Analisis Penyebab Hasil Nilai Uji Kompetensi Guru (UKG) "Dibawah SKM" pada Guru Sekolah Dasar (SD) di Kelurahan Cakung Timur Tahun 2015

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Rahmi Fadilah

ABSTRACT

This research is conducted to find and determine the root cause of the acquisition of the value of Teacher Competency Test (UKG) result under Minimum competency standards (SKM) to primary school teachers in eastern cakung district in 2015 starting from the stage of determining the problem, describing the problem, identifying the problem-related factors, and identifying the root cause of the problem. The process of problem analysis adapted from Root Cause Analysis model by PIPs which produces a description of a fishbone diagram to determine the root cause of the problem. The research is conducted in 10 elementary schools in eastern sub-district pervading 7 public elementary schools and 3 private elementary schools. This study used data collection and data triangulation technique through analysis of document data, questionnaires, interviews, and direct observation. Document data analysis is the result of the value of elementary school teachers in eastern cakung village on the exam of Teacher Competency Test (UKG) in 2015, the questionnaire was filled by elementary school teachers in eastern cakung who got under Minimum competency standards (SKM) value on the exam of Teacher Competency Test (UKG) in 2015, interview with headmaster in east cakung and elementary school teachers in eastern cakung district who scored under SKM at the UKG exam in 2015. The results show some of the most visible gaps such as; learning resources, tools, skills / abilities and knowledges. These gaps produced the root cause which is the teacher's demand / responsibility toward many works in school. The implication of this research is planning in determining intervention as solution of the problem.

Keywords: Cause Analysis, Root Cause Analysis, Teacher Competency Test