

## ABSTRAK

**Juria Sari.** Pengembangan Instrument Penilaian Kinerja Guru Sekolah Dasar Berbasis Tugas Pokok Dan Fungsi. Tesis. Program Pascasarjana Universitas Negeri Medan 2020.

Penelitian ini bertujuan untuk (1) megamati bagaimana instrument penilaian kinerja guru yang dikembangkan dapat menilai kinerja guru dengan baik. (2) mengetahui bagaimana validitas instrument penilaian kinerja guru yang dikembangkan menurut ahli materi dan ahli desain. (3) Untuk mengetahui bagaimana efektivitas instrument penilaian kinerja guru yang dikembangkan. Penelitian ini dilakukan di Sekolah Dasar (SD) Wilayah II Kecamatan Sei Rampah Kabupaten Serdang Bedagai pada bulan Januari-Maret 2024, dengan teknik analisis data deskriptif. Pengembangan model pelatihan dilaksanakan dengan menggunakan model pengembangan Thiagarajan *Four-D* (4-D) yang terdiri dari empat tahap yaitu pendefenisian (*Define*), perancangan (*Design*), pengembangan (*Development*) dan penyebaran (*Disseminate*). Teknik pengumpulan data yang digunakan adalah menggunakan wawancara, angket dan kuisisioner yang dianalisis secara deskriptif. Subjek penelitian adalah validator ahli, Pengawas, Kepala sekolah dan Guru. Produk yang dihasilkan salam penelitian ini adalah instrument penilaian kinerja guru berbasis tugas pokok dan fungsi. Kelayakan model dinilai oleh ahli validasi. Hasil penilaian ahli materi menunjukkan dalam kategori sangat baik dengan rata-rata persentase 87,50% (sangat baik), ahli desain 90,50% (sangat baik), responden kepala sekolah 88.50% (sangat baik) responden guru sebesar 87.44% (sangat baik). Kesimpulan dalam penelitian ini adalah instrument penilaian kinerja guru berbasis tugas pokok dan fungsi efektif digunakan dilihat dari isi, konstruk keterlaksanaan dan keefektivan berada pada kategori sangat baik, dikatakan layak berdasarkan hasil penilaian ahli berada pada kategori sangat baik. Selanjutnya instrument penilaian kinerja guru berbasis tugas pokok dan fungsi dapat digunakan dalam pelaksanaan penilaian kninerja guru.

**Kata Kunci :** instrument penilaian, tugas pokok dan fungsi



## ABSTRACT

**Juria Sari.** Development of Primary School Teacher Performance Assessment Instruments Based on Main Duties and Functions. Thesis. Medan State University Postgraduate Program 2020.

This research aims to (1) observe how the teacher performance assessment instrument that has been developed can assess teacher performance well. (2) find out the validity of the teacher performance assessment instruments developed according to material experts and design experts. (3) To find out how effective the teacher performance assessment instrument being developed is. This research was conducted at the Elementary School (SD) Region II, Sei Rampah District, Serdang Bedagai Regency in January-March 2024, using descriptive data analysis techniques. The development of the training model was carried out using the Thiagarajan Four-D (4-D) development model which consists of four stages, namely definition, design, development and dissemination. The data collection technique used was interviews, questionnaires and questionnaires which were analyzed descriptively. Research subjects are expert validators, supervisors, school principals and teachers. The product produced in this research is a teacher performance assessment instrument based on main tasks and functions. The feasibility of the model was assessed by validation experts. The results of the material expert assessment show that it is in the very good category with an average percentage of 87.50% (very good), design expert 90.50% (very good), principal respondents 88.50% (very good) teacher respondents 87.44% (very good). Good). The conclusion in this research is that the teacher performance assessment instrument based on main tasks and functions is effectively used in terms of content, implementation and effectiveness constructs are in the very good category, it is said to be feasible based on the results of the expert assessment and is in the very good category. Furthermore, teacher performance assessment instruments based on main tasks and functions can be used in implementing teacher performance assessments.

**Keywords:** assessment instrument, main tasks and functions

