

ABSTRAK

Tujuan Penelitian ini adalah: 1) untuk mengetahui Tingkat Kompetensi Pedagogik, Kepribadian, Sosial dan Profesional Guru ISMUBA SMK Muhammadiyah 1 Temon, 2) untuk mengidentifikasi Faktor Penghambat Keberhasilan Kompetensi Guru ISMUBA SMK Muhammadiyah 1 Temon, 3) untuk menjelaskan Strategi yang dilakukan sekolah untuk Meningkatkan Kompetensi Guru ISMUBA SMK Muhammadiyah 1 Temon.

Pendekatan yang digunakan dalam penelitian ini adalah Kualitatif. Jenis peneitian yang digunakan adalah kualitatif deskriptif. Teknik Pengumpulan Data adalah Wawancara, Observasi, dan Dokumentasi. Teknik Analisi Data yang digunakan yaitu Reduksi Data, Penyajian, dan Penarikan Kesimpulan/Verifikasi.

Hasil Penelitian ini adalah: 1) Tingkat Kompetensi Pedagogik Guru dinyatakan Cukup, Tingkat Kompetensi Kepribadian Guru dinyatakan Cukup, Tingkat Kompetensi Sosial Guru dinyatakan Baik, dan Tingkan Kompetensi Profesional Guru dinyatakan Cukup. Secara keseluruhan Tingkat Kompetensi Guru ISMUBA SMK Muhammadiyah 1 Temon Kulon Progo dinyatakan Cukup, 2) Faktor Penghambat Kompetensi Guru berdasarkan hasil penelitian meliputi faktor kesadaran dalam membuat administrasi pembelajaran rendah, Faktor kurangnya pemahaman siswa terhadap 5S, Faktor pemanfaatan teknologi tidak maksimal, dan Faktor pengembangan ilmu yang rendah, 3) Strategi Sekolah dalam Meningkatkan Kompetensi Guru yaitu a) Kompetensi Pedagogik: Pemahaman Materi, Kurikulum, Karakter Siswa, Sistem dan Tujuan Pembelajaran; b) Kompetensi Kepribadian: Pelaksanaan Apel Pagi, Menanamkan Sikap Tidak Gengsi, Mengurangi Kontak Langsung Ketika Mood Tidak Stabil, Menerapkan Perizinan Dengan Syarat Beralasan Syar'i dan Pemahaman Teknis serta Anggaran Kode Etik; c) Kompetensi Sosial: Pemahaman Kecurangan Tidak Dibenarkan, Memberikan Rasa Nyaman, dan Memahami Lingkungan yang Dipadukan dengan Aturan; d) Kompetensi Profesional: Melakukan Supervisi, Pemasangan Internet, Penanaman Diri, Memberikan Pelatihan, dan Membuat Program Kegiatan yang Berhubungan dengan Masyarakat.

Kata Kunci: Strategi, Kompetensi Guru

THE SCHOOL'S STRATEGY IN IMPROVING THE ISMUBA TEACHERS' COMPETENCES IN SMK MUHAMMADIYAH 1 TEMON KULON PROGO

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ABSTRACT

The purposes of this research are: 1) to find out the competence level of pedagogy, personality, social, and profession of the ISMUBA teachers in SMK Muhammadiyah 1 Temon, 2) to identify the inhibiting factors of the successfulness of ISMUBA teachers' competences in SMK Muhammadiyah 1 Temon, 3) to explain the strategy applied by the school to improve the ISMUBA teachers' competences in SMK Muhammadiyah 1 Temon.

The approach used in this research was qualitative, and the type of the research was descriptive qualitative. The data collection technique was through interview, observation, and documentation. The data analysis technique was through data reduction, data presentation, and data verification.

The research results are: 1) the level of pedagogic competence of the teachers is considered fair, the level of personality competence of the teachers is considered fair, the level of social competence of the teachers is considered good, and the level of professional competence of the teachers is considered fair. Overall, the level of competence of the ISMUBA teachers in SMK Muhammadiyah 1 Temon is considered fair. 2) The inhibiting factors of the teachers' competences involve: low teaching and learning administrative work awareness, students' low understanding about 5S, ineffective usage of technology, and low knowledge development. 3) The strategies applied by the school to improve the teachers' competences are: a) pedagogic competence: improving the understanding of material, curriculum, students' characters, system and goal of learning; b) personality competence: the implementation of *apel pagi* (morning roll call), the embedding of humble attitude, reducing direct contact when the mood is unstable, the implementation of permission under Islamic excuses, and the understanding of technical matters as well as ethical code article; c) social competence: the understanding that cheating cannot be justified, providing comfort, and understanding environment which is accordance with the regulations; d) professional competence: conducting supervision, internet installation, self-embedding, providing training, and making activity program that deals with society.

Key Words: Strategy, Teachers' Competences