

ABSTRAK

Penelitian ini dilatarbelakangi oleh adanya pengembangan suatu program pada pelatihan dengan menggunakan pendekatan inovatif melalui pemanfaatan TIK (Teknologi Informasi dan Komunikasi) yakni sistem *Electronic Training (E-Training)*. *E-training* dikembangkan sebagai solusi penyelenggaraan program pelatihan yang tak terbatas ruang dan waktu. Sistem *e-training* juga diadakan untuk memanfaatkan adanya teknologi sebagai pendukung pembelajaran jarak jauh. Penelitian ini akan mengkaji persepsi peserta pelatihan, kinerja peserta pelatihan sebagai pendidik PAUD setelah mengikuti pelatihan dan pengaruh *e-training* terhadap peningkatan kinerja pendidik PAUD. Tujuan penelitian ini adalah: 1) Mendeskripsikan persepsi pendidik PAUD terhadap sistem *e-training* berdasarkan indikator aksesibilitas, panduan diklat, materi diklat, interaksi dan sistem evaluasi. 2) Mendeskripsikan hasil kinerja pendidik PAUD berdasarkan aspek kompetensi pedagogik, kompetensi kepribadian, kompetensi sosial dan kompetensi profesional. 3) Menganalisis pengaruh sistem *e-training* terhadap peningkatan kinerja pendidik PAUD di wilayah koordinasi UPTD SKB Kabupaten Sukabumi. Pendekatan kuantitatif dengan menggunakan metode deskriptif adalah metode yang digunakan dalam penelitian ini. Angket (kuisisioner) dan studi dokumentasi merupakan teknik pengumpulan data yang digunakan dalam penelitian ini. Penelitian ini dilakukan pada sejumlah pendidik PAUD sebagai partisipan sebanyak 30 orang yang tersebar di 13 lembaga PAUD se-wilayah Kecamatan Cibadak Kabupaten Sukabumi. Hasil penelitian menunjukkan bahwa: 1) Persepsi pendidik PAUD terhadap program pelatihan melalui sistem *e-training* adalah kuat, artinya sistem *e-training* ini memuaskan bagi pendidik PAUD baik dari segi aksesibilitas, panduan diklat, materi diklat, interaksi dan sistem evaluasi. 2) Kinerja pendidik PAUD setelah mengikuti pelatihan melalui sistem *e-training* dilihat dari tiga aspek yang diteliti yaitu kompetensi pedagogik, kompetensi kepribadian, dan kompetensi sosial adalah sangat baik. Sedangkan, aspek kompetensi profesional mendapat nilai baik. 3) Pengujian hipotesis penelitian diperoleh hasil yang menunjukkan bahwa H_1 diterima dan H_0 ditolak, artinya program pelatihan melalui sistem *e-training* tidak berpengaruh secara signifikan terhadap peningkatan kinerja pendidik PAUD di wilayah koordinasi UPTD SKB Kabupaten Sukabumi.

Kata Kunci : *E-Training*, Pembelajaran Jarak Jauh, Persepsi, Kinerja Pendidik PAUD

ABSTRACT

This research was motivated by the development of a training program on the use of innovative approaches through the use of ICT (Information and Communication Technology) which is the Electronic Training (E-Training) system. E-training was developed as a solution to the organization of training programs that infinite space and time. E-training system is also held to take advantage of the technology to support distance learning. This study will assess participants' perceptions of the training, the performance of the trainees as early childhood educators after the training and e-training effect of the improved performance of early childhood educators. The purpose of this study were: 1) to describe the perception of early childhood educators to the e-training system based on indicators of accessibility, training guides, training material, interaction and evaluation system. 2) Describe the performance results of the early childhood educators based on the aspects of pedagogical competence , personal competence, social competence and professional competence. 3) To analyze the effect of e-training systems to the improved performance of the early childhood educators in the coordination area of UPTD SKB Sukabumi. Quantitative approach by using descriptive method is a method used in this study. Questionnaire and documentation study are data collection techniques used in this study. This research was conducted to a number of early childhood educators as a participant as much 30 peoples spreaded in 13 early childhood institutions throughout the District of Cibadak Sukabumi. The results showed that: 1) Perception of the early childhood educator to the training program through e-training system is strong, it means e-training system is satisfactory for early childhood educators in terms of accessibility, training guides, training material, interaction and evaluation system. 2) The performance of early childhood educators after training through e-training system seen from three aspects studied which were pedagogical competence, personal competence and social competence is very good. Meanwhile, aspects of professional competence got good score. 3) The research hypothesis testing results show that H_1 was accepted and H_0 was rejected, meaning that the training program through e-training system does not significantly affect the improved performance of early childhood educators in the coordination area of UPTD SKB Sukabumi.

Keywords : *E-Training, Distance Learning, Perception, Performance of The Early Childhood Educators*