

IMPLEMENTASI KEPUTUSAN MENPAN NOMOR : 26/MENPAN/1989
TENTANG ANGKA KREDIT BAGI JABATAN GURU DALAM LINGKUNGAN
DEPARTEMEN PENDIDIKAN DAN KEBUDAYAAN

INTISARI

Penelitian ini bertujuan untuk mengetahui dan menjelaskan : (1) faktor-faktor apakah dari pihak guru SDN di Kabupaten Gunung Kidul yang menghambat kelancaran kenaikan jabatan/pangkat dengan menggunakan angka kredit, (2) faktor-faktor organisasional apakah yang menghambat kelancaran kenaikan jabatan/pangkat dengan menggunakan angka kredit bagi guru SDN di Kabupaten Gunung Kidul, (3) Sumbangan Efektif (SE) dari masing-masing faktor tersebut terhadap kelancaran kenaikan jabatan/pangkat dengan menggunakan angka kredit bagi guru SDN di Kabupaten Gunung Kidul.

Penelitian yang dilakukan ini tergolong jenis penelitian survey. Unit analisis dalam penelitian ini adalah individu. Sampel penelitian diambil dengan teknik stratified proportional random sampling. Sampel penelitian berjumlah 239 guru SDN yang berasal dari 13 Koordinator Ranting Dinas Pendidikan dan Kebudayaan yang ada di Kabupaten Gunung Kidul. Data dikumpulkan dengan menggunakan metode pokok angket dan metode penunjang dokumentasi dan wawancara. Data dianalisis dengan teknik regresi ganda.

Hasil penelitian menunjukkan bahwa : (1) ada hubungan yang positif dan signifikan antara variabel kemampuan profesional guru SDN, kejelasan peran guru SDN, akses guru SDN untuk memanfaatkan sumber daya, serta persepsi guru SDN terhadap karakteristik birokrasi, dengan kelancaran kenaikan jabatan/pangkat guru SDN di Kabupaten Gunung Kidul ($R = 0,8269$; $R^2 = 0,6838$), (2) kemampuan profesional guru SDN mempunyai Sumbangan Efektif paling tinggi (20,99%) terhadap kelancaran kenaikan jabatan/pangkat, kemudian secara berturut-turut diikuti oleh akses guru SDN untuk memanfaatkan sumber daya (19,50%), persepsi guru SDN terhadap karakteristik birokrasi (14,74%), dan kejelasan peran guru SDN (13,15%), (3) hipotesis yang menyatakan bahwa "kemampuan profesional guru SDN, kejelasan peran guru SDN, akses guru SDN untuk memanfaatkan sumber daya, serta persepsi guru SDN terhadap karakteristik birokrasi, mempengaruhi kelancaran kenaikan jabatan/pangkat guru SDN di Kabupaten Gunung Kidul" dapat diterima, (4) kelancaran kenaikan jabatan/pangkat dengan menggunakan angka kredit bagi guru SDN di Kabupaten Gunung Kidul cenderung rendah (tidak lancar) ; Hal ini disebabkan oleh dua faktor yaitu : (a) faktor guru karena kemampuan profesional guru SDN yang cenderung rendah, dan kejelasan peran guru SDN yang cenderung kabur, dan (b) faktor organisasi karena akses guru SDN untuk memanfaatkan sumber daya cenderung rendah (kurang memadai), serta persepsi guru SDN terhadap karakteristik birokrasi yang cenderung rendah.

THE IMPLEMENTATION OF THE DECREE OF MENPAN (MINISTER OF THE STATE'S APPARATUS EFFICACY) NUMBER : 26/MENPAN/1989 ON THE CREDIT POINT FOR TEACHERS IN THE DEPARTEMENT OF EDUCATION AND CULTURE

ABSTRACT

This research aims to know and explain: (1) the factors on the part of the state primary school teachers in the Regency of Gunung Kidul which hampered their career promotion based on the credit point system, (2) the organizational factors which hampered the career promotion of state primary school teachers in the Regency of Gunung Kidul based on the credit point system, (3) the Effective Contribution (SE) of each of those factors to the career promotion of the state primary school teachers in the Regency of Gunung Kidul based on the credit point system.

This research was a survey one. The unit of analysis in this research was the individual. The sample was taken by using the stratified proportional random sampling technique. The sample consisted of 239 state primary school teachers, coming from 13 "Koordinator Ranting Dinas P & K" in the Regency of Gunung Kidul. The data were gathered by using a questionnaire method as the main method and documentation and interview methods as complimentary methods. The data were analyzed by using the multiple regression technique.

The results showed that : (1) there was a positive and significant correlation between the four variables (the teachers' professional ability, role clarity, access to resources, perception of the bureaucracy characteristic) and career promotion in state primary school teachers in the Regency of Gunung Kidul ($R = 0,8269$; $R^2 = 0,6838$), (2) the teacher's professional ability had the highest Effective Contribution (20,99%) to their career promotion followed by their access to resources (19,50%), their perception of bureaucracy characteristic (14,74%), and their role clarity (13,15%), (3) thus the hypothesis that the variables of "professional ability, role clarity, access to resources, and perception of bureaucracy characteristic affect career promotion in the state primary school teachers in the Regency of Gunung Kidul" was accepted, (4) the career promotion based on the credit point system in the state primary school teachers in the Regency of Gunung Kidul tended to be slow ; this situation was caused by groups of factors : (a) the teacher factors : low professional ability and role ambiguity and (b) the organizational factors : low access to resources and low (negative) perception of the bureaucracy characteristic.