

**EFEKTIVITAS KEGIATAN PELATIHAN *IN-ON SERVICE TRAINING* PADA
P2BKG (PUSAT PENGEMBANGAN BUDAYA KERJA GURU)
DI PROVINSI BANTEN-INDONESIA**

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ABSTRAK

Pengelolaan program pendidikan yang profesional akan membawa pengaruh positif terhadap hasil pendidikan. Maka dari itu, guru menjadi pilar penting dalam peningkatan proses pembelajaran melalui pengelolaan program pendidikan yang baik.

Pusat Pengembangan Budaya Kerja Guru (P2BKG) Provinsi Banten menyelenggarakan kegiatan *In-On Service Training* sebagai upaya peningkatan kompetensi guru. Namun, bagaimana dan sejauhmana efektivitas penyelenggaraan kegiatan *In-On Service Training*, maka diperlukan suatu studi yang sistematis. Penelitian ini merupakan penelitian evaluasi dengan pendekatan kuantitatif yang didukung kualitatif. Populasi keseluruhan berjumlah 650 orang yang kemudian dipilih secara acak berstrata proposional dengan jumlah 200 sampel. Hasil penelitian menunjukkan bahwa efektivitas Pelatihan *In-On Service Training* dalam peningkatan kompetensi guru berada dalam kategori cukup baik, terutama dalam hal manajemen pembelajaran.

Proses pelatihannya memperhatikan secara seksama tentang: suasana dan kinerja pedagogis; suasana dan kinerja teknis; suasana dan kinerja sosiologis; aktivitas peserta dalam kegiatan dan suasana teknis; aktivitas peserta dalam kegiatan serta suasana psikologis dan sosial pembelajaran dalam pelatihan sehingga memberikan efektifitas yang kuat. Dengan harapan peserta pelatihan dapat diproyeksikan untuk menjadi guru inti pada guru-guru lainnya, baik dalam Musyawarah Guru Mata Pelajaran (MGMP) maupun kegiatan lainnya.

Keyword : Efektivitas Pelatihan, *In-On Service Training*, P2BKG.

**THE EFFECTIVENESS OF IN-ON SERVICE TRAINING PROGRAM OF P2BKG
(TEACHER'S WORK CULTURE DEVELOPMENT PROGRAM) IN BANTEN
PROVINCE, INDONESIA**

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ABSTRACT

A professional management of the educational program will bring the positive impact on educational outcomes. Therefore, teachers become the important pillars for improving learning process through the professional management of the educational program.

The teacher work culture development center or known as Pusat Pengembangan Budaya Kerja Guru (P2BKG) in Banten Province organizes in-on service training as the effort to enhance the teacher competence. However, the effectiveness of the in-on service training program needs to be systematically studied. This study is an evaluation study using quantitative approach supported by the qualitative one. 200 samples are randomly selected from the population consisting of 650 participants. This study shows that the effectiveness of the in-on service training program implemented to enhance the teacher competence is quite good, especially in relation to the learning management.

The training process focuses on pedagogical condition and performance; technical condition and performance; sociological condition and performance; the participants' activity as well as the psychological and social condition of the learning activity in the training. Focusing on those things can give strong effectiveness. Through this training, the participants are expected to be able to deliver what they have received during the training to the other teachers, either in MGMP or the other activities.

Keywords : Training Effectiveness, In-On Service Training, P2BKG (Teacher Work Culture Development Program)