

ABSTRAK

Tesis, “Strategi Pengembangan Sumber Daya Manusia Pendidik di Sekolah Dasar Islam Terpadu Nurul Ilmi 2 Kota Jambi”, ditulis oleh: Muhammad Roni, NIM. P2A220032.

Arus globalisasi dan kemajuan teknologi menimbulkan dampak di berbagai aspek, tanpa terkecuali aspek pendidikan. Maka setiap lembaga pendidikan membutuhkan sumber daya manusia pendidik yang profesional. Seperti halnya pengembangan sumber daya manusia pendidik di SDIT Nurul Ilmi 2 Kota Jambi. Untuk menghasilkan pendidik yang profesional tidaklah mudah, oleh sebab itu pengembangan sumber daya manusia pendidik adalah suatu keharusan. Kunci utama untuk membangun lembaga pendidikan yang bermutu adalah mempunyai sumber daya manusia pendidik yang profesional. Penelitian ini termasuk kedalam kategori penelitian kualitatif. Teknik pengumpulan data dengan wawancara, dokumentasi dan observasi. Teknik analisis data terdiri dari reduksi data, penyajian data dan verifikasi data. Sumber data primer terdiri dari kepala sekolah, wakil kepala sekolah bidang kurikulum, wakil kepala sekolah bidang kesiswaan, kepala tata usaha, guru kelas, guru Al Qur'an dan guru bidang studi di lingkungan SDIT Nurul Ilmi 2 Kota Jambi. Hasil dari penelitian ini menunjukkan bahwa pengembangan sumber daya manusia pendidik di SDIT Nurul Ilmi 2 Kota Jambi dilakukan dengan beberapa langkah antara lain, penentuan kebutuhan, menyusun program/ perencanaan pengembangan, penentuan sasaran, penetapan program, identifikasi pelaksanaan program, pelaksanaan program dan penilaian pelaksanaan program. Metode pengembangan sumber daya manusia pendidik di SDIT Nurul Ilmi 2 Kota Jambi dilakukan dengan *On The Job Training* terdiri dari pelatihan/training, penugasan sementara, rotasi jabatan, latihan instruktur pekerjaan, supervisi mengajar, KKG dan rapor kinerja guru. Sedangkan *Off The Job Training* terdiri dari workshop, seminar, kursus, studi lanjutan, dan outbond.

Kata Kunci: Pengembangan, sumber daya manusia pendidik.

ABSTRACT

Thesis, "Strategy for Human Resource Development for Educators at SDIT Nurul Ilmi 2 Jambi City", written by: Muhammad Roni, NIM. P2A220032. The flow of globalization and technological advances has an impact on various aspects, without exception the education aspect. So every educational institution needs professional educator human resources. Like the development of human resources educators at SDIT Nurul Ilmi 2 Jambi City. To produce professional educators is not easy, therefore the development of human resource educators is a must. The main key to building quality educational institutions is to have professional educator human resources. This research is included in the category of qualitative research. Data collection techniques with interviews, documentation and observation. Data analysis techniques consist of data reduction, data presentation and data verification. Primary data sources consist of principals, vice principals for curriculum, vice principals for student affairs, heads of administration, classroom teachers, Qur'an teachers and study teachers at SDIT Nurul Ilmi 2 Jambi City. The results of this study indicate that the development of educator human resources at SDIT Nurul Ilmi 2 Jambi City is carried out by several steps, including determining needs, developing programs/development plans, determining targets, determining programs, identifying program implementation, program implementation and evaluating program implementation. . The method of developing human resource educators at SDIT Nurul Ilmi 2 Jambi City is carried out with On The Job Training consisting of training/training, temporary assignments, job rotations, job instructor training, teaching supervision, KKG and teacher performance reports. While Off The Job Training consists of workshops, seminars, courses, advanced studies, and outbound.

Keywords: Development, human resources educators.