

ABSTRAK

Mohammad Musa, S.Pd. (MP-18032). “Implementasi Supervisi Klinis Dalam Meningkatkan Motivasi Kerja Dan Kinerja Guru Di MA Darul Huda Pamotan Kabupaten Rembang”. Tesis. Bidang Manajemen Pendidikan Islam, Konsentrasi Supervisi Pendidikan, IAIN Kudus.

Tujuan penelitian adalah mendeskripsikan implementasi supervisi klinis dalam meningkatkan motivasi kerja dan kinerja guru di MA Darul Huda Pamotan Kabupaten Rembang yang meliputi: 1) Konsep implementasi supervisi klinis dalam meningkatkan motivasi kerja dan kinerja guru, 2) Perencanaan implementasi supervisi klinis dalam meningkatkan motivasi kerja guru, dan 3) Implementasi supervisi klinis dalam meningkatkan motivasi kerja dan kinerja guru.

Penelitian ini merupakan penelitian kualitatif dengan pendekatan deskriptif studi kasus. Lokasi penelitian adalah MA Darul Huda Pamotan, Rembang. Subyek dan informan dalam penelitian ini yaitu kepala madrasah, tim supervisi, dan guru MA Darul Huda Pamotan. Pengumpulan data dilakukan dengan teknik wawancara, Observasi, dan Dokumentasi. Keabsahan data dilakukan dengan uji kredibilitas, uji transferabilitas, uji dependabilitas, dan uji konfirmabilitas. Analisis data dilakukan dengan teknik: 1) reduksi data, 2) penyajian data, dan 3) verifikasi dan penarikan simpulan.

Hasil penelitian menunjukkan, bahwa implementasi supervisi klinis dalam meningkatkan motivasi dan kinerja guru di MA Darul Huda Pamotan Kabupaten Rembang, yaitu penerapan praktik supervisi klinis yang dilakukan pihak supervisor dalam hal ini kepala madrasah dan tim untuk meningkatkan motivasi dan kinerja guru MA Darul Huda Pamotan Kabupaten Rembang, yang meliputi 1) Konsep implementasi supervisi klinis dalam meningkatkan motivasi dan kinerja guru di MA Darul Huda Pamotan Rembang ialah serangkaian proses yang dilakukan oleh tim supervisi dengan tujuan untuk membantu, memotivasi, memfasilitasi, melayani, dan membina guru dalam memperbaiki performa mengajarnya di kelas yang meliputi aspek-aspek perencanaan, pelaksanaan, dan penilaian hasil pembelajaran, serta meningkatkan sikap-sikap positif guru terutama motivasi kerja dan kinerja guru dengan langkah-langkah tertentu yang sistematis sesuai karakteristik supervisi klinis; 2) Perencanaan implementasi supervisi klinis di MA Darul Huda Pamotan Rembang yaitu proses penyusunan perencanaan implementasi supervisi klinis di MA Darul Huda Pamotan dilakukan secara kolektif oleh tim supervisi; perencanaan supervisi tertuang dalam dokumen perencanaan yang meliputi program supervisi, instrumen supervisi, dan jadwal pelaksanaan supervisi. Instrumen supervisi terdiri atas instrumen untuk pertemuan awal, observasi kelas, dan pertemuan akhir; dan 3) Implementasi supervisi klinis di MA Darul Huda Pamotan Rembang yaitu implementasi supervisi klinis di MA Darul Huda Pamotan dilaksanakan sesuai dengan perencanaan, terdiri dari tiga tahap yaitu tahap pertemuan awal, tahap observasi kelas, dan tahap pertemuan akhir yang pada setiap tahapan pelaksanaan tersebut terdiri dari tiga bagian penting yaitu bagian pendahuluan, bagian inti, dan bagian penutup; sesuai karakteristik supervisi klinis dengan mengembangkan sikap-sikap positif guru untuk meningkatkan motivasi kerja dan kinerja guru.

Kata Kunci : implementasi, supervisi klinis, motivasi kerja, kinerja guru

ABSTRACT

Mohammad Musa, S.Pd. (MP-18032). "Implementation of Clinical Supervision in Improving Work Motivation and Teacher Performance at MA Darul Huda Pamotan, Rembang Regency". Thesis. Islamic Education Management, Education Supervision Concentration, IAIN Kudus.

The purpose of this study is to describe the implementation of clinical supervision in increasing teacher work motivation and performance at MA Darul Huda Pamotan, Rembang Regency which includes: 1) The concept of implementing clinical supervision in increasing teacher work motivation and performance, 2) Planning for the implementation of clinical supervision in increasing teacher work motivation, and 3) Implementation of clinical supervision in increasing work motivation and teacher performance.

This research is a qualitative research with a descriptive case study approach. The research location is MA Darul Huda Pamotan, Rembang. The subjects and informants in this study were the head of the madrasa, the supervision team, and the MA teacher Darul Huda Pamotan. Data was collected by using interview, observation, and documentation techniques. The validity of the data was carried out by testing the credibility, transferability test, dependability test, and confirmability test. Data analysis was carried out using the following techniques: 1) data reduction, 2) data presentation, and 3) verification and drawing conclusions.

The results showed that the implementation of clinical supervision in increasing the motivation and performance of teachers at MA Darul Huda Pamotan, Rembang Regency, namely the application of clinical supervision practices carried out by the supervisor in this case the head of the madrasa and the team to increase the motivation and performance of MA Darul Huda Pamotan teachers, Rembang Regency. , which includes 1) The concept of implementing clinical supervision in improving teacher motivation and performance at MA Darul Huda Pamotan Rembang is a series of processes carried out by the supervision team with the aim of helping, motivating, facilitating, serving, and fostering teachers in improving their teaching performance in classrooms that are covering aspects of planning, implementation, and assessment of learning outcomes, as well as improving teachers' positive attitudes, especially teacher work motivation and performance with certain systematic steps according to the characteristics of clinical supervision; 2) Planning for the implementation of clinical supervision at the MA Darul Huda Pamotan Rembang, namely the process of preparing the planning for the implementation of clinical supervision at the MA Darul Huda Pamotan carried out collectively by the supervision team; the supervision plan is contained in the planning document which includes the supervision program, supervision instrument, and the schedule for the implementation of supervision. The supervision instruments consist of instruments for the initial meeting, class observation, and final meeting; and 3) Implementation of clinical supervision at MA Darul Huda Pamotan Rembang, namely the implementation of clinical supervision at MA Darul Huda Pamotan carried out according to planning, consisting of three stages, namely the initial meeting stage, the class observation stage, and the final meeting stage which at each stage of the implementation consists of three important parts, namely the introduction, the core, and the closing; according to the characteristics of clinical supervision by developing positive attitudes of teachers to increase work motivation and teacher performance.

Keywords: implementation, clinical supervision, work motivation, teacher performance