

ABSTRAK

Isma Nuryani. NIM. 82362425029. Optimalisasi Pengelolaan Kelompok Kerja Guru Sekolah Dasar Dalam Meningkatkan Kinerja Guru Di Gugus Kartini Kecamatan Majenang Kabupaten Cilacap. Program Studi Magister Administrasi Pendidikan, Universitas Galuh, 2026. Pembimbing I: Dr. H. Kusnandi, MM., M.Pd. Pembimbing II: Dr. Sumiati, M.Ed.

Penelitian ini dilatarbelakangi belum optimalnya pengelolaan Kelompok Kerja Guru (KKG) di Gugus Kartini Kecamatan Majenang Kabupaten Cilacap dalam meningkatkan kinerja guru. Observasi pra penelitian pada 14 Juni 2025 menemukan sebagian guru kurang antusias saat kegiatan KKG berlangsung. Data Penilaian Kinerja Guru (PKG) tiga tahun terakhir menunjukkan nilai rata-rata mengalami kenaikan dari 85,14 (2022) menjadi 86,72 (2024), namun angka kredit guru di seluruh sekolah gugus masih stagnan, bahkan SDN Bener 02 hanya mencapai angka kredit 14,75. Penelitian ini bertujuan menganalisis dan mendeskripsikan: (1) pengelolaan KKG dalam meningkatkan kinerja guru; (2) hambatan yang ditemui; dan (3) upaya mengatasinya. Metode yang digunakan adalah deskriptif dengan pendekatan kualitatif. Data diperoleh dari 9 informan melalui purposive sampling, terdiri atas 1 pengawas sekolah, 2 kepala sekolah, 1 pengurus KKG, dan 5 guru anggota KKG. Pengumpulan data dilakukan melalui wawancara terstruktur, observasi, dan studi dokumentasi, kemudian dianalisis menggunakan model interaktif Miles dan Huberman serta diuji keabsahannya melalui triangulasi sumber. Hasil penelitian diharapkan menjadi bahan masukan bagi Dinas Pendidikan Kabupaten Cilacap dan seluruh pemangku kepentingan di Gugus Kartini dalam upaya peningkatan mutu pendidikan yang efektif dan efisien.

Kata Kunci: optimalisasi, pengelolaan KKG, kinerja guru, gugus sekolah dasar.

ABSTRACT

Isma Nuryani. NIM. 82362425029. *Optimization of Elementary School Teacher Working Group Management in Improving Teacher Performance at Kartini Cluster, Majenang District, Cilacap Regency. Master's Program in Educational Administration, Galuh University, 2026. Advisor I: Dr. H. Kusnandi, MM., M.Pd. Advisor II: Dr. Sumiati, M.Ed.*

This research is motivated by the suboptimal management of the Teacher Working Group (KKG) at the Kartini Cluster, Majenang District, Cilacap Regency, in improving teacher performance. Pre-research observations on June 14, 2025 revealed that a number of teachers showed low enthusiasm during KKG activities. Teacher Performance Assessment (PKG) data over three years showed the average score increased from 85.14 (2022) to 86.72 (2024); however, teachers' credit scores across all cluster schools remained stagnant, with SDN Bener 02 recording as low as 14.75. This study aims to analyze and describe: (1) KKG management in improving teacher performance; (2) obstacles encountered in optimization; and (3) efforts made to overcome them. A descriptive method with a qualitative approach was employed. Data were obtained from 9 informants selected through purposive sampling, consisting of 1 school supervisor, 2 school principals, 1 KKG board member, and 5 teacher-members. Data were collected through structured interviews, field observations, and documentation studies, then analyzed using the Miles and Huberman interactive model and validated through source triangulation. The findings are expected to provide recommendations for the Cilacap Regency Education Office and stakeholders at the Kartini Cluster toward more effective and efficient educational quality improvement.

Keywords: *optimization, KKG management, teacher performance, elementary school cluster.*