

## ABSTRAK

**Nur Asriana Ningsih. 105011102320. 2023.** *Pengembangan Sumber Daya Manusia Guru di SMA Citra Bangsa Kodingareng Kota Makassar. Dibimbing oleh H. Darwis Muhdina dan Rusli Malli.*

Penelitian ini bertujuan untuk mengetahui sumber daya manusia guru, pengembangan sumber daya manusia guru, serta faktor dalam pengembangan sumber daya manusia guru di SMA Citra Bangsa Kodingareng Kota Makassar.

Penelitian ini menggunakan jenis penelitian lapangan dengan menggunakan pendekatan deskriptif kualitatif. Subjek penelitian ini adalah guru, tata usaha sekolah, kepala sekolah, dan wakil kepala sekolah urusan kurikulum. Dan teknik yang digunakan dalam pengumpulan data pada penelitian ini, yaitu peneliti melakukan observasi, wawancara, dan dokumentasi dalam memperoleh data.

Hasil penelitian menunjukkan bahwa pengembangan sumber daya manusia guru di SMA Citra Bangsa Kodingareng sangat dibutuhkan guna menunjang kompetensi guru dan hampir semua guru telah memiliki gelar sarjana, namun guru mata pelajaran di sekolah masih belum sesuai penempatan keahlian gurunya. Pengembangannya diupayakan dengan beberapa metode, antara lain: melakukan pelatihan, pengelolaan kinerja guru, pengembangan karir, peningkatan kesejahteraan, musyawarah guru mata pelajaran, seminar, supervisi, dan studi lanjut. Dalam pengembangan sumber daya manusia guru di SMA Citra Bangsa Kodingareng ditunjang oleh faktor berikut: Kepribadian dan dedikasi yang tinggi, profesional guru dan pegawai, kemampuan mengajar, hubungan dan komunikasi dalam lingkungan kerja, hubungan dengan masyarakat, kedisiplin, dan kesejahteraan. Oleh karena itu, dengan ditemukannya faktor pengembangan sumber daya manusia guru di SMA Citra Bangsa Kodingareng, diharapkan kedepannya dapat diatasi agar pengembangan sumber daya manusia guru di SMA Citra Bangsa terlaksana dengan baik.

**Kata kunci:** *Sumber daya Manusia, pengembangan, dan guru*

## ABSTRACT

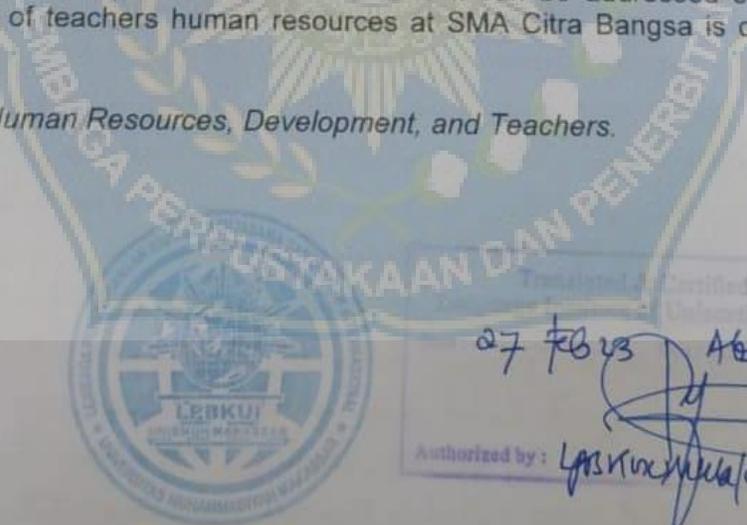
**Nur Asriana Ningsih, 2023.** The Development of Teachers Human Resource at Citra Bangsa Kodingareng High School, Makassar. Supervised by H. Darwis Muhdina and Rusli Malli.

This study aimed to determine teachers human resources, teachers human resource development, and factors in the development of teachers human resource at SMA Citra Bangsa Kodingareng Makassar.

This research used a type of field research using a qualitative descriptive approach. The subjects of this study were teachers, school administrators, principals, and vice principals for curriculum matters. And the techniques used in collecting data in this study, namely researchers conducting observations, interviews, and documentation in obtaining data.

The results showed that the development of teachers human resource at Citra Bangsa Kodingareng High School was urgently needed to support teachers competence and almost all teachers have a bachelor's degree, but the subject teachers at school were still not in accordance with the placement of the teacher's expertise. Its development was pursued by several methods, including: conducting training, managing teacher performance, career development, improving welfare, subject teachers deliberations, seminars, supervision, and further studies. The development of teachers human resource at SMA Citra Bangsa Kodingareng was supported by the following factors: high personality and dedication, professionalism of teachers and staff, teaching skills, relationships and communication in the work environment, relations with the community, discipline, and well-being. Therefore, with the discovery of the development factor for teachers human resources at SMA Citra Bangsa Kodingareng, it is expected that in the future it can be addressed so that the development of teachers human resources at SMA Citra Bangsa is carried out properly.

**Keywords:** *Human Resources, Development, and Teachers.*



Translated by  
Certified by  
Abstract  
27 FB 23  
Authorized by: *Larsine Muhdina/cassar*