

# Strategi peningkatan kompetensi guru dengan teknik analisis SWOT dan AHP : kasus SMA negeri di Kabupaten Hulu Sungai Selatan, Kalimantan Selatan = Strategy of improving teacher competency with SWOT and AHP technique analysis : case SMA Negeri in Hulu Sungai Selatan Regency, Kalimantan Selatan

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## Abstrak

### **ABSTRAK**

Kompetensi guru harus ditingkatkan seiring perkembangan ilmu pengetahuan dan teknologi yang membawa perubahan gaya belajar siswa. Hasil Uji Kompetensi Guru (UKG) menunjukkan kompetensi guru masih di bawah standar nasional.

Penelitian ini membahas upaya peningkatan kompetensi guru SMA Negeri di Kabupaten Hulu Sungai Selatan. Penelitian ini adalah penelitian kuantitatif dengan teknik analisis SWOT dan AHP. Analisis SWOT menunjukkan faktor-faktor kekuatan, kelemahan, peluang, ancaman dan alternatif-alternatif strategi dalam peningkatan kompetensi guru.

Berdasarkan penilaian responden aktor yang paling realistis dalam pelaksanaan peningkatan kompetensi guru adalah Dinas Pendidikan Kabupaten Hulu Sungai Selatan, dengan prioritas sasaran peningkatan kemampuan teknik pembelajaran. Selanjutnya dalam analisis AHP berdasarkan penilaian responden menunjukkan bahwa strategi meningkatkan kegiatan inservice training, workshop, seminar dan kegiatan lainnya dengan diawali menyusun analisis kebutuhan dan membuat program pelatihan yang sesuai dalam upaya peningkatan kompetensi guru menjadi prioritas utama.

### **ABSTRACT**

Teacher's competency in teaching needs to be enhanced in accordance with the rapid development of technology and knowledge which brings changes in student's learning style. The result of Teachers Competency Test/Uji Kompetensi Guru (UKG), which was recently held by the government showed that commonly the teachers' competency was still below the national standard.

This study was a discussion about the efforts of increasing the teachers' competency of SMA Negeri in Hulu Sungai Selatan regency. This study was a quantitative research which applied the SWOT AHP technique analysis. The SWOT technique analysis showed the factors of strength, weaknesses, opportunities, threats, and the alternative strategies in increasing the teachers' competencies.

Based on the assessment given by the respondents, it could be said that the most realistic actor in the efforts in enhancing the teachers' competencies in Hulu Sungai Selatan regency was the Educational Department of Hulu Sungai Selatan regency, and as the priority was enhancing the teachers' competency in teaching techniques. While the AHP technique analysis showed that the strategies in increasing the activities of in service training, workshop, seminar, and other activities which was started with conducting the a needs

analysis and carrying out a training program which was in accordance with the efforts in enhancing the teachers competencies, was the priority.</i>