

ABSTRAK

Implementasi Kompetensi Manajerial Kepala Sekolah Dalam Meningkatkan Profesionalitas Guru (Studi Kasus Di SD Negeri Jenang 01 dan SD Negeri Jenang 05 Kecamatan Majenang Kabupaten Cilacap)

Iktimal Krida Laksana, NIM. 82362425028. Implementasi kompetensi manajerial kepala sekolah dalam meningkatkan profesionalitas guru di SD Negeri Jenang 01 dan SDN Jenang 05 Kecamatan Majenang Kabupaten Cilacap belum optimal, diakibatkan program pengembangan kepala sekolah dilakukan dalam bentuk pelatihan, dengan desain kurikulum pelatihan yang *top down*, pendekatan, strategi, dan metode pelatihan yang klasikal, teoritis, dan kurang memperhatikan keragaman kebutuhan, situasi serta kondisi kerja sesungguhnya, padahal kepala sekolah sebagai manajer sangat membutuhkan tiga macam keterampilan manajerial yaitu keterampilan konsep, keterampilan teknik, dan keterampilan hubungan manusia. Metode penelitian yang digunakan adalah *deskriptif* dengan pendekatan kualitatif untuk mengkaji permasalahan dan memperoleh makna yang lebih mendalam. Teknik pengumpulan data dilakukan melalui wawancara, observasi, dan studi dokumentasi. Informan pada penelitian ini meliputi pengawas, kepala sekolah, dan guru. Teknik analisis data dilakukan melalui reduksi data, penyajian data, dan penarikan simpulan/verifikasi. Hasil penelitian : 1) Implementasi kompetensi manajerial kepala sekolah di SD Negeri Jenang 01 dan SD Negeri Jenang 05 Kecamatan Majenang Kabupaten Cilacap sudah optimal sehingga dapat meningkatkan profesionalitas guru 2) Terdapat hambatan yang dihadapi saat mengimplementasikan kompetensi manajerial kepala sekolah dalam meningkatkan profesionalitas guru di SD Negeri Jenang 01 dan SD Negeri Jenang 05 Kecamatan Majenang Kabupaten Cilacap 3) Terdapat upaya yang dilakukan saat mengimplementasikan kompetensi manajerial kepala sekolah dalam meningkatkan profesionalitas guru di SD Negeri Jenang 01 dan SD Negeri Jenang 05 Kecamatan Majenang Kabupaten Cilacap.

Kata Kunci: *Kompetensi Manajerial Kepala Sekolah, Profesionalitas Guru*

ABSTRACT

Implementation of Principal Managerial Competencies in Improving Teacher Professionalism (Case Study at Jenang 01 and Jenang 05 Public Elementary Schools, Majenang District, Cilacap Regency)

Iktimal Krida Laksana, Student ID Number 82362425028. The implementation of principal managerial competencies in improving teacher professionalism at Jenang 01 and Jenang 05 Public Elementary Schools, Majenang District, Cilacap Regency has not been optimal. This is due to the principal development program being conducted in the form of training, with a top-down curriculum design, classical, theoretical approaches, strategies, and methods, and a lack of attention to the diversity of needs, situations, and actual work conditions. However, as managers, principals greatly require three types of managerial skills: conceptual skills, technical skills, and human relations skills. The research method used was descriptive with a qualitative approach to examine the problem and obtain deeper meaning. Data collection techniques were conducted through interviews, observations, and documentation studies. Informants in this study included supervisors, principals, and teachers. Data analysis techniques were carried out through data reduction, data presentation, and drawing conclusions/verification. The results of the study: 1) The implementation of principal managerial competencies at SD Negeri Jenang 01 and SD Negeri Jenang 05, Majenang District, Cilacap Regency, has been optimal, thus improving teacher professionalism. 2) There were obstacles encountered when implementing principal managerial competencies to improve teacher professionalism at SD Negeri Jenang 01 and SD Negeri Jenang 05, Majenang District, Cilacap Regency. 3) There were efforts made when implementing principal managerial competencies to improve teacher professionalism at SD Negeri Jenang 01 and SD Negeri Jenang 05, Majenang District, Cilacap Regency.

Keywords: Principal Managerial Competence, Teacher Professionalism