is better than the previous training management model. It can be seen from the test results of the implementation of the ICT-based training management model through a limited trial which showed that there were differences in the results of the pre-test and post-test (increased effectiveness) of the trainees before and after the ICT-based training with the Wilcoxon T-test $p(0.00) < 0.005$. The advantage of the ICT-based training management model is that the ICT-based training management model is the result of the development of a factual model of training management at SMK Negeri 12 Medan which can effectively improve teachers' ICT competencies. The weakness is that the ICT-based training management model still requires wider testing outside of SMK Negeri 12 Medan. This is due to limited funds, time and the COVID-19 pandemic, so the training is carried out online.

Keywords: *Development, Management Model, Training, ICT Competence*