

ABSTRACT

FARIDA WIN SARI MANURUNG. NIM. 8206114004. Development of a Character Training Management Model Based on the Strengthening Pancasila Student Profile (P5) Project to Improve the Performance of Public High School Teachers in Deli Serdang Regency. **Dissertation.** Postgraduate Education Management Study Program, State University of Medan.

The aim of the research is to analyze: (1) P5-based character training management model that is suitable for use by State High School teachers in Deli Serdang Regency; (2) P5-based character training management model that is practically used by State High School teachers in Deli Serdang Regency; and (3) P5-based character training management model that is effectively used by State High School teachers in Deli Serdang Regency. The research uses a research and development research approach, namely researching and then developing the results of the research to improve the performance of State High School teachers in Deli Serdang Regency. The research sample consisted of 150 public high school teachers in Deli Serdang Regency. The results of the research show: (1) there has been an increase in the performance of State High School teachers in Deli Serdang District in Deli Serdang District through the following steps: conducting preliminary research, product planning, developing original products, conducting initial field trials, revising main products, conducting testing at key locations, review active products, conduct field tests, modify final products and product dissimulation; (2) through Pancasila student profile character training, it has an impact on increasing teacher performance in components: learning design by 42.05%; implementation of learning was 29.74%; and assessing learning outcomes at 59.49%; (3) the N-Gain Score value obtained was $g\ 0.76 > 0.7$ (small group trial) and $g\ 0.79 > 0.7$ (limited large trial); The products produced were 76.40% (small group trials) and 79.08% (limited wide trials) in the effective category. Based on the research results, it is recommended that improving the performance of public high school teachers in Deli Serdang Regency must be carried out through integrated planning, organization, implementation and supervision between the provincial education office, school supervisors and school principals.

Keywords: Character training, Pancasila student profile, Teacher performance

ABSTRAK

FARIDA WIN SARI MANURUNG, NIM. 8206114004. Pengembangan Model Manajemen Pelatihan Karakter Berbasis Proyek Penguatan Profil Pelajar Pancasila (P5) Untuk Meningkatkan Kinerja Guru SMA Negeri di Kabupaten Deli Serdang. **Disertasi.** Program Studi S3 Manajemen Pendidikan Pascasarjana Universitas Negeri Medan.

Tujuan penelitian untuk menganalisis: (1) model manajemen pelatihan karakter berbasis P5 yang layak digunakan pada guru SMA Negeri di Kabupaten Deli Serdang; (2) model manajemen pelatihan karakter berbasis P5 yang praktis digunakan pada guru SMA Negeri di Kabupaten Deli Serdang; dan (3) model manajemen pelatihan karakter berbasis P5 yang efektif digunakan pada guru SMA Negeri di Kabupaten Deli Serdang. Penelitian menggunakan pendekatan penelitian riset dan pengembangan, yaitu meneliti lalu hasil penelitian tersebut dikembangkan guna memperbaiki kinerja guru SMA Negeri di Kabupaten Deli Serdang. Sampel penelitian berjumlah 150 guru SMA Negeri di Kabupaten Deli Serdang. Hasil penelitian menunjukkan: (1) terjadi peningkatan kinerja guru SMA Negeri di Kabupaten Deli Serdang Negeri di Kabupaten Deli Serdang melalui langkah-langkah: melakukan penelitian pendahuluan, perencanaan produk, pengembangan produk asli, melakukan uji coba lapangan awal, merevisi produk utama, melakukan pengujian di lokasi utama, review produk aktif, melakukan uji lapangan, memodifikasi produk akhir dan desimilasi produk; (2) melalui pelatihan karakter profil pelajar Pancasila berdampak pada peningkatan kinerja guru dalam komponen: perancangan pembelajaran sebesar 42,05%; pelaksanaan pembelajaran sebesar 29,74%; dan menilai hasil belajar sebesar 59,49%; (3) nilai *N-Gain Score* diperoleh nilai $g\ 0,76 > 0,7$ (uji coba kelompok kecil) dan $g\ 0,79 > 0,7$ (uji coba luas terbatas); produk yang dihasilkan 76,40% (uji coba kelompok kecil) dan 79,08% (uji coba luas terbatas) dengan kategori efektif. Berdasarkan hasil penelitian disarankan peningkatan kinerja guru SMA Negeri di Kabupaten Deli Serdang harus dilakukan dengan perencanaan, pengorganisasian, pelaksanaan dan pengawasan yang terpadu antara dinas pendidikan provinsi, pengawas sekolah, dan kepala sekolah.

Kata Kunci: Pelatihan karakter, Profil pelajar Pancasila, Kinerja guru