

## ABSTRAK

Penelitian ini berangkat dari fenomena beban kerja pengawas yang *overload*. Demikian juga faktor alam turut mempengaruhi intensitas kunjungan pengawas ke sekolah binaan.. Oleh karena itu, sangat penting diadakannya evaluasi kinerja pengawas dalam upaya menjaga profesionalitas dalam melaksanakan tugas pengawas yang berdampak pada pembinaan karir, peningkatan kompetensi, serta peningkatan kinerja pengawas. Penelitian yang berjudul “ Kinerja Pengawas Pendidikan Agama Islam SMP di Kabupaten Gunungkidul” ini pada hakekatnya bertujuan untuk : 1) mendeskripsikan penyusunan program pengawas PAI SMP di kabupaten Gunungkidul tahun 2013/2014, 2) mendeskripsikan pelaksanaan program pengawas PAI SMP di kabupaten Gunungkidul tahun 2013/2014, 3) mendeskripsikan pelaporan pelaksanaan program pengawas PAI SMP di kabupaten Gunungkidul tahun 2013/2014, 4) menganalisis tingkat kinerja pengawas PAI SMP di kabupaten Gunungkidul tahun 2013/2014.

Perbedaan dengan penelitian yang lalu, terletak pada materi substansial yang dikaji lebih berdasarkan pada peraturan perundang-undangan Pendekatan dalam penelitian ini menggunakan *mixed methods* yakni '*sequential exploratory*'. Fokus penelitian ini adalah evaluasi program untuk mengetahui implementasi program pengawasan yang meliputi konteks, input, proses dan output. Dalam rangka pengumpulan data yang dibutuhkan, penulis menggunakan teknik triangulasi.

Indikator penilaian kinerja pengawas dalam hal penyusunan, meliputi program tahunan, program semester, dan RKA. Pelaksanaan program pengawasan mencakup pembimbingan, pelatihan, dan pengembangan profesionalitas guru PAI, pemantauan dan pembinaan standar nasional PAI, serta penilaian kinerja guru PAI. Sedangkan, indikator pelaporan program pengawasan memuat laporan bulanan, laporan semesteran, dan laporan tahunan.

Kinerja pengawas PAI SMP dalam hal penyusunan dikatakan sangat baik. Hal ini merupakan dampak dari kepemimpinan yang bersifat transformasional dalam hal perencanaan penyusunan program. Kinerja pengawas PAI SMP dalam hal pelaksanaan dikatakan cukup. Meskipun sumber daya pengawas tergolong baik, namun mengingat beban kerja yang *overload* dan faktor alam juga mempengaruhi intensitas kunjungan pengawas ke sekolah binaan. Kinerja pengawas PAI SMP dalam hal pelaporan dikatakan cukup, nampak pada belum maksimalnya membuat laporan bulanan. Namun secara keseluruhan, pengawas PAI SMP di kabupaten Gunungkidul tahun 2013/2014 mempunyai kinerja yang baik.

Kata kunci : Evaluasi, Kinerja, Pengawas.

## ABSTRACT

This research depart from the overload work volume of supervisor. Apart from that the geographical factor also contributes to the intensity of supervisors' visit to school under their responsibility. Therefore, it is vitally important to evaluate the job performance of supervisors to maintain the spirit of professionalism in doing the supervisors' assignment has a positive impact on career advancement, competence development and supervisor's job performance improvement.

The research entitled "The Job Performance of Islamic Religion Education Supervisor at Junior High School in Gunungkidul Regency" basically aims at : 1) describing the creation of the programs of islamic education supervisor at junior high school level in Gunungkidul Regency in the year 2013/2014, 2) describing the program undertaking of Islamic religion supervisor at junior high school level in Gunungkidul Regency in the year 2013/2014, 3) describing the report of program undertaking of Islamic education supervisor at junior high school level in Gunungkidul Regency in 2013/2014, 4) analyzing the job performance rate of Islamic education supervisor at junior high school level in Gunungkidul Regency.

The difference with the previous research lies on the substantial material under investigation which focuses more on legal regulation. The approach used in this research is *mixed method* that is '*sequential exploratory*'. The focus of this research is program evaluation to find out the implementation of supervision program including the context, input, process and output. To collect the data, the researcher used triangulation technique.

The indicator of supervisor's job performance evaluation involves annual program, semester program, and RKA. The undertaking of supervision program includes guiding, coaching, and developing the professionalism of Islamic religion teacher, monitoring and training the national standard of Islamic religion and assessment of the teacher job performance. The indicator of supervision program report contains monthly report, semester report and annual report.

The job performance of Islamic education supervisor at junior high school level in terms of program creation can be categorized as very good. It is the direct result of transformational leadership in the planning of program creation. The job performance of Islamic education supervisor at junior high school level can be categorized as good enough. Although the human resource of supervisors can be rated as good, the heavy workload and geographical factor contributes to the intensity of visit to schools under their responsibility. The job performance of Islamic education at junior high school level in terms of report making can be categorized as good enough which can be seen from the below-target achievement. However, in general, the job performance of Islamic education supervisor at junior high school level in Gunungkidul Regency in 2013/2014 can be categorized as good.

Key words : Evaluation, Job Performance, Supervisor .