

ABSTRACT
IMPLEMENTATION OF TEACHER MANAGEMENT
IN SMK GAJAH MADA BANDAR LAMPUNG

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This research is conducted to investigate the implementation of teacher management in SMK Gajah Mada Bandar Lampung. This research focused on: 1) recruitment and placement of teacher, 2) salary of teacher, 3) development of teacher, 4) dismissal of teacher. This research applied the method of descriptive qualitative. It was conducted in SMK Gajah Mada Bandar Lampung. The researcher spent approximately two months starting from June to August 2016. The subject of the research involved the manager of SMK Gajah Mada Bandar Lampung. Meanwhile, the information of data was acquired from: (1) Chief of Gajah Mada Foundation, (2) principal, (3) Vice principal, and (4) teacher. Data collection technique included observation, interview, and documentation. In order to check the data validity, the triangulation method was applied. The analysis data technique uses an interactive method was including data collection, data reduction, data presentation, and conclusion. The result of research shows; 1) the recruitment of teacher which is accorded by the demand, but it is not maximal. And so about the placement of teachers. There is a problem between competence and placement of teachers. 2) training and development of teacher conducted to increase teacher competence, 3) compensation of teacher is an appreciation. It is given depended of responsibility, 4) Dismissal of teacher is based on purpose from the teacher and giving gift is as gratia foundation from the manager.

Key Words: *implementation, teacher.*

ABSTRAK
IMPLEMENTASI MANAJEMEN PENDIDIK
DI SMK GAJAH MADA BANDAR LAMPUNG

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Penelitian ini dilakukan untuk menganalisa pelaksanaan manajemen pendidik di SMK Gajah Mada Bandar Lampung difokuskan pada: 1) rekrutmen dan penempatan pendidik, 2) kompensasi pendidik, 3) pengembangan pendidik, 4) pemberhentian pendidik. Penelitian ini menggunakan metode deskriptif kualitatif. Penelitian ini dilaksanakan di SMK Gajah Mada Bandar Lampung. Peneliti melaksanakan penelitian sekitar dua bulan mulai Juni-Agustus 2016. Subjek penelitian melibatkan Pengelola SMK Gajah Mada Bandar Lampung. Sementara itu, informasi dari data yang diperoleh dari: (1) Ketua Yayasan Gajah Mada, (2) Kepala Sekolah, (3) Wakil kepala sekolah, dan (4) pendidik. Teknik pengumpulan data meliputi observasi, wawancara, dan dokumentasi. Dalam rangka untuk memeriksa validitas data, diterapkan metode triangulasi. Teknik analisis data menggunakan metode interaktif melalui pengumpulan data, reduksi data, penyajian data, kemudian penarikan kesimpulan. Hasil penelitian menunjukkan; 1) perekrutan pendidik didasarkan pada kebutuhan, namun pelaksanaannya belum maksimal. Adapun tentang penempatan pendidik. Masih ada kesenjangan antara kompetensi dan penempatan pendidik. 2) pelatihan dan pengembangan pendidik dilakukan untuk meningkatkan kompetensi pendidik, 3) kompensasi pendidik merupakan apresiasi. Hal ini diberikan berdasarkan beban tanggung jawab, 4) pemberhentian pendidik berdasarkan tujuan dari pendidik dan memberi hadiah adalah sebagai persaudaraan dari manajer.

Kata kunci: implementasi, pendidik.