

ABSTRAK

TOGI VAN JAYA S. NIM. 8214031003. Pengembangan Model Manajemen Pelatihan Berbasis Kebutuhan Satuan Pendidikan dalam Menyusun Modul Ajar pada Platform Merdeka Mengajar bagi Guru PAUD di Pusat Kerja Gugus Kecamatan Pantai Labu Kabupaten Deli Serdang. Tesis. Prodi Administrasi Pendidikan Medan: Program Pascasarjana Universitas Negeri Medan, 2024.

Penelitian ini bertujuan untuk menganalisis proses pengembangan, efektifitas, dan kelayakan model manajemen pelatihan berbasis kebutuhan satuan pendidikan dalam menyusun modul ajar pada platform merdeka mengajar bagi guru PAUD di pusat kerja gugus Kecamatan Pantai Labu Kabupaten Deli Serdang. Penelitian ini menggunakan metode penelitian *Research and Development* (R&D) dengan menggunakan model pengembangan ADDIE yang mencakup tahapan *Analysis, Design, Development, Implementation* dan *Evaluation*. Teknik pengumpulan data dalam penelitian ini menggunakan angket skala likert, angket terbuka, format catatan diskusi, lembar pengamatan observasi kemampuan guru menyusun modul ajar. Teknik analisis data yang digunakan dalam penelitian ini adalah analisis deskriptif, analisis uji kelayakan model dan analisis keefektifan model. Proses manajemen pelatihan berbasis kebutuhan satuan pendidikan dalam menyusun modul ajar pada platform merdeka mengajar bagi guru PAUD terdiri atas perencanaan, pengorganisasian, pelaksanaan dan evaluasi dan monitoring serta tindak lanjut pasca pelatihan. Hasil kelayakan model didapatkan dari hasil validasi ahli mendapat skor 3,49 dengan kategori Sangat Baik, ini menunjukkan bahwa model manajemen pelatihan berbasis kebutuhan satuan pendidikan dalam menyusun modul ajar pada platform merdeka mengajar bagi guru PAUD layak digunakan di sekolah. Terakhir, uji keefektifan model dapat meningkatkan kemampuan guru dalam menyusun modul ajar dengan signifikan, dengan nilai rata-rata pre test 59 dan meningkat pada saat pos test dengan rata-rata 93 dan hasil uji gain 0,82 yang dikategorikan tinggi. Dengan demikian model pelatihan berbasis kebutuhan efektif dapat meningkatkan kemampuan guru dalam menyusun modul ajar bagi guru PAUD di pusat kerja gugus Kecamatan Pantai Labu Kabupaten Deli Serdang.

Kata Kunci : Manajemen, Pelatihan, Menyusun Modul Ajar

ABSTRACT

TOGI VAN JAYA S. NIM. 8214031003. Development of a Training Management Model Based on the Needs of Educational Units in Preparing Teaching Modules on the Independent Teaching Platform for PAUD Teachers at the Cluster Work Center, Pantai Labu District, Deli Serdang Regency. Thesis. Medan Education Administration Study Program: Medan State University Postgraduate Program, 2024.

This research aims to analyze the development process, effectiveness and feasibility of a training management model based on the needs of educational units in compiling teaching modules on an independent teaching platform for PAUD teachers in the work center of the Pantai Labu sub-district, Deli Serdang Regency. This research uses the Research and Development (R&D) research method using the ADDIE development model which includes the stages of Analysis, Design, Development, Implementation and Evaluation. Data collection techniques in this research use Likert scale questionnaire, open questionnaire, discussion note format, observation sheet observing teacher's ability to compose teaching modules. The data analysis techniques used in this research are descriptive analysis, model feasibility test analysis and model effectiveness analysis. The teaching module on the independent teaching platform for PAUD teachers consists of planning, organizing, implementing and evaluating and monitoring as well as post-training follow-up. The results of the model's feasibility obtained from the expert validation results received a score of 3,49 in the Very Good category, this shows that the training management model based on the needs of the educational unit in compiling teaching modules on an independent teaching platform for PAUD teachers suitable for use in schools. Finally, testing the effectiveness of the model can significantly improve teachers' abilities in compiling teaching modules, with an average pre-test score of 59 and increasing during the post-test with an average of 93 and a gain test result of 0,82 which is categorized as high. In this way, an effective needs-based training model can improve teachers' abilities in compiling teaching modules for PAUD teachers in the work center of the Pantai Labu Subdistrict cluster, Deli Serdang Regency.

Keywords: Management, Training, Developing Teaching Modules