**ABSTRAK**

*YUSRAN. Manajemen Pendidikan dan Pelatihan Peningkatan Kompetensi Guru SMK di Kabupaten Majene. (di bimbing oleh Ismail Tolla dan Sulaiman Samad)*

Tujuan penelitian ini adalah untuk mengetahui gambaran manajemen pendidikan dan pelatihan dalam rangka peningkatan kompetensi guru SMK di Kabupaten Majene, dan untuk mengetahui faktor apa saja yang mempengaruhi manajemen pendidikan dan latihan peningkatan kompetensi guru mata pelajaran produktif di Dinas Pendidikan Kabupaten Majene. Penelitian ini merupakan penelitian deskriptif kualitatif. Penelitian ini dilakukan di kantor Dinas Pendidikan kabupaten Majene. Pengumpulan data melalui wawancara dan dokumentasi yang disahkan melalui perpanjangan waktu penelitIian, trianggulasi, serta diskusi dan pembimbingan.

Hasil penelitian ini menggambarkan bahwa (i) Manajemen Pendidikan dan Latihan (diklat) peningkatan kompetensi guru SMK yang dilakukan oleh Dinas Pendidikan Kabupaten Majene menunjukkan bahwa: a) Analisis kebutuhan yang dilakukan dinas pendidikan belum dilakukan dengan maksimal, b) Desain program pendidikan dan latihan guru mata pelajaran produktif sudah dilakukan dengan baik, c) implementasi manajemen pendidikan dan latihan sudah dilaksanakan dengan baik, d) evaluasi program pendidikan dan latihan belum dilakukan dengan baik khususnya pada evaluasi efek program diklat. (ii) Ada beberapa faktor pendukung dan penghambat pada program pendidikan dan latihan guru mata pelajaran produktif. Faktor pendukung ada dua, pertama Kekuatan : a) anggaran peningkatan sumber daya manusia, b) tersedianya sarana pelatihan yang berbasis komputer. Kedua, Peluang : a) beberapa anggota dewan yang menjabat ketua dewan komite SMK memungkinkan dukungan untuk program selanjutnya, b) Keinginan pemerintah kabupaten Majene untuk menjadi kota pendidikan di Sulawesi Barat c) Pusat pelatihan dan pengembangan pendidik dan tenaga pendidikan yang ada di pusat serta pusat pelatihan lainnya. Faktor penghambat ada dua. Pertama, Kelemahan: a) banyak kebutuhan pendidikan sehingga anggaran tidak mampu memenuhi semua kebutuhan tersebut, b) Koordinasi yang kurang sehingga evaluasi tidak berjalan dengan baik, c) sarana dan prasarana pelatihan untuk mata pelajaran produktif belum memadai kecuali yang berbasis komputer di Kabupaten Majene, Kedua, Tantangan: singkronisasi hasil rancangan anggaran di Dinas Pendidikan untuk penetapan anggaran di DPRD

**ABSTRACT**

YUSRAN. 2013. *Management on Education and Training for the Improvement (?f Competence of SMK Teachers in Majene District* (supervised by Ismail Tolla and Sulaiman Samad).

The study aimed at (i) obtaining the description of management oil education and training for the improvement of competence of SMK teachers in Majene district as well as (ii) examining the factors which influence the management of education and training for the improvement of teacher competence on productive subject matters at Education Office in Majene district. The study is a descriptive qualitative research. The study was conducted at Education Office in Majene district. Data were collected through interview and documentation which was validated by conducting the extended research time, triangulation, discussion, and guidance.

The study revealed that (i) the management on education and training for the improvement of competence of SMK teachers conducted by Education Office in Majene district indicated that a) needs analysis conducted by the education office had not been conducted maximally, b) the design of education and training program for teachers of productive subject matters had been conducted well, c) the implementation of the management oil education and training had been conducted well, d) the evaluation of education and training program bad not been conducted well, particularly on the impact of evaluation program of the education and training; (ii) there were several supporting and inhibiting factors of education and training program for teachers of productive subject matters. Two supporting factors were the strengths and opportunities. The strengths factors were a) the budget for the improvement of human resources, b) the availability of computer-based training facility; whereas the opportunities factors were a) several board members who posted as the head of SMK committees gave possible support for the follow up program, b) the local government of Majene district to make it as the education city of West Sulawesi, c) the center of training and the development of teachers and educators and other training centers. Oil the other hand, there were two inhibiting factors, namely the weaknesses and challenges. The weaknesses factors were a) too many educational needs that the budget could not cover all the needs, b) lack of coordination which made the evaluation could not run well, c) the facility and infrastructure of training for productive subject matter was insufficient except the computer-based in Majene district; whereas, the challenge was the synchronization of the result of budget draft in Education Office and the budgeting in DPRD.