

TRAINING FOR TEACHER OF JUNIOR HIGH SCHOOL TO INCREASE THE READINESS TO SCHOOL MANAGEMENT CHANGE

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Abstract

Changing to improve and to keep on existing in a competitive environment is a real fact of an organization today. This condition affects the educational world, it means that school have to evaluate themselves in school quality improvement, which is fixing and improving the school system or rules they have. Y Junior High School has evaluated its productivity and then started to change and improve the school productivity. But, at the process of changing, there were many rejection from teachers and school's employers, which is called resistance to change. Resistance is very common in the condition of organizational change, because they are not ready to face the change. The way to increase the readiness to school management change is giving the teachers training which focuses on communication, trust, and participation. The subject of this training is teachers of Y Junior High School participant amount to 40 teachers, 20 teachers as an experiment group and 20 teachers as a controlled group. The analysis result of t-test showed that training "Untuk Guru" was effective in assisting Junior High School teachers in achieving readiness to school change, the effectiveness result is 89,6%. The subjects which are trained "Untuk Guru" had higher level of readiness to school management change than subjects that didn't get the training.

Key words: readiness to school management change, training, junior high school teachers

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FENGANTAR

Berada dalam era globalisasi seperti saat ini menyebabkan terjadinya perubahan-perubahan yang begitu cepat (*rapid change*) di dalam segala bidang kehidupan sehingga menuntut semua organisasi untuk mampu berkompetisi dalam rangka keberlangsungan organisasi serta perkembangan organisasi yang berkelanjutan (*continous improvement*) (Greenberg & Baron, 2002). Pengembangan organisasi sendiri merupakan sebuah proses yang menerapkan pengetahuan dan aplikasi mengenai pengetahuan tentang perilaku yang dapat membantu organisasi membangun kapasitasnya untuk berubah dan mencapai efektivitas yang lebih besar dalam meningkatkan kinerja dan mengembangkan kualitas hidup sumber daya