

EVALUATION OF EFFECTIVENESS AND EFFICIENCY OF THE ORGANIZATION OF ECONOMIC MGMPs MALANG

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Abstract

The purpose of this study is 1) to describe the components contained in the input factors; 2) Describe and analyze the preparation and implementation of activities in the process and results; 3) analyze the results of the evaluation of conformity between the input, process and output. This evaluative research using Discrepancy Evaluation Model (DEM). The study is in collecting the data using observation, documentation and interview. With the informant in this case subject to the Chairman, deputy chairman, secretary, treasurer and member of the Economic MGMPs Malang. From the results of this study indicate that the input components are less effective and efficient management of the organization indicated by the absence of AD / ART clear, less focused work program and planned because it is not clearly structured and systematic. Process components also showed less effective and efficient. Each meeting has no clear agenda to be discussed because it is not structured program clearly despite the enthusiasm of anggotacukup well. The frequency of which has not been consistent execution time is also a deficiency that must be addressed. Output components known by looking at the suitability of the results obtained from the MGMP with the planned work program that shows quite effective and efficient.

Keywords: Professional organizations, MGMP, Economic Education

INTRODUCTION

Law of the Republic of Indonesia Number 14 Year 2005 on Teachers and Lecturers Article 20 (b) mandates that in order to carry out the task of professionalism, teachers are obliged to improve and develop the academic qualifications and competence on an ongoing basis in line with the development of science, technology and the arts. Statement of the law suggests that an educator should be someone professional, who has the insight, knowledge and skills to carry out the duties and obligations as a professional officer who indicated to have a minimum academic qualification of S1, to meet the standards of competence of teachers and educators have a certificate profesional.

The process of improving the professionalism needs to be done on an ongoing basis through training, research, writing scientific papers and other professional activities. The number of teachers in Indonesia more than 2 million people do not allow entirely able to follow the activities increased professionalism in the institution face to face training provider in a short time. Implementation of teacher certification that only one of all time teacher's task is need for system improvement of professionalism of teachers on an ongoing basis in an effort to maintain and improve the competence of teachers. So that the process can be programmed proficiency level and performing well, the necessary container cultivation and development of independent and professional teachers. Containers that have been formed coaching teacher is Kelompok Kerja Guru (KKG) for SD / MI / SDLB and Musyawarah Guru Mata Pelajaran (MGMP) SMP / MTs / SMPLB, SMA / MA / SMALB and SMK / MAK. MGMP serve as a meeting place for the class teacher or subject teachers kind in the district / city that serves as a means to communicate, learn, and exchange ideas and experiences in order to improve the performance of teachers as practitioners / agents of change reorientation of learning in the classroom. Maximizing efforts MGMPs container is still hampered by aspects necessary for professional development of teachers through MGMP. Various programs in MGMP activities that accompanied the performance inhibiting factors should be accompanied by a monitoring and evaluation system. Through a programmatic monitoring and evaluation as well as sustainable development is expected to result MGMP activity can be accounted for and recognized by the related parties. Program activities must be evaluated to determine the usefulness of the performance of teachers. Monitoring and evaluation into a process that is used to gain an overview of the activities and performance of MGMP in the management and implementation of activities in a consistent and sustainable. Monitoring and evaluation are prepared to provide guidance on the factors contained in the monitoring and evaluation process.

METHODS

Discrepancy model options as the model used in this evaluation study is expected to provide a systematic method for evaluating the expected goals of the fact that there is in the signs and MGMP implementation of standard operating

guidelines. The research was conducted in two periods. In the first period MGMPs Economy chaired by Drs. Saeroji, researchers conducted observations and interviews to determine what programs and activities undertaken during the period. In the second period MGMPs Economy chaired by Supandi, S.Pd, researchers participated in several regular meetings and activities organized by the Economic MGMP. Researchers conducted observations, interviews and documentation to evaluate the organization by comparing the gap that occurs between the Operational Guidelines Implementation Standards drawn up by the government with the implementation of the Economic MGMPs Malang.

RESULTS AND DISCUSSION

KKG and MGMP implementation of the organization include the establishment of procedures Development Team National, Provincial Level Development Team, Development Team at Regency / City, the Board KKG or MGMP, Membership and Procedures Governing the Establishment of KKG or MGMP and Preparation of the Articles of Association (AD) and Bylaws (ART). KKG or MGMP organizations in the implementation of the activities have a stewardship organization with the following example.

