

ABSTRAK

Penelitian ini berjudul **EFEKTIFITAS MANAJERIAL PENILIK BERBASIS DIGITAL DALAM PENGUATAN KINERJA GURU PAUD (Studi Kasus Pada Kelompok Bermain Setetes Embun Dan Annur Kecamatan Kroya Kabupaten Cilacap), Hasti Utami, NIM. 82362425027**. Penelitian ini dilatarbelakangi bahwa Pendidikan Anak Usia Dini (PAUD) merupakan fondasi awal pembangunan mutu SDM yang memerlukan proses pembelajaran dari guru kompeten. Di era transformasi digital, penilik dituntut memiliki efektivitas manajerial berbasis digital untuk mengoptimalkan pengendalian mutu secara cepat, transparan, dan akurat. Namun, implementasinya di lapangan masih menghadapi kendala nyata. Penelitian ini bertujuan untuk menganalisis dan mendeskripsikan efektivitas manajerial penilik berbasis digital, kinerja profesional guru, kontribusi manajerial penilik, serta hambatan dan upaya yang dilakukan. Metode penelitian yang digunakan adalah deskriptif dengan pendekatan kualitatif. Data dikumpulkan melalui teknik wawancara, observasi, dan studi dokumentasi. Informan penelitian terdiri dari penilik, kepala sekolah, guru, dan Koordinator Wilayah Kecamatan. Hasil penelitian menunjukkan bahwa manajerial penilik berbasis digital di Kelompok Bermain Setetes Embun dan Annur Kecamatan Kroya Kabupaten Cilacap sudah dilaksanakan dengan cukup efektif. Kinerja profesional guru dalam merencanakan, melaksanakan, dan mengevaluasi pembelajaran juga sudah terlaksana cukup baik, didukung oleh kontribusi positif dari efektivitas manajerial penilik. Hambatan yang ditemukan meliputi ketimpangan infrastruktur digital (jaringan tidak stabil, keterbatasan perangkat, gangguan server), resistensi kultural, rendahnya kepercayaan diri guru senior terhadap teknologi, serta tantangan manajemen waktu. Upaya untuk mengatasi hambatan tersebut dilakukan dengan menginisiasi sistem tutor sebaya antar-guru untuk transfer pengetahuan IT, menyediakan video tutorial singkat, menyederhanakan format laporan agar lebih familiar, serta memberikan bimbingan personal secara jemput bola.

Kata Kunci: *Manajerial Penilik, Berbasis Digital, Kinerja Guru*

ABSTRACT

This research is entitled DIGITAL-BASED MANAGERIAL EFFECTIVENESS OF SUPERVISORS IN STRENGTHENING EARLY CHILDHOOD TEACHER PERFORMANCE (Case Study at Setetes Embun and Annur Playgroups, Kroya District, Cilacap Regency), Hasti Utami, NIM. 82362425027. This research is motivated by the fact that Early Childhood Education (PAUD) is the initial foundation for developing human resource quality that requires a learning process from competent teachers. In the era of digital transformation, supervisors are required to have digital-based managerial effectiveness to optimize quality control quickly, transparently, and accurately. However, its implementation in the field still faces real obstacles. This study aims to analyze and describe the managerial effectiveness of digital-based supervisors, teacher professional performance, supervisor managerial contributions, as well as obstacles and efforts made. The research method used is descriptive with a qualitative approach. Data were collected through interview techniques, observation, and documentation studies. Research informants consisted of supervisors, principals, teachers, and District Area Coordinators. The results of the study indicate that digital-based supervisor management at the Setetes Embun and Annur Playgroups in Kroya District, Cilacap Regency has been implemented quite effectively. Teachers' professional performance in planning, implementing, and evaluating learning has also been carried out quite well, supported by the positive contribution of supervisor managerial effectiveness. Barriers found include digital infrastructure inequality (unstable network, limited devices, server disruptions), cultural resistance, low self-confidence of senior teachers in technology, and time management challenges. Efforts to overcome these obstacles were carried out by initiating a peer tutoring system between teachers for IT knowledge transfer, providing short video tutorials, simplifying report formats to make them more familiar, and providing personal guidance through outreach.

Keywords: Supervisory Managerial, Digital Based, Teacher Performance