

ABSTRAK

ANALISIS KARAKTERISTIK PRIBADI GURU BIMBINGAN KONSELING SMA DI KABUPATEN LAMPUNG TENGAH TAHUN PELAJARAN 2019/2020

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Masalah penelitian ini adalah karakteristik kepribadian guru bimbingan dan konseling. Tujuannya untuk menganalisis karakteristik pribadi guru bimbingan dan konseling SMA di Kabupaten Lampung Tengah Tahun Pelajaran 2019/2020. Penelitian ini bersifat deskriptif kualitatif dengan teknik deskriptif perhitungan persentase. Pengumpulan data menggunakan alat ukur tes karakteristik konselor dan subjek yang digunakan peneliti sebanyak 26 guru BK SMA di Kabupaten Lampung Tengah. Hasil penelitian ini menunjukkan bahwa pengembangan karakteristik *Congruence* lebih dibutuhkan guru BK laki-laki, sementara guru BK perempuan pada karakteristik *Unconditional Positive Regard* dan *Empathy*. Terdapat perbedaan karakteristik konselor berdasarkan data demografi jenis kelamin, masa kerja, dan latar belakang pendidikan. Pengembangan karakteristik *unconditional positive regard* lebih dibutuhkan guru BK laki-laki, sementara guru BK perempuan pada karakteristik *unconditional positive regard* dan *empathy*. Karakteristik *congruence* lebih dibutuhkan guru BK dengan masa kerja >20 tahun, sementara guru BK dengan masa kerja 10-20 tahun pada karakteristik *unconditional positive regard empathy*, sedangkan guru BK dengan masa kerja >20 tahun pada karakteristik *Congruence*, *unconditional positive regard* dan *empathy*. Karakteristik *congruence* dan *empathy* lebih dibutuhkan guru BK dengan latar belakang pendidikan BK, sementara guru BK dengan latar belakang pendidikan NON BK pada karakteristik *unconditional positive regard*

Kata kunci: Karakteristik, Konselor, Guru BK

ABSTRACT

ANALYSIS OF PERSONAL CHARACTERISTICS OF SMA BK TEACHERS IN CENTRAL LAMPUNG THE ACADEMIC YEAR 2019/2020

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The problem of this research is the personality characteristics of guidance and counseling teachers. The aim is to analyze the personal characteristics of high school guidance and counseling teachers in Central Lampung Regency for the 2019/2020 academic year. This research is descriptive qualitative with percentage calculation descriptive technique. Collecting data using a measuring tool test the characteristics of counselors and subjects used by researchers as many as 26 high school counseling teachers in Central Lampung Regency. The results of this study indicate that the development of Congruence characteristics is more needed by male counseling teachers, while female counseling teachers are required for the characteristics of Unconditional Positive Regard and Empathy. There are differences in counselor characteristics based on demographic data of gender, years of service, and educational background. The development of unconditional positive regard characteristics is more needed by male guidance counselors, while female guidance counselors are required by the characteristics of unconditional positive regard and empathy. Congruence characteristics are more needed by counseling teachers with >20 years of service, while counseling teachers with 10-20 years of service have unconditional positive regard empathy characteristics, while counseling teachers with >20 years of service have characteristics of congruence, unconditional positive regard and empathy. The characteristics of congruence and empathy are more needed by counseling teachers with educational counseling backgrounds, while counseling teachers with non-counseling education backgrounds have unconditional positive regard characteristics.

Key words: *Characteristics, Counselor, BK Teacher*