

## **ABSTRAK**

### **Studi Efektivitas Penilaian Kinerja Kepala SMP Negeri di Lingkungan Dinas Pendidikan Kabupaten Bandung Barat tahun 2014**

Penilaian kinerja merupakan persoalan penting karena melalui penilaian kinerja dapat diketahui seberapa tepat kepala sekolah telah menjalankan fungsinya. Ketepatan kepala sekolah dalam menjalankan fungsinya akan sangat berpengaruh terhadap pencapaian kinerja organisasi secara keseluruhan. Selain itu, hasil penilaian kinerja kepala sekolah akan memberikan informasi penting dalam proses pengembangan kepala sekolah itu sendiri. Namun demikian, sering terjadi, penilaian dilakukan tidak tepat. Ketidaktepatan ini dapat disebabkan oleh banyak faktor. Beberapa faktor yang menyebabkan ketidaktepatan penilaian kinerja diantaranya adalah ketidakjelasan makna kinerja yang diimplementasikan, ketidapaahaman pegawai mengenai kinerja yang diharapkan, ketidakakuratan instrumen penilaian kinerja, dan ketidakpedulian pimpinan organisasi dalam pengelolaan kinerja. Berdasarkan hal tersebut, maka penelitian ini difokuskan pada analisis efektivitas penilaian kinerja kepala SMP Negeri di Lingkungan Dinas Pendidikan Kabupaten Bandung Barat. Penelitian ini menggunakan metode deskriptif kualitatif. Hasil penelitian menunjukkan bahwa penilaian yang digunakan sebenarnya belum sepenuhnya bisa melihat secara utuh bagi pengembangan sekolah dan pengembangan profesional kepala sekolah. Instrumen yang digunakan cukup efektif dari sisi relevansi, sensititas, reliabilitas, akseptabilitas, kepraktisan. Namun demikian masih diperlukan obyektivitas dari penilai. Dampak dari penilaian kinerja ini, bisa memperjelas tugas kepala sekolah dan bisa mendukung manajemen untuk pengambilan keputusan. Namun dampak penilaian ini belum bisa dirasakan secara signifikan oleh kepala sekolah.

Kata Kunci : Penilaian kinerja Kepala Sekolah, efektivitas instrumen penilaian kinerja kepala sekolah

## **ABSTRACT**

### **A study of the Effectiveness of the Performance Appraisal of State Junior High School Principals in the Area of Education Service Centre in West Bandung Regency in 2014**

Performance appraisal is an essential matter since through this kind of evaluation the effectiveness of a principal's performance can be assessed. The effectiveness of a principal in carrying out the duties highly influences the entire achievement of the institution. Furthermore, the findings of principal performance appraisal studies provide significant information for the development of the principal. Nevertheless, many inaccurate performance appraisals still occur. This incorrectness happens due to multiple factors such as the ambiguous meaning of the implemented performances, the lack of understanding among the employees of the expected performances, the inaccuracy of the performance appraisal instruments, and the passivity of the organization leader in the performance management. Derived from these reasons, this study aims to analyze the effectiveness of the state junior high school principals performance appraisal in the area Education Service Centre in West Bandung Regency. This study uses qualitative descriptive. The results indicate that the implemented appraisal has not completely able to examine the schools' and the principals' professional development. The instruments utilized are fairly effective in terms of its relevance, sensitivity, reliability, acceptability, and practicality. The assessors, however, need to maintain their objectivity during the appraisal process. The impacts of this performance appraisal might be able to give a clear elaboration of principals' duties as well as to improve the management of the schools for the decision making. Unfortunately, the positive impacts of this performance appraisal have not reached the principals.

**Keywords:** Principal Performance Appraisal, the effectiveness of principal performance appraisal instrument

