

ANALISIS KEBUTUHAN KOMPETENSI PEDAGOGIK GURU SMA NEGERI 59 JAKARTA

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ABSTRAK

Penelitian ini bertujuan menentukan intervensi untuk memenuhi kebutuhan kompetensi pedagogik berdasarkan hasil identifikasi kesenjangan yang terjadi pada guru SMA Negeri 59 Jakarta. Model yang digunakan pada penelitian ini adalah 3 Fase *Needs Assessment* Witkin dan Altschuld. Fase yang dilalui meliputi fase *pre-assessment*, fase *assessment*, dan fase *post-assessment*. Penelitian ini merupakan penelitian deskriptif dengan pendekatan survei yang dilaksanakan di SMA Negeri 59 Jakarta. Teknik pengumpulan data dilakukan dengan menyebarkan angket, observasi dokumen, dan melakukan wawancara. Data yang terkumpul dari angket dan observasi dokumen dianalisis dengan metode statistik deskriptif, sedangkan wawancara melalui reduksi data, penyajian data, dan kesimpulan. Hasil penelitian dideskripsikan berdasarkan 3 fase, yaitu *pre-assessment*, *assessment*, dan *post-assessment*. Pada fase *pre-assessment*, peneliti menyiapkan apa yang diperlukan dalam kegiatan analisis kebutuhan. Fase *assessment*, peneliti melaksanakan kegiatan analisis kebutuhan berdasarkan hasil yang telah dilakukan pada fase *pre-assessment*. Fase *post-assessment*, peneliti memberikan hasil analisis kebutuhan kepada SMA Negeri 59 Jakarta. Penentuan intervensi dilakukan berdasarkan hasil identifikasi kesenjangan yang terjadi pada guru dalam memenuhi tujuh indikator kompetensi pedagogik.

Kata kunci: Analisis Kebutuhan; Guru; Intervensi; Kompetensi Pedagogik; Witkin dan Altschuld

NEEDS ANALYSIS OF PEDAGOGIC COMPETENCIES FOR TEACHERS AT SMA NEGERI 59 JAKARTA

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ABSTRACT

This study aims to determine interventions to meet the needs of pedagogical competencies based on the results of the gap identification that occurs in teachers at SMA Negeri 59 Jakarta. The model used in this research is 3 Phase Witkin and Altschuld Needs Assessment. The phases covered include the pre-assessment phase, the assessment phase, and the post-assessment phase. This research is a descriptive study with a survey approach carried out at SMA Negeri 59 Jakarta. Data collection techniques are carried out by distributing questionnaires, document observations, and conducting interviews. Data collected from questionnaires and document observations were analyzed by descriptive statistical methods, while interviews through data reduction, data presentation, and conclusions. The results of the study were described based on 3 phases, namely pre-assessment, assessment, and post-assessment. In the pre-assessment phase, researchers prepare what is needed in the needs analysis activities. Assessment phase, researchers carry out needs analysis activities based on the results that have been carried out in the pre-assessment phase. Post-assessment phase, researchers provide results of needs analysis at SMA Negeri 59 Jakarta. Determination of the intervention is based on the results of the identification of gaps that occur in the teacher in meeting the seven indicators of pedagogical competence.

Keywords: Needs Analysis; Teacher; Intervention; Pedagogic Competence; Witkin and Altschuld