

EFEKTIVITAS PROGRAM DIKLAT GURU SMKT/BLPT DI PPPG TEKNOLOGI BANDUNG

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Abstrak : Penelitian ini bertujuan untuk mengukur efektivitas program diklat guru SMKT/BLPT yang dilaksanakan oleh PPPG Teknologi Bandung, Variabel yang diungkap: (1) sikap kerja guru sebelum dan sesudah mengikuti diklat, (2) kinerja guru sebelum dan sesudah mengikuti diklat, (3) persepsi guru tentang pelaksanaan diklat, (4) dukungan lingkungan kerja dalam penerapan hasil diklat, (5) frekuensi diklat yang diikuti, dan (6) pengalaman kerja guru lulusan diklat. Penelitian ini termasuk penelitian evaluasi dan bersifat *ex-post facto*. Populasi penelitian adalah guru-guru yang telah mengikuti diklat dan sampel penelitian diambil dengan teknik *non-probability sampling*, yakni *purposive sampling*. Sampel diambil dari guru-guru SMKT/BLPT di kota Bandung sejumlah 52 orang yang tersebar di SMKN 2, SMKN 4, SMKN 5, SMKN 6, SMKN 8 dan BLPT. Instrumen pengumpul data berbentuk kuesioner dan telah memenuhi syarat kesahihan dan keandalan. Hasil analisis deskriptif menunjukkan bahwa sikap kerja guru sebelum diklat tergolong baik, sedangkan sikap kerja sesudah diklat tergolong sangat baik. Kinerja guru sebelum diklat tergolong cukup tinggi dan kinerja sesudah diklat tergolong sangat tinggi. Persepsi guru tentang pelaksanaan diklat tergolong baik. Dukungan lingkungan kerja dalam penerapan hasil diklat tergolong tinggi. Frekuensi diklat yang diikuti tergolong memadai. Berdasarkan masa kerja, guru-guru umumnya tergolong berpengalaman. Hasil analisis uji-t dua sampel berpasangan, menunjukkan bahwa sikap kerja guru sesudah diklat lebih baik dibanding sebelum diklat dan peningkatan tersebut signifikan. Sedangkan kinerja guru sesudah diklat lebih tinggi dibanding sebelum diklat dan peningkatan tersebut signifikan. Hasil analisis varian (ANOVA) menemukan bahwa tidak terdapat perbedaan signifikan sikap kerja dan kinerja guru dilihat dari perbedaan persepsi guru tentang diklat, dukungan lingkungan kerja dalam penerapan hasil diklat, frekuensi guru mengikuti diklat, dan perbedaan pengalaman kerja guru.

Abstract : This study aims at measuring the effectiveness of SMKT/BLPT teachers training program conducted by TEDC Bandung. Variabel was revealed: (1) the teachers' work attitudes before and after attending the program, (2) the teachers' performances before and after attending the program, (3) the teachers' perception on the program implementation, (4) the work environment support to the application of program outputs, (5) the frequencies of attended programs, and (6) the work experience of the training graduates. This is an evaluative and *ex-post facto* study. The population of study was teachers group attending the program and the sample of study by a non-probability sampling technique, i.e., purposive method of sampling. The sample was taken from teachers groups of SMKT/BLPT in Bandung city, consisting of 52 persons, at SMKN 2, SMKN 4, SMKN 5, SMKN 6, SMKN 8, and BLPT. A questionnaire and it had been tested to fulfill validity and reliability requirements. The descriptive analysis result shows that teachers' work attitude before the program was good, while after the program it is very good. The teachers' performance before the program was fairly high and after the program it is very high. The teachers' perception on the program implementation is good. The work environment supports for the application of the program is high. The frequency of program attended is fairly high. Based on the teachers' working period, they are categorized an experienced group. The results of analysis of two-paired sample t-test shows that teachers' work attitude after attending the program is better than it is before attending the program, and the increase significant. The teachers' performance after attending the program is better than it is before attending the program, and the increase is significant. The variance analysis (ANOVA) results show that there is no significant difference between the teachers' work attitude and performance seen from the perception difference regarding the program, work environment support for the application of the program outputs, frequency participation in the program, and the difference in teaching experience.

Kata kunci : efektivitas, diklat, sikap kerja, kinerja

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