

## ABSTRAK

### UPAYA PENGELOLA DALAM MENINGKATKAN KOMPETENSI PEDAGOGIK PENDIDIK DI PAUD TARBIYATUL UMMAT SUBANG

Yustina Hadrianti

(1100361)

Penelitian ini di latar belakang oleh fakta lapangan yang menunjukkan rendahnya tingkat pendidikan pendidik di PAUD yang mengakibatkan penguasaan pendidik terhadap komponen kompetensi pedagogik masih rendah. Berdasarkan hal tersebut tujuan dari penelitian ini (1) Untuk mengidentifikasi kondisi objektif kompetensi pedagogik dari pendidik, (2) Untuk mengetahui Upaya pengelola PAUD dalam meningkatkan Kompetensi Pedagogik Pendidik, (3) Untuk Mengetahui Faktor-faktor yang dapat mempengaruhi upaya pengelola dalam meningkatkan kompetensi Pedagogik pendidik di PAUD Tarbiyatul Umat Subang.

Landasan teori dari penelitian ini yaitu Konsep Pengelolaan Lembaga PAUD, Konsep Pendidik dan Tenaga Kependidikan PAUD, Kompetensi Pendidik PAUD dan Kelembagaan PAUD sebagai satuan Pendidikan Luar Sekolah. Metode penelitian yang digunakan yaitu pendekatan kualitatif dengan teknik pengumpulan data melalui wawancara, observasi, dan studi dokumentasi, subjek peneliti terdiri atas 4 orang yakni 1 pengelola dan 3 pendidik.

Berdasarkan hasil pengolahan data diperoleh data, yaitu: (1) kondisi objektif dalam hal kompetensi pedagogik yang dimiliki oleh pendidik di PAUD Tarbiyatul Ummat Subang Amat Baik dalam memahami karakteristik peserta didik, merancang pembelajaran, melaksanakan pembelajaran, mengevaluasi hasil belajar, dan pengembangan potensi peserta didik. (2) Upaya pengelola PAUD dalam meningkatkan Kompetensi Pedagogik Pendidik di PAUD Tarbiyatul Umat Subang sudah cukup baik, hal ini dibuktikan dengan program yang telah dilakukan pengelola sesuai dengan rencana, terprogram, berkesinambungan serta konsisten (3) Faktor-faktor yang dapat mempengaruhi upaya pengelola dalam meningkatkan kompetensi Pedagogik pendidik di PAUD Tarbiyatul Umat Subang, yaitu 1) faktor Internal meliputi: latar belakang pendidikan guru, pengalaman guru dalam mengajar, kesehatan guru dan penghasilan guru. 2) faktor eksternal meliputi: Sarana pendidikan, disiplin dalam bekerja, dan pengawasan kepala sekolah.

Saran untuk : (1) Pengelola mengikutsertakan pendidik dalam program yang dilaksanakan di luar lembaga, (2) Pendidik mampu memiliki motivasi yang tinggi untuk meningkatkan kompetensinya, (3) Orang tua siswa hendaknya mendukung setiap program yang dilaksanakan lembaga, (4) Peneliti selanjutnya hendaknya menindak lanjuti penelitian ini mengingat masih banyak kompetensi yang lainnya yang dimiliki pendidik yang meliputi kompetensi professional, sosial dan kepribadian.

**Kata kunci** : *upaya pengelola, kompetensi pedagogik, pendidik.*

Yustina hardianti, 2015

Upaya pengelola dalam meningkatkan kompetensi

Universitas Pendidikan Indonesia | repository.upi.edu | perpustakaan.upi.edu

## ABSTRACT

### THE MANAGER EFFORTS IN IMPROVING PEDAGOGICAL TEACHERS IN ECD (*Early Childhood Education and Development program*) TARBIYATUL UMMAT SUBANG

This research is motivated by the facts in the field which indicates a low level of education in the early childhood teachers which is lead teacher mastery of the pedagogical component is still low. Based on the fact, the purpose of this study (1) To identify the objective conditions in pedagogic competence of teachers, (2) To know the efforts the management of the early childhood education in improving the competence of Pedagogic Teachers, (3) To Know the factors that may influence the efforts of the management in improving the competence of Pedagogic teachers in ECD at Tarbiyatul Umat Subang.

The theoretical basis of this research is that the concept of an early childhood Institute Management, Teachers and Education Personnel concept of early childhood, early childhood teachers and Institutional Competence ECD as a unit of a non- formal Education. The method used is a qualitative approach to data collection through interviews, observation, and documentation study, the research subjects consisted of 4 people including managers and teachers.

Based on the results of the data processing obtained data's, they are: (1) the objective conditions in terms of pedagogic competence possessed by teachers in early childhood Tarbiyatul Ummah Subang is Very Good in understanding the characteristics of learners, in design learning, implementing the learning, evaluating the learning assesment, and the development of the learners potential. (2) The Efforts from the ECD manager in improving the competence of teachers Pedagogic in early childhood Tarbiyatul people of Subang is good enough, this is proofed by the programs that have been conducted by the management works as planned, well programmed, continuously and consistent. (3) Factors that can influence the management efforts in improving Pedagogic competence of the teachers in early childhood Tarbiyatul People Subang, are 1) Internal factors include: the teachers educational background, teachers' experience in teaching, teachers health and the teachers income. 2) External factors include: educations facilities, discipline in work and the supervision of the school principal.

Suggestions: (1) the adminintrator/management involving teachers in the program conducted outside the institution, (2) Teachers are able to have a high motivation to improve their competence, (3) Parents should support every programs that are implemented by the institutions, (4) Further Researchers should continue this study since there are many other competencies that the teachers possessed. They are include professional competence, social and personality.

Keywords: *Efforts of the manager, pedagogical competence, teacher*