



ABSTRAK

Akademi Militer tentunya juga perlu memperhatikan faktor kepemimpinan dalam melaksanakan pendidikan. Hal ini disebabkan karena pada dasarnya seluruh Perwira lulusan Akademi Militer adalah calon pemimpin yang perlu memiliki gaya kepemimpinan yang baik. Untuk mendidik calon pemimpin masa depan, tentunya diperlukan peningkatan mutu secara berkelanjutan pada Akademi Militer. Peningkatan mutu pendidikan akademi militer ini dapat dilakukan melalui pengembangan personal, khususnya tenaga pendidik. Tujuan pelaksanaan penelitian ini adalah untuk menganalisis program program pengembangan manajemen pendidikan terkait dengan peningkatan kualitas tenaga pendidik di Akademi Militer.

Penelitian ini merupakan studi kasus dan lapangan dengan pendekatan kualitatif. Subyek yang akan diteliti pada penelitian ini adalah Akademi Militer. Akademi Militer merupakan suatu unit satuan pendidikan yang melaksanakan berbagai program pengembangan karyawan atau tenaga pendidik. Pengumpulan data penelitian dilakukan melalui wawancara, observasi, dan dokumentasi. Teknik analisis data dalam penelitian ini dilakukan melalui analisis deskriptif kualitatif.

Hasil penelitian ini menunjukkan bahwa pengembangan tenaga pendidik di Akademi Militer sudah dilaksanakan dengan cukup baik. Proses perencanaan dilakukan melalui penetapan regulasi dan kebijakan mengenai program pengembangan tenaga pendidik, berupa petunjuk teknis. Pengorganisasian dilakukan dengan menetapkan sumber daya manusia yang bertanggung jawab dalam pelaksanaan program pengembangan maupun sarana dan prasarana. Pelaksanaan pengembangan tenaga pendidik dilakukan melalui pendidikan dan pelatihan sesuai dengan kualifikasi dari masing-masing tenaga pendidik. Evaluasi terhadap pengembangan dilakukan melalui lembaga penjaminan mutu (LPM) dan juga melalui supervisi akademik yang dilakukan selama proses belajar mengajar. Kualitas tenaga pendidik tentunya memiliki hubungan dengan kualitas peserta didik. Kualitas tenaga pendidik sudah cukup baik, tenaga pendidik di Akademi Militer sudah menguasai materi dan memiliki sikap keteladanan yang baik, karena selain memberikan ilmu pengetahuan, tenaga pendidik menjadi alat instruksi bagi taruna dalam bersikap maupun berperilaku dan dijadikan figur contoh keteladanan dalam keseharian di Akmil. Namun masih ada beberapa kekurangan. Kekurangan tersebut antara lain terkait dengan pengetahuan keguruan dan pendidikan yang mencukupi sebagai seorang pendidik.

Kata kunci: kualitas tenaga pendidik, mutu pendidikan, pengembangan tenaga pendidik



ABSTRACT

The Military Academy of course also needs to pay attention to the leadership factor in carrying out education. This is because basically all officers who graduated from the Military Academy are prospective leaders who need to have a good leadership style. To educate future leaders, of course, it is necessary to continuously improve the quality of the Military Academy. Improving the quality of military academy education can be done through the development of personnel, especially educators. The purpose of this research is to analyze educational management development programs related to improving the quality of educators at the Military Academy.

This research is a case and field study with a qualitative approach. The subject that will be examined in this research is the Military Academy. Military Academy is an educational unit that carries out various employee development programs or educators. Research data collection is done through interviews, observation, and documentation. The data analysis technique in this study was carried out through qualitative descriptive analysis.

The results of this study indicate that the development of educators at the Military Academy has been carried out quite well. The planning process is carried out through the establishment of regulations and policies regarding the development program for educators, in the form of technical instructions. Organizing is done by determining human resources who are responsible for implementing development programs as well as facilities and infrastructure. The implementation of the development of educators is carried out through education and training in accordance with the qualifications of each educator. Evaluation of development is carried out through a quality assurance institution and also through academic supervision carried out during the teaching and learning process. The quality of educators certainly has a relationship with the quality of students. The quality of the teaching staff is quite good, the teaching staff at the Military Academy have mastered the material and have good exemplary attitudes, because in addition to providing knowledge, educators are a tool of instruction for cadets in attitude and behavior and are used as exemplary figures in daily life at the Akmil. However, there are still some drawbacks. These shortcomings, among others, are related to adequate teacher and educational knowledge as an educator.

Key words: quality of educators, quality of education, development of educators