

Abstrak

Muhiddin, 2022. Kebijakan Pimpinan Dalam Pengembangan Tenaga Pendidik Pada Muhammadiyah Boarding School At-Tanwir Kabupaten Mamuju. (dibimbing oleh Abdul Mahsyar dan Darwis Muhdina)

Penelitian ini bertujuan untuk mendeskripsikan bagaimana kebijakan yang diambil pimpinan dalam pengembangan tenaga pendidik pada Muhammadiyah Boarding School Attanwir Kabupaten Mamuju. Jenis Penelitian adalah metode penelitian kualitatif dengan meneliti langsung ke lokasi penelitian, serta melakukan wawancara dengan informan yang dianggap mampu memberikan informasi mengenai kebijakan pimpinan dalam pengembangan tenaga pendidik pada Muhammadiyah *Boarding School* Attanwir. Hasil Penelitian ini menunjukkan Kegiatan para pendidik Pondok Pesantren Muhammadiyah AtTanwir Mamuju dilakukan melalui sejumlah kegiatan pengembangan antara lain seminar, workshop, pelatihan dan kegiatan MGMP. Kegiatan seperti pelatihan internal (IHT). Pengelolaan tenaga pendidik pada Muhammadiyah Boarding School At-Tanwir Kabupaten Mamuju dilakukan dengan pendekatan kriteria empat kompetensi tenaga pendidik yang diantaranya: (a) pendekatan peningkatan pedagogik (b) peningkatan kompetensi kepribadian (c) peningkatan kompetensi profesional (d) peningkatan kompetensi sosial. Faktor penghambat kegiatan ini adalah rendahnya semangat pejabat senior untuk merealisasikan potensi diri dan waktu pelaksanaan kegiatan yang berbarengan dengan kegiatan lainnya, sedangkan faktor pendukungnya adalah penataan pegawai yang efektif, hasil biaya yang sesuai serta sarana dan prasarana yang memadai

Kata Kunci : *Kebijakan, Boarding School, Pengembangan*

Abstract

Muhiddin, 2022. Leadership Policy in the Development of Educators at Muhammadiyah Boarding School At-Tanwir, Mamuju Regency. (guided by Abdul Mahsyar and Darwis Muhdina)

This study aims to describe how the policies taken by the leadership in the development of educators at Muhammadiyah Boarding School Attanwir Mamuju Regency. Type of Research is a method of research by researching directly to the research location, as well as conducting interviews with informants who are considered capable of providing information about leadership policies in the development of educators at Muhammadiyah Boarding School Attanwir. The results of this research show that the activities of the educators of the Muhammadiyah AtTanwir Mamuju Islamic Boarding School were carried out through a number of development activities including seminars, workshops, training and MGMP activities. Activities such as internal training (IHT). The management of educators at Muhammadiyah Boarding School At-Tanwir Mamuju Regency is carried out with a criterion approach of four competencies of educators which include: (a) pedagogical improvement approach (b) personality competence improvement (c) professional competence improvement (d) social competence improvement. The inhibiting factor for this activity is the low enthusiasm of senior officials to realize their potential and the timing of the implementation of activities that coincide with other activities, while the supporting factors are effective employee structuring, appropriate cost results and adequate facilities and infrastructure.

Keywords: Policies, Boarding School, Development