

RINGKASAN

Penelitian ini bertujuan untuk mengetahui Pengaruh Pelatihan Teknologi Pembelajaran dengan Empat Level Evaluasi Pelatihan terhadap Kinerja Guru dengan Kompetensi sebagai Variabel Mediasi. Responden dalam penelitian ini adalah guru SMA Negeri 1 Sumpiuh Banyumas. Jumlah responden dalam penelitian ini ditentukan berdasarkan metode sensus dengan jumlah 55 responden.

Berdasarkan hasil penelitian dan analisis data, maka didapatkan hasil sebagai berikut: (1) Reaksi berpengaruh positif terhadap kompetensi. (2) Pembelajaran berpengaruh positif terhadap kompetensi. (3) Perilaku berpengaruh positif terhadap kompetensi. (4) Hasil berpengaruh positif terhadap kompetensi. (5) Kompetensi berpengaruh positif terhadap kinerja guru. (6) Kompetensi memediasi pengaruh reaksi terhadap kinerja guru. (7) Kompetensi memediasi pengaruh pembelajaran terhadap kinerja guru. (8) Kompetensi memediasi pengaruh perilaku terhadap kinerja guru. Dan (9) Kompetensi memediasi pengaruh hasil terhadap kinerja guru.

Secara umum pelaksanaan pendidikan dan pelatihan guru di SMA Negeri 1 Sumpiuh berjalan dengan baik, sehingga memberikan beberapa implikasi diantaranya adalah meningkatkan kinerja guru dalam mengajar seperti dalam pembuatan perangkat pembelajaran yang akan berdampak pada peningkatan prestasi belajar siswa. Setelah mengikuti pendidikan dan pelatihan, guru di SMA Negeri 1 Sumpiuh diharapkan dapat: (1) mengembangkan keahlian sehingga pekerjaan dapat diselesaikan dengan lebih cepat dan lebih efektif. (2) mengembangkan pengetahuan sehingga pekerjaan dapat diselesaikan secara rasional. (3) mengembangkan sikap sehingga menimbulkan kemajuan kerja sama dengan teman-teman guru dan kepala sekolah. (4) memberikan intruksi khusus guna melaksanakan tugas-tugas dari suatu jabatan tertentu. (5) membantu guru menyelesaikan pekerjaan yang baru dan untuk memberikan beberapa ide mengenai latar belakang pekerjaan. (6) membantu guru dalam menyesuaikan diri dengan metode-metode dan proses yang baru yang terus menerus diadakan.

Kata kunci: *Pelatihan, Kompetensi, Kinerja Guru*

SUMMARY

This study aims to determine the effect of learning technology training with four levels of training evaluation on teacher performance with competence as a mediation variable. Respondents in this study were teachers of SMA Negeri 1 Sumpiuh Banyumas. The number of respondents in this study was determined based on the census method with a total of 55 respondents.

Based on the results of research and data analysis, the following results were obtained: (1) The reaction had a positive effect on competence. (2) Learning has a positive effect on competence. (3) Behavior has a positive effect on competence. (4) The results have a positive effect on competence. (5) Competence has a positive effect on teacher performance. (6) Competence mediates the effect of reactions on teacher performance. (7) Competence to mediate the effect of learning on teacher performance. (8) Competence mediates the effect of behavior on teacher performance. And (9) Competence mediates the effect of results on teacher performance.

In general, the implementation of teacher education and training at SMA Negeri 1 Sumpiuh is going well, so that it provides several implications including improving teacher performance in teaching such as in making learning tools which will have an impact on improving student learning achievement. After attending education and training, teachers at SMA Negeri 1 Sumpiuh are expected to: (1) develop skills so that work can be completed more quickly and more effectively. (2) developing knowledge so that the work can be completed rationally. (3) develop attitudes that lead to progress in cooperation with fellow teachers and school principals. (4) giving specific instructions to carry out the tasks of a certain position. (5) help the teacher complete a new job and to give him some background ideas about the job. (6) assisting teachers in adapting to new methods and processes that are continually being held.

Keywords: *Training, Competence, Teacher Performance*