

INTISARI

Penelitian ini menganalisis proses, hambatan, dan tantangan implementasi kebijakan Ruang Talenta Guru (RTG) dalam pemenuhan serta pendistribusian guru di Kabupaten Kebumen. RTG dirancang untuk mempercepat pemenuhan kebutuhan, pemerataan, dan fleksibilitas distribusi guru, namun hingga 2025 implementasinya di daerah masih terbatas. Penelitian ini menggunakan pendekatan kualitatif dengan desain studi kasus melalui wawancara mendalam, observasi, dan analisis dokumen pada Dinas Pendidikan, BKPSDM, serta sekolah negeri jenjang SMP. Hasil penelitian menunjukkan bahwa meskipun RTG menawarkan sistem pemetaan kebutuhan guru yang fleksibel, efektivitasnya belum optimal. Analisis pemangku kepentingan membuktikan bahwa RTG masih berjalan dalam kerangka perekrutan terpusat yang menyisakan kekosongan guru. Hambatan utama yang dihadapi dalam pemenuhan dan pendistribusian guru adalah lambannya proses pemenuhan serta keterbatasan anggaran pengadaan guru. Tantangan yang dihadapi meliputi belum terakomodasinya kepentingan guru, tumpang tindih sistem, serta keterlambatan pemutakhiran data. Penelitian ini menyimpulkan bahwa proses implementasi RTG masih pada sistem pemenuhan dan pendistribusian terpusat. Karenanya kebijakan ini masih menyisakan kekosongan guru. Efektivitas RTG pada pemenuhan dan pendistribusian guru sangat dipengaruhi oleh perekrutan secara masif dan terukur, serta kemampuan memenuhi kebutuhan guru secara efektif dan efisien. Untuk menunjang kesuksesan implementasi, diperlukan sistem yang mengakomodasi kepentingan guru, serta sistem informasi data lebih akurat dan real-time, integrasi data juga diperlukan demi sistem yang efisien. Selanjutnya sistem pemenuhan dan pendistribusian guru yang desentralistik hingga ke tingkat satuan pendidikan menjadi alternatif untuk mengatasi masalah kekosongan guru yang sistemik. Penelitian ini diharapkan memberi kontribusi teoritis bagi kajian implementasi kebijakan di bidang pendidikan berbasis desentralisasi, sekaligus memberikan rekomendasi praktis bagi pemerintah dalam penyempurnaan kebijakan RTG.

Kata kunci: Ruang Talenta Guru, implementasi kebijakan, distribusi guru, kebijakan pendidikan, Kebumen

ABSTRACT

This study analyzes the processes, barriers, and challenges in implementing the *Ruang Talenta Guru* (RTG) policy for teacher fulfillment and distribution in Kebumen Regency. RTG is designed to accelerate the fulfillment of teacher needs, ensure equitable distribution, and enhance flexibility in teacher placement. However, as of 2025, its implementation at the regional level remains limited. This research employs a qualitative approach with a case study design through in-depth interviews, observations, and document analysis involving the Department of Education, the Regional Civil Service Agency (BKPSDM), and public junior high schools. The findings reveal that although RTG offers a flexible teacher mapping system, its effectiveness has not yet reached an optimal level. Stakeholder analysis indicates that RTG still operates within a centralized recruitment framework, leaving persistent teacher shortages unaddressed. The main obstacles identified in teacher fulfillment and distribution include the slow recruitment process and limited budget allocation for teacher appointments. The challenges involve the lack of teacher participation in decision-making, overlapping systems, and delays in data updating. The study concludes that the RTG implementation process remains centralized in nature, which continues to result in teacher shortages. The effectiveness of RTG in meeting and distributing teacher needs is highly influenced by the scale and systematic nature of recruitment, as well as the system's capacity to fulfill teacher demands efficiently. To enhance implementation success, it is essential to establish a system that accommodates teachers' interests, supported by a more accurate and real-time data information system, as well as better data integration for improved efficiency. Furthermore, a more decentralized approach to teacher fulfillment and distribution—extending to the school level—could serve as an alternative solution to systemic teacher shortages. This study contributes theoretically to the discourse on decentralized policy implementation in education and provides practical recommendations for policymakers to improve the RTG policy.

Keywords: Ruang Talenta Guru, policy implementation, teacher distribution, education policy, Kebumen