ABSTRACT

Article 31 of The 1945 Indonesian Constitution declared that every citizen have the right to get education. Therefore, development of human resources in the field of education is a must. This research was aimed: (1) to analyze the school principals’ perception on the training attended, (2) to analyze the relationship between the training attended and their job performance; (3) to analyze their need for a competence based training; and (4) to recommend the type of competence based training needed. The research was conducted in the City of Bau-Bau, Southeast Sulawesi Province, from March to April 2012. There were 46 respondents, determined through stratified sampling method. The respondent’s perception was measured with Likert Scale, with 5 point scales on the two variables used, Training and Job Performance. Variable of Training was consisting of sub-variables of Analysis of Training Needs (AKP), Implementation of Training (PP), and Evaluation of Training (EP). The relationship between Training and Job Performance was analyzed with Rank Spearman Correlation, using SPSS for windows v. 11.5. The data were obtained through questionnaires, interview, site observation, and secondary documents. Training Needs Assessment Tool (TNAT) was used to evaluate the gap between the average personal capability of the respondents and the average job performance needed. The result of the research indicated that the perception of respondents about training and job performance after training was good with strong relationship, and training has improved their job performance. There were gaps in the four competencies in 20 of job descriptions that varied according to their school accreditation grade, with the gap value of more than 1 in the zone B (need training but not urgently). The biggest gap was in the non-accredited schools, and the smallest gap was in the ‘A’ accredited schools. The jobs that need a training were in the order of the competencies of entrepreneurship, managerial, supervision, and personality.

Keywords: principal, perception, job performance, competencies, training