

ABSTRAK

PENGEMBANGAN SISTEM INFORMASI KINERJA GURU PENDIDIKAN DASAR KABUPATEN PRINGSEWU

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Penegakan disiplin kerja dan peningkatan kinerja guru menjadi urgensi yang harus dilaksanakan oleh Pemerintah Kabupaten Pringsewu untuk meningkatkan kualitas layanan pendidikan bagi masyarakat Kabupaten Pringsewu. Penegakan disiplin dan kinerja guru diatur melalui berbagai regulasi antara lain; (1) UU No 5 Tahun 2014 tentang Aparatur Sipil Negara; (2) PP Nomor 94 Tahun 2021 tentang Disiplin PNS; (3) Permendikbud RI Nomor 15 Tahun 2018 tentang Pemenuhan Beban Kerja Guru, Kepala Sekolah, dan Pengawas Sekolah. Transformasi sistem pelaporan presensi dan laporan kinerja guru yang berbentuk manual ke dalam sistem digital menjadi kebutuhan dalam rangka penegakan disiplin dan peningkatan kinerja guru. Penelitian ini bertujuan: (1) Menghasilkan arsitektur aplikasi e-presensi dan e-lapkin yang terintegrasi dalam Sistem Informasi Kinerja Guru; (2) Menghasilkan produk aplikasi e-presensi dan e-lapkin yang terintegrasi dalam Sistem Informasi Kinerja Guru; (3) Mendiskripsikan hasil uji fungsional dan efektifitas Sistem Informasi Kinerja Guru. Prosedur yang digunakan dalam penelitian ini berpedoman pada langkah-langkah penelitian *Research and Development (R&D)*. Tahapan penelitian mencakup: (1) identifikasi potensi dan masalah, (2) pengumpulan data, (3) pembuatan desain produk, (4) pengujian internal desain, (5) revisi desain, (6) pembuatan produk, (7) uji coba terbatas, (8) uji coba lapangan (9) revisi produk (10) diseiminasi. Hasil Penelitian menunjukkan bahwa aplikasi e-presensi berbasis *mobile device* berhasil dibuat berdasarkan rancangan aplikasi. Produk pengembangan yang dihasilkan berupa APK e-presensi, video tutorial aplikasi dan *manual book* aplikasi. Demikian juga dengan sistem laporan kinerja, programmer berhasil membangun aplikasi e-lapkin berbasis *website*. Produk pengembangan yang dihasilkan berupa APK e-lapkin, video tutorial aplikasi dan *manual book* aplikasi. Aplikasi e-presensi dan e-lapkin juga telah diintegrasikan dalam satu sistem komunikasi berbasis data pada Sistem Informasi Kinerja Guru. Metode pengintegrasian menggunakan *tools* berupa *Rest API (Representational State Transfer Application Protocol Interface)*. Sistem Informasi Kinerja Guru telah dilakukan pengujian tingkat kelayakan menggunakan metode *blackbox testing* dengan teknik *boundary value analysis* dan dinyatakan layak digunakan secara massal. Sistem Informasi Kinerja Guru juga telah diujicoba tingkat efektifitasnya oleh pengguna (user) serta dinyatakan efektif dalam meningkatkan disiplin dan kinerja guru. Berdasarkan hasil penelitian, maka saran dan rekomendasi penelitian ini adalah: (1) penerapan sistem informasi kinerja guru pada jenjang SD dan SMP di Kabupaten Pringsewu diperlukan regulasi sebagai dasar penetapannya; (2) Penerapan Sistem Informasi Kinerja Guru perlu mendapat dukungan komitmen dari *stakeholder* mulai dari Bupati Pringsewu, Kepala Dinas Pendidikan dan Kebudayaan Kabupaten Pringsewu dan Kepala Satuan Pendidikan (Sekolah); (3) Sistem Informasi Kinerja Guru perlu diperluas implementasinya pada guru di jenjang pendidikan PAUD, Pendidikan Kesetaraan dan pengawas sekolah; (5) Aplikasi e-presensi dan e-lapkin perlu dilakukan *maintenance, update*, dan pemeliharaan sistem secara berkesinambungan.

kata kunci : pengembangan; sistem; informasi; kinerja; guru

ABSTRACT
DEVELOPMENT OF TEACHERS PERFORMANCE IN INFORMATION SYSTEM
FOR BASIC EDUCATION PRINGSEWU DISTRICT

By

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Enforcement work discipline, and improving teacher performance are urgent measures that must be implemented by the Pringsewu Regency Government to improve the quality of educational services for the people of Pringsewu District. Enforcement of discipline and teacher performance is regulated by regulations, including: (1) Law Number 5 of 2014 about State Civil Service (2) Government Regulation Number 94 of 2021 about Civil Servant Discipline (3) Regulation of the Minister of Education and Culture of the Republic of Indonesia Number 15 of 2018 about workload fulfillment Teachers, principals, and school supervisors. The transformation of the manual presence reporting system and manual teacher performance reports into a digital system becomes a necessity for enforcing discipline and improving teacher performance. The purposes of this research are: (1) Produce an e-presence and e-lapkin application architecture that is integrated in the Teacher Performance Information System; (2) Producing e-presence and e-lapkin application products that are integrated in the Teacher Performance Information System; (3) Describe the functional test results and effectiveness of the Teacher Performance Information System. The procedures used in this research are guided by the research steps of research and development (R&D). Research stages include: (1) identification of potential and problems; (2) data collection; (3) creation of product design; (4) internal design testing; (5) design revision; (6) product creation; (7) limited trials; and (8) field trials. (9) product revision (10) dissemination. The research results show that the e-presence application is based on mobile devices and was successfully created based on the application design. The resulting development products are in the form of an e-presence application APK, video tutorials, and an application user manual. Likewise, with the performance reporting system, the programmer succeeded in building an e-lapkin application based on a website. The resulting development products are in the form of an e-lapkin application APK, video tutorials, and a user manual book. E-presence and e-lapkin applications have also been integrated into a data-based communication system in the Teacher Performance Information System. The integration method uses tools from the Rest API (Representational State Transfer Application Protocol Interface). The Teacher Performance Information System has been tested for feasibility levels using blackbox testing with boundary value analysis and declared suitable for mass use. The Teacher Performance Information System has also been tested for its level of effectiveness by users and was declared effective in improving teacher discipline and performance. Based on research results, the suggestions and recommendations for this research are: (1) the implementation of a teacher performance information system at the primary and secondary school levels in Pringsewu Regency requires regulations as a basis for its determination; (2) the implementation of the teacher performance information system needs to receive commitment support from stakeholders, starting with the Regent of Pringsewu, Head of the Pringsewu Regency Education and Culture Service, and Head of the Education Unit (School); and (3) the implementation of the teacher performance information system needs to be expanded to teachers at the PAUD Equivalency Education and school supervisor. (4) Teacher Performance Information System maintenance, updates, and continuous system maintenance.

keywords: development, systems, information, performance, teachers