- a. Chairman of KKG / MGMP and member.
- b. Secretary KKG / MGMP and member.
- c. Treasurer KKG / MGMP and member.
- d. The areas of stewardship and member.
- e. Members.

Statutes is a device that should exist when an organization is formed. Therefore, KKG and MGMP which an organization should have Statutes and Bylaws. Statutes and Bylaws of the least should contain: name, destination, place, time, membership, management, program, and orderly organization. Coordination committee meeting held in the framework of the preparation of the Articles of Association and Bylaws which is then followed by a brainstorming (brainstorming) to explore the format and cargo Statutes and Bylaws to be prepared. Furthermore, the Board needs to establish a special team focused initial draft Statutes and Bylaws,

plan and hold a discussion draft, revise the draft based on various inputs on the discussion activity, and finalizing the concept.

Human Resources (HR) required to support the implementation of KKG and MGMP composed of members, instructors, guides / tutors / facilitators, school inspectors, trainers, lecturers (LPTK / Universities), as well as officials of structural and non-structural officials at the Department UPTD Education District (in the District) for KKG, District Education Office / City for MGMPs, Provincial Education Office, and Center (MONE). HR is able to function as a mentor, coach, tutor, or a resource in the implementation of activities in the KKG and MGMP. There are two types of resource persons in the implementation of KKG and MGMP activities that sources are not fixed and fixed resource persons.

Facilities and infrastructure is an important part that must be available and standardized, so that the implementation of KKG and MGMP run properly and with quality. There are two groups of facilities and infrastructure KKG and MGMP activities are the main infrastructure (minimum standard) and extra.

Financing is one important component for the implementation of KKG and MGMP program as expected. Therefore, efforts to raise funds from various sources are supposed to do KKG and MGMP. Some sources of funds that may be used include: membership dues, school operational funds (BOS), the state budget, the budget, the School Committee / Board of Education, District Education Office UPTD (in the District), the District Education Office / City / Province, LPMP, P4TK, relevant Directorate, donors are not binding, unit production, the result of cooperation, community, or sponsor a legitimate and non-binding. Funds obtained KKG and MGMP can be used to finance routine and development through the use of the mechanism according to the provisions. All funds have been and still owned KKG and MGMP must be accountable to all members through the reporting of activities / financial delivered in a meeting attended by members of KKG or MGMP.

A mechanism should be done to operational funding KKG and MGMP is a coordination meeting between the board KKG or MGMP. After the allocation of funds arranged appropriate, the subsequent allocation program officer delivered to members of KKG or MGMP for approval by the Chairman of KKG or MGMP. If the Chairman of KKG or MGMP has not been agreed, then the program officer

must revise the allocation of funds raised on the advice of the Chairman. Once revised, program officer reiterated the proposal to the chairman of KKG or MGMP. Approval of the head KKG or MGMP be the key to the next step submission to donor funds. If funders expect any improvement, then in charge of the program should revise appropriate suggestions funders. If the donor has agreed, then the person in charge of the program just waiting for the disbursement and use of the mechanisms and financial accountability. After the liquid funds, responsible for the program must use the funds in accordance with the grain of the allocation of funds has been agreed. At the end of the activity program officer must make a report on the use of funds in accordance with the provisions and included an overall report on the implementation of activities that have been signed by the Chairman of KKG or MGMP.

There are three types of programs that can be designed for activities at KKG and MGMP, namely the general program, the core program (regular program and program developers) and supporting program. The program includes a number of activities should be detailed for each meeting. Program for one year at least the following 12 activities. In the preparation of KKG or MGMP program selected priority programs, both routine and program development program. Overall KKG or MGMP program is the responsibility of the board. Each of these programs should have a program officer. Responsible work program based on terms of reference agreed upon by the entire members of KKG or MGMP. Responsible task is to implement the program and manage the program in accordance with the terms of reference.

Once the preparation is done in accordance proposal, in charge of program coordination with other officials about the implementation of activities. Coordination meetings can be done twice, the first intended to identify all material activities, while the second coordination meeting to make a progress report every section including tackling the various issues before the implementation of the program. In the program implementation is possible involving sources and the use of school facilities and infrastructure core. Therefore, the person in charge must understand the procedures for the proficiency level. Monitoring and Evaluation team monitoring the implementation of the activities and the results brought to the

meeting, which was attended by the executive in charge. After all the activities completed, the person in charge should make a report on the implementation of activities.

The following program management procedures are the things that should be made responsible for programs ranging from the preparation, execution, and reporting.

KKG and MGMP has designed a program of activities at least as many as 12 events per year. KKG and MGMP should already have some activities to achieve and develop teacher competency standards, such as: preparation of learning, learning problem solving, development of syllabus, lesson plans, teaching materials, methods, media and props, as well as evaluation and assessment in accordance with the standards of competence in related subjects. In addition to the activities mentioned, KKG and MGMP should design activities related to professional development, the development of models of innovative learning, as well as designing activities to maintain professionalism in a sustainable manner. Implementation of KKG and MGMP activities should be supported by operational funds. Outside the main funding source, fund KKG and MGMP activities can be obtained through school resources (BOS) / School Committee / Board of Education are programmed through Anggaran Plan Revenue and Expenditure School (RAPBS) or the Budget Plan (RA) in each school year, funds from good government through the state budget, the budget, as well as other legitimate financial contribution, as well as other sources that are not binding.

Implementation of KKG activities carried out at the district level, while the implementation of MGMP activities at the district / city. The activity in the form of meetings or regular meetings at kurangnya first time in a month. At the district / city level officials KKG or MGMP coordinate activities and conduct regular meetings at least one time in one semester or as needed. At the provincial level officials KKG or MGMP coordinate activities and conduct regular meetings at least 1 time in 1 year or as needed. With the implementation mechanism KKG or MGMP as above is expected to form the figure of a professional teacher accordance messages Teachers and Lecturers Law, PP Master, as well as other regulations which are derivatives.

To find out and provide further feedback on the implementation of KKG or MGMP such, there should be monitoring and evaluation in order to control the quality of KKG and MGMP activities, in order to realize a professional and qualified teachers.

Program activities are structured basically the main activities in the implementation of MGMP activities. Program activity is essentially to meet the needs of members in order to improve performance and professionalism as a teacher. The program should be made as attractive as possible and useful to add to the interest of the members to participate actively in the programs that have been compiled. Economic MGMP Program Malang as in general, namely:

1. Discussion of learning problems.
2. The preparation and development of the syllabus, the semester program, and plan learning programs.
3. Analysis of the curriculum in 2013
4. Lesson Study
5. Preparation of media and innovative learning model
6. Preparation of modules or materials
7. Making the tryout for the Olympic National Examination and economic / accounting
8. Study visits to relevant institutions
9. Workshop PTK (Classroom Action Research)

Many other programs should be organized in MGMP programs one of which is the creation of websites. Economic MGMPs Malang do not have a website. The continued development of technology should MGMPs Economic Malang has a website in order to facilitate access to the latest news of the members of the organization. Program activities are organized according to the needs of the members will be very beneficial when compared with the existing program proceed. The program needs to be updated to keep it fresh and motivating members to play an active role.

Any activity that requires a resource tailored to the expertise that is relevant to the matter of teaching as well as the personality and social skills are good. Informant serves to convey the material or as a mediator between members with the

material. Speakers come from members and non-members. On the Economic MGMPs Malang speakers selected by the officers and members as well as a direct appointment by the agency invited to cooperate. The presence of qualified speakers who support the success of the programs that have been developed to improve the competency of teachers.

Venue for Economic MGMP activities Malang move from one school to another according to the willingness of the school to be occupied. No schools were designated as a core organizer MGMP activities. Because it happened to the chairman and adviser Economic MGMPs Malang derived from SMAN 2 Malang, the activities are often implemented at the school. Switching-venue for events has its advantages and disadvantages. The advantage is that members can stay in touch to other schools to come to a new place so it does not get bored with the same place. The drawback is sometimes a considerable distance a little difficult transportation to the meeting place. Completeness of facilities and infrastructure is very convenient to carry out the meeting. In general, all schools in the city of Malang own apparatus such as, computers, LCD, and telephone / fax.

Another component that really support the sustainability of the organization is a matter of funding or financing. Economic sources of funding MGMP Malang from members and blockgrant. Membership fees have been run since the establishment of the organization, the funds of which are used for all members MGMP activities. Each month the members to deposit a sum of money to the treasury which is then used for all activities of the MGMP, before the blockgrant not uncommon for the members to pay more to cover the shortage of funds. But the last 2 years MGMPs Economic Malang get blockgrant approximately 12 million, money used to buy uniforms blockgrant batik, the flash and the rest is used for routine activities. MGMPs financing sources apart from dues and blockgrant also from the cooperation, Economic MGMPs cooperate with publishers to sell books grants to students and the advantages of selling books included MGMPs cash. Independently MGMPs been able to support the sustainability of the organization. Accounts of all receipts and expenditures and the use of the budget, accountable to all members and reported to the donor. With the substantial funds should be able to assist the implementation of the entire program of activities has been prepared.

Input factors influence organizational dynamics Economic MGMPs Malang. Good quality input will facilitate the running of an organization. MGMP activities is the responsibility of the management board, the members carry out activities based on the work program drawn up by the board. After being evaluated can be seen that the components of the input on the organization's Economic MGMPs yet have a complete organizational ideal, both in terms of management, programs, members, facilities and infrastructure to financing that need to be completed and corrected.

Implementation of the activities spelled could have been done quite well. With the frequency of meetings as described above cultivated all work programs drawn up for a year can be done well but if there is a missed program will be continued in the next period so little forced. Lack is when the fasting month is not used for regular meetings, and the next month is used as a religious gatherings. So there are at least two meetings are not to discuss the work program. So there is a decision to have a meeting twice in one month. One solution to get around the program could be implemented during the year.

Management of the preparation and implementation of the program should be able to support the achievement of the objectives have been planned. MGMP programs have not been able to reach the four competencies of teachers who have already hinted at the signs, if examined no work program that could represent the four competencies. Support from members, administrators and supervisors will make MGMPs more solid and competent in terms of improving the performance and professionalism of its members. By managing the preparation and implementation of the mature destinations will be easily reached and the benefits to be derived by the members.

Output

On the output factor indicates the suitability of the results obtained from the MGMP with the planned work program is quite effective and efficient although there are still shortcomings in the results of some program activities. Results obtained in the form of improved performance and quality of teachers to be more professional. Shown with completeness teaching device owned by each member of the results of the work program in accordance with exposure MGMPs the data and

findings in the previous chapter. Most members of the Economic MGMP is shown with a professional teacher certification program passed by the senior teachers who do have the quality of a good human resources. MGMP as the coordinating teacher professional development on an ongoing basis for teachers who already have the teaching certificate. Teachers are able to make the modules work together with publishers. Sharing and lesson study carried out is also very useful for teachers of junior in order to face the problem of each student are different. With regular meetings of teachers could open new horizons and gain knowledge, to know the latest information in the world of education, especially of current issues in the field of economics. The benefits may also be perceived by students as learners, teachers use the results obtained in MGMP activities in the classroom through teaching and learning activities. It is most commonly applied is the new learning model that makes the students more active and motivated. When students are active then the material being taught to be more easily absorbed by students, resulting in increased learning outcomes.

The success of an organization is influenced by several factors, including the support of the family so that each teacher can develop competence, togetherness members and programs appropriate to the needs of the members. In the implementation of programs that have been planned, not infrequently there are factors that hinder implementation. The limiting factor comes from within itself and the members of each school and board members. Lack of discipline of members to always attend regular meetings, did not carry out that responsibility if they are given the task associated with the work program and members of the turns so often throw the responsibility on a given task. From the school gives less leeway to teach at the meeting so that not a few teachers were given teaching hours until daylight that result can not attend regular meetings due to hit the teaching hours. Inhibiting factors can be overcome by the efforts of the Board to present a more interesting program motivating members. Commitment inner member to constantly ensure and improve the quality of programs MGMP. Re coordinate with the school to provide leeway to teach current MGMP meetings held.

CONCLUSION

Based on the findings of the data and the discussion that has been conducted by researchers, evaluation is a process to obtain a picture of activity and performance MGMP in the management and implementation of activities in a consistent and sustainable broadly divided into input, process and output. With the following conclusions: 1) Input that includes a component of an organization, program activities, human resources, facilities and infrastructure, and financing Economic MGMPs Malang less effective and efficient. Judging from the management of the organization in the absence of AD / ART is clear then it will affect the whole organization, completeness stewardship as chairman of the three-person field. Leadership board member proved less nurturing there are still members who are not satisfied with the leadership of the board and are not satisfied with some of the measures taken, the work program is less focused and well planned because it is not clearly structured and systematic so that members do not know with certainty the final destination of each period. Membership has been quite active with the indicated more than half of the members were present at all regular meetings of the MGMP. The input is an important component in the planning during the period, the components in the input to determine how an organization can walk to the next process stage. With the conflict between the operational manual with the reality on the ground, the input should be corrected adjusted with a guide; 2) The components of the process is the planning and execution of the input that has been compiled. With the input is still lacking, automatic execution of program activities Economic MGMP Malang still feels not maximized. Owned program also includes four competencies yet to be possessed by each professional teacher, there is an attempt to reach the fourth competency, but inputs are available are still not ready to make it happen. The frequency of which has not been consistent execution time is also a deficiency that must be addressed, the frequency of execution must be balanced with consistent clarity agenda to be discussed. If the enthusiasm of members were either not accompanied by improvement of the quality of the input can MGMPs setbacks. MGMP supposed to be able to attract more members again if it has a more interesting program. MGMP can be said to run properly if all teachers economics / accounting in Malang become members and participate

actively promoting MGMPs; 3) Component output is the result of the evaluation could be known by looking at the suitability of the results obtained from the MGMP with the planned work program. The results obtained should be an increase in performance and quality of professional teachers to be more in line with expectations when the government entered this organization. By looking at the inputs and processes on Economic MGMPs Malang there is an increase in performance and the quality of the teacher economics / accounting are not due to join the organization but does MGMP teacher resources owned by the city of Malang nice. Teachers economics / accounting Malang has a high willingness to promote education learners. Economic MGMPs supposed to accommodate the needs of teachers to improve further the performance and quality but with the inputs and processes that are still less likely to cause an increase is not maximized. Some supporting factors such as lack of support from family so that each teacher can develop competence, competent administrators in managing the organization, the togetherness of the members and programs appropriate to the needs of the members. Inhibiting factors derived from the inner members themselves and from school each member inhibiting factors can be overcome by the efforts of the Board to present a more interesting program motivating members. Commitment inner member to constantly ensure and improve the quality of programs MGMP. Re coordinate with the school to provide leeway to teach current MGMP meetings held. Economic MGMPs Malang should be able to provide more benefits to its members with improved input from the management side of the organization and the programs are good, then the goal MGMPs as implied by the government will definitely be achieved.

SUGGESTION

From the above conclusion there are some things that need to be corrected in the organization of the Economic MGMPs Malang. Innovative activities necessary to increase the enthusiasm of the members and to achieve the four competencies of teachers required in the implementation of standard operating guidelines MGMP. Researchers gave some ideas and ideas for Economic MGMPs Malang, including: 1) Research, including Class Action Research / Case Studies. Not only writing training course but immediately did research on each school. Of

all members could MGMPs formed several groups to conduct research, both classroom action research and case studies. 2) Publishing of journals and bulletin MGMPs Economics / Accounting. MGMP members should be able to criticize the government's policies on education and the economy. Then the activity is right for the channel is to write articles or journals that can add insight and hone skills menulis.3) Preparation and website development MGMP. Advances in technology should be followed by MGMPs Economics with a website that contains information about the Economic MGMPs Malang, so each member can easily access the required information on any activities that have been implemented. 4) Competition teacher performance. Held a contest among members MGMP to improve the performance of teachers. Administrative requirements, student learning outcomes and learning process into components of the assessment.

From this research, the teacher shows as one important element in an Economic MGMPs organization. Teachers expected economic / accounting motivated to play an active role in the economy so that MGMPs economic MGMPs could be a professional organization that can accommodate the needs of teachers. Teachers can contribute to the improvement of the organization for Economic MGMPs progress Malang. In this study show that the support of the school is meant for the sustainability of economic MGMPs, policies from school to allow time for teachers to be able to follow the activities of the MGMP is needed. Provision of facilities and infrastructure by the school in the implementation MGMPs also needed. Also expected schools to pay more attention to giving feedback to teachers MGMP members. From this study, Economic MGMPs Malang is expected to examine the results of the evaluation of researchers. Could rectify the deficiencies that have been described by researchers who focused on input and process aspects. And can the aspirations of members of the Economic MGMPs Malang. The evaluation results can be used to improve and more organizations turn on Economic MGMPs Malang.

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