

ABSTRAK

Penelitian ini berjudul **IMPLEMENTASI BUDAYA KERJA GURU DALAM MENINGKATKAN HASIL BELAJAR PESERTA DIDIK (Studi di SD Negeri Bulaksari 05 Kecamatan Bantarsari Kabupaten Cilacap), Betty Irwanti, NIM. 82362223008**. Penelitian ini dilatar belakangi bahwa budaya kerja seorang guru dalam proses pembelajaran sangat menentukan ketercapaian tujuan pendidikan. Budaya kerja guru dapat terlihat dari rasa bertanggungjawabnya dalam menjalankan amanah, profesi yang diembannya dan rasa tanggungjawab moral sehingga mampu meningkatkan hasil belajar peserta didiknya. Penelitian ini bertujuan untuk menganalisis dan mendeskripsikan: 1) Implementasi budaya kerja guru dalam meningkatkan hasil belajar peserta didik di SD Negeri Bulaksari 05 Kecamatan Bantarsari Kabupaten Cilacap; 2) Hambatan yang dihadapi; 3) Upaya yang dilakukan. Metode penelitian yang digunakan dalam penyusunan tesis ini adalah *deskriptif* dengan pendekatan kualitatif untuk mengkaji permasalahan dan memperoleh makna yang lebih mendalam. Adapun teknik pengumpulan data dilakukan melalui wawancara, observasi, dan studi dokumentasi. Sedangkan informan pada penelitian ini meliputi pengawas, kepala sekolah, guru, peserta didik, dan komite sekolah. Teknik analisis data dilakukan melalui rediksi data, penyajian data, dan penarikan simpulan/verifikasi. Hasil penelitian menunjukkan bahwa: 1) Implementasi budaya kerja guru dalam meningkatkan hasil belajar peserta didik sudah terlaksana cukup baik. Namun demikian, ada aspek yang lemah yaitu masih ada beberapa guru yang belum mematuhi disiplin kerja seperti terlambat masuk mengajar dan berperilaku yang belum mencerminkan keteladanan dalam kegiatan belajar mengajar; 2) Hambatan yang dihadapi sebagai berikut: a) Budaya kerja guru belum menunjukkan kondisi yang optimal, b) Proses kegiatan belajar mengajar di kelas masih kurang maksimal, dan c) Kurangnya tenaga guru yang menyebabkan seorang guru harus mengajar diluar bidang studi yang menjadi spesialisasinya. Hal itu diperparah dengan sarana dan prasarana sekolah yang belum lengkap dan kurang mendukung dalam upaya pelaksanaan proses belajar-mengajar yang baik; 3) Upaya yang dilakukan sebagai berikut: a) Agar implementasi budaya kerja guru optimal, maka diperlukan upaya antara lain: 1) kepala sekolah selaku pemimpin diharapkan mampu menggerakkan dan mempengaruhi serta membina guru-guru agar dapat mengajar dengan disiplin, 2) Pemenuhan kebutuhan manusia (guru) dalam segala kegiatan/pekerjaan, dan 3) Adanya pengawasan yang dilaksanakan secara efektif, jujur dan objektif. b) Supaya proses kegiatan belajar mengajar di kelas lebih maksimal, maka diperlukan: 1) adanya kegiatan peningkatan kompetensi guru seperti pelatihan Kurikulum Merdeka melalui forum KKG, Komunitas Belajar, maupun Diklat Daring/Luring, 2) adanya pembinaan karier guru terutama optimalisasi e-kinerja guru berbasis Platform Merdeka Mengajar. c) Kepala sekolah mengajukan usulan ke Komite Sekolah dan Dinas terkait untuk pemenuhan guru yang sesuai dengan kualifikasi dan kompetensinya serta pemenuhan sarana dan prasarana sekolah agar memenuhi standar yang dipersyaratkan.

Kata Kunci: *Budaya Kerja Guru, Hasil Belajar Peserta Didik*

ABSTRACT

*This research is entitled **IMPLEMENTATION OF TEACHER WORK CULTURE IN IMPROVING STUDENT LEARNING OUTCOMES (Study at SD Negeri Bulaksari 05, Bantarsari District, Cilacap Regency), Betty Irwanti, NIM. 82362223008.** This research is motivated by the fact that a teacher's work culture in the learning process greatly determines the achievement of educational goals. A teacher's work culture can be seen from their sense of responsibility in carrying out their mandate, the profession they carry out and their sense of moral responsibility so that they are able to improve their students' learning outcomes. This research aims to analyze and describe: 1) Implementation of teacher work culture in improving student learning outcomes at SD Negeri Bulaksari 05, Bantarsari District, Cilacap Regency; 2) Obstacles faced; 3) Efforts made. The research method used in preparing this thesis is descriptive with a qualitative approach to examine problems and obtain deeper meaning. The data collection techniques are carried out through interviews, observation and documentation studies. Meanwhile, informants in this research included supervisors, school principals, teachers, students and school committees. Data analysis techniques are carried out through data reduction, data presentation, and drawing conclusions/verification. The research results show that: 1) The implementation of teacher work culture in improving student learning outcomes has been carried out quite well. However, there is a weak aspect, namely that there are still some teachers who do not comply with work discipline, such as being late for teaching and behaving in a way that does not reflect exemplary behavior in teaching and learning activities; 2) The obstacles faced are as follows: a) The work culture of teachers has not shown optimal conditions, b) The process of teaching and learning activities in the classroom is still not optimal, and c) There is a lack of teacher staff which causes a teacher to have to teach outside the field of study in which he specializes. This is made worse by school facilities and infrastructure that are incomplete and do not support efforts to implement good teaching and learning processes; 3) Efforts are made as follows: a) In order to implement an optimal teacher work culture, efforts are needed, including: 1) the school principal as a leader is expected to be able to mobilize and influence and develop teachers so they can teach with discipline, 2) Fulfillment of human needs (teacher) in all activities/work, and 3) There is supervision that is carried out effectively, honestly and objectively. b) In order for the process of teaching and learning activities in the classroom to be maximized, it is necessary: 1) activities to increase teacher competency such as Independent Curriculum training through KKG forums, Learning Communities and Online/Offline Training, 2) teacher career development, especially optimizing e-performance teachers based on the Merdeka Mengajar Platform. c) The school principal submits a proposal to the School Committee and related Departments for the fulfillment of teachers according to their qualifications and competencies as well as the fulfillment of school facilities and infrastructure so that they meet the required standards.*

Keywords: Teacher Work Culture, Student Learning Outcomes