

ABSTRAK

Penelitian ini berkaitan dengan kondisi ketidakmerataan distribusi guru yang mengakibatkan terjadinya disparitas guru mata pelajaran. Ketidakselarasan antara kompetensi keahlian guru dengan mata pelajaran yang diampu menyebabkan ketidakefektifan pada proses pembelajaran. