

ABSTRACT

This research examines and analyzes the influence of training and development on work discipline and its implications for the performance of the heads of state primary and secondary schools in the East Bekasi sub-district. There were 82 respondents, all of whom were principals whose status was ASN. The results of the study indicate that: (1) training and development together have a positive and significant impact on work discipline and performance; (2) training and development through work discipline has a positive and significant effect on performance. (3) development is the variable that has the greatest influence on work discipline. Based on the analysis of matrix correlation between dimensions, to improve work discipline it is recommended to maintain and improve; (a) The training instructor appointed has quality, is competent in delivering material; (b) understands such as problem solving techniques, teamwork, division of labor, relationships between superiors and subordinates. In addition to improving performance,,: (a) training material, namely the quality of the material provided; (b) development methods, providing variations of training methods used such as simulations, conferences, case studies and role plays. (c) presence, quality of discipline in work.

Keywords: Principal, Training, HR Development, Work Discipline, Performance



ABSTRAK

Penelitian ini menguji dan menganalisis pengaruh pelatihan dan pengembangan terhadap disiplin kerja dan implikasinya terhadap kinerja kepala sekolah dasar dan menengah negeri di kecamatan Bekasi Timur. Terdapat 82 Responden, seluruhnya adalah kepala sekolah yang statusnya adalah ASN. Hasil penelitian menunjukkan bahwa: (1) pelatihan dan pengembangan secara bersama-sama memiliki dampak positif dan signifikan terhadap disiplin kerja dan kinerja; (2) pelatihan dan pengembangan melalui disiplin kerja memiliki pengaruh positif dan signifikan terhadap kinerja. (3) pengembangan merupakan variabel yang paling besar pengaruhnya terhadap disiplin kerja. Berdasarkan analisis korelasi matrik antar dimensi, untuk meningkatkan disiplin kerja disarankan untuk mempertahankan dan meningkatkan; (a) Instruktur pelatihan yang ditunjuk memiliki kualitas, kompeten dalam penyampaian materi; (b) *understudy* seperti teknik *problem solving*, kerjasama tim, pembagian pekerjaan, hubungan antara atasan dan bawahan. Selain itu untuk meningkatkan kinerja, : (a) materi pelatihan yaitu kualitas dari materi yang diberikan; (b) metode pengembangan, memberikan variasi metode pelatihan yang digunakan seperti simulasi, konferensi, studi kasus dan *role play*. (c) kehadiran, kualitas disiplin dalam bekerja.

Kata Kunci : Kepala Sekolah, Pelatihan, Pengembangan SDM, Disiplin Kerja, Kinerja

