

ABSTRAK

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PENGEMBANGAN INSTRUMEN PENILAIAN KINERJA UNTUK GURU SD DI *HOMESCHOOLING* BINTANG HARAPAN BANDUNG MENGGUNAKAN MODEL 4D THIAGARAJAN

(xiv+86 halaman; 20 tabel; 21 gambar; 13 lampiran)

Sebuah manajemen kinerja yang baik tentunya dapat menghasilkan keterlibatan karyawan yang baik juga di dalam mencapai tujuan dari sebuah instansi. Dalam mendukung manajemen kinerja, penilaian kinerja perlu dilakukan sebagai alat bantu bukti otentik yang membantu instansi dalam mengambil keputusan. Pada sebuah sekolah rumah di kota Bandung, ditemukan bahwa belum terdapat sistem penilaian kinerja yang baik terhadap guru SD yang mereka miliki. Meskipun para guru menunjukkan dedikasi tinggi, namun tidak terdapat bukti objektif yang dapat menunjukkan hasil penilaian dari kinerja mereka. Hal ini tentunya dapat menimbulkan ketidaksesuaian antara praktik pembelajaran guru dengan visi misi sekolah dan membuat guru kurang memahami area kinerja yang harus ditingkatkan. Oleh karena itu, dalam mendukung pencapaian tujuan sekolah, dirancang sebuah instrumen alat penilaian kinerja berbasis *management by objective* (MBO) dengan model 4D Thiagarajan, yang terdiri dari tahap *define*, *design*, *develop*, dan *disseminate*. Penilaian kinerja ini juga menggunakan umpan balik dari murid, orang tua, dan asesor. Instrumen penilaian kinerja yang telah dirancang dan divalidasi oleh 3 orang ahli kemudian diujicobakan kepada 3 guru SD kelas 4-6 *homeschooling* Bintang Harapan Bandung. Adapun beberapa rekomendasi untuk penelitian selanjutnya seperti pengembangan alat penilaian kinerja dengan penilaian oleh sesama guru, pengembangan indikator penilaian pembelajaran di luar kelas, dan penilaian kinerja untuk staff *homeschooling*.

Kata kunci : Manajemen Kinerja, Instrumen Penilaian Kinerja, *Management by Objective*, 4D Thiagarajan, Pengembangan dan Penelitian

Referensi : 81 (1974-2025)

ABSTRACT

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DEVELOPING PERFORMANCE APPRAISAL INSTRUMENTS FOR PRIMARY TEACHERS IN BINTANG HARAPAN BANDUNG HOMESCHOOLING USING 4D THIAGARAJAN MODEL

(xiv+86 pages; 20 tables; 21 figures; 13 appendices)

Performance management certainly contributes to increased employee involvement in accomplishing the organization's objectives. As a true evidence tool to help organization in decision-making, performance appraisals must be conducted in support of performance management. It was discovered that the primary school teachers at a homeschooling in Bandung lacked an effective system to appraise their performance. The teachers had a high level of dedication, but the appraisal results of their work could not be demonstrated objectively. Teachers may become less aware of performance areas that require improvement as a result, and their teaching methods may become inconsistent with the school's vision and goal. In order to facilitate the achievement of school objectives, Thiagarajan's 4D model—which includes the phases of define, design, develop, and disseminate—was used to create a management by objective (MBO)-based performance appraisal instruments. This appraisal instruments also uses feedback from students, parents, and assessor, validated by 3 experts. It was then tested on 3 elementary school teachers in grades 4-6 at Bintang Harapan Bandung home school. There are several of recommendations for further Research, including creating appraisal instruments that include feedback from peers, creating indicators of learning outside of the classroom, and making performance appraisal for homeschooling staff.

Keywords : Performance Management, Performance Appraisal Instruments, Management by Objective, 4D Thiagarajan, Research and Development

References : 81 (1974-2025)