

Faridah Tiara Amri. 2017. *Proses Pelaksanaan Manajemen Tenaga Pendidik Di PAUD Anak Shaleh Pangeranan Bangkalan*. Skripsi. Program Studi Pendidikan Guru Pendidikan Anak Usia Dini, Fakultas Ilmu Pendidikan, Universitas Trunojoyo Madura. Pembimbing: Dewi Mayangsari S.Psi., M.Psi Dan M. Busyro Karim S.Ag., M.Si

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengembangan karier dan peran program pengembangan karier terhadap kualitas tenaga pendidik di PAUD Anak Shaleh Pengeranan Bangkalan. Penelitian ini menggunakan metode kualitatif pendekatan deskriptif. Subjek penelitian ini adalah tenaga pendidik di PAUD Anak Shaleh Pangeranan Bangkalan, dengan jumlah 16 orang diambil 4 orang yang lulusan S1 2 orang dan lulusan SMA 2 orang. Teknik pengumpulan data menggunakan observasi, wawancara, dan dokumentasi. Peneliti menggunakan analisis data reduksi data, penyajian data dan penarikan kesimpulan, sedangkan untuk melihat keabsahan datanya peneliti menggunakan perpanjangan pengamatan, triangulasi, dan *member check*. Hasil dari penelitian ini menunjukkan bahwa upaya pengembangan karier pendidik yang dilakukan pihak lembaga adalah menekankan untuk berkomitmen dalam menjalankan profesinya, aktif berorganisasi, memberlakukan sistem figur, wajib mengikuti program pengembangan karier, mendukung pendidik yang melanjutkan studi ke jenjang sarjana, memberi tunjangan BPJS dan program penyetaraan (*inpassing*). Peran program pengembangan karier terhadap kualitas pendidik yakni bertambah ilmu pengetahuan dan pengalaman, proses pembelajaran lebih bervariasi serta diaplikasikan mengikuti lomba dan mampu meraih juara.

Kata kunci : Manajemen Tenaga Pendidik, Pendidikan Anak Usia Dini

Faridah Tiara Amri. 2017. *Teacher Performance Management Process in Pre-Kindergarten (Pre-K) Anak Shaleh Pangeranan Bangkalan*. Thesis. Department of Early Childhood Education, Faculty of Education, University of Trunojoyo Madura. Thesis Advisors: Dewi Mayangsari S.Psi., M.Psi. and M. Busyro Karim S.Ag., M.Si.

ABSTRACT

This study was aimed at finding out career development and role of career development program toward the quality of early childhood teacher at Pre-kindergarten (Pre-K) Anak Shaleh Pengeranan, Bangkalan. Qualitative research was held by employing descriptive approach. Limitation of this study were 4 teachers of Pre-K Anak Shaleh Pengeranan out of 16 teachers with qualification of two teachers were graduated from Bachelor Degree of equivalent education and other two were just high school graduates. Data collection in this study involved observation, interview and documentation. Analysis techniques were data reduction, data display and drawing conclusion. Besides, the researcher used long-term observation, triangulations and member check to validate the data. The result showed that the effort of teacher's career development which had been conducted institutionally was aiming at emphasizing to commit in their occupations, to actively participate in organization, to prevail figure system, to obey participating career development, to support teachers who wanted to take Bachelor Degree, to promise an insurance of BPJS and inpassing program (equality). The role of career development toward education quality was enriching knowledge and experience, variety of learning could be perceived by having them to join competition and to make achievements.

Keywords: Management of Educators, Early Childhood Education