ABSTRACT

IMPLEMENTATION OF A MERIT SYSTEM IN JUNIOR HIGH SCHOOL (SMP) AL KAUTSAR BANDAR LAMPUNG CITY

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This study aimed to describe 1) the policy of Al Kautsar Foundation in implementing a merit system, 2) implementation of performance appraisal, 3) implementation of reward and punishment in the merit system, 4) payroll and incentive systems, and 5) obstacles and barriers in the implementation of the merit system in SMP Al Kautsar. This study used a qualitative approach.The data were obtained from informants: the foundation staff, principal, and teachers. The data collection techniques used were interviews, observation, and documentation. The collected data were analyzed following Miles and Hubberman's interactive pattern of data, namely the process of data collection, data reduction, data presentation, and conclusion. The results showed that : 1) policy of the foundation in implementing a merit system could create a work enviroment which was fair, competitive, and improve teacher productivity, 2) the performance of teachers in SMP Al Kautsar was considered good, 3) implementation of reward and punishment could improve teachers' motivation, performance , and achievement in the school, 4) payroll system and incentives applied in the school were considered good and adequate, so that this encouraged the teachers to become competent, retained the existing teachers, establihed justice, provided awards in accordance with the expected behavior, and motivated the teachers to follow the existing regulations, 5) constraints and obtacles in the implementation of the merit system were that few teachers were unable to assess themselves and their work was not optimally achieved.

Keywords: implementation, merit system, compensation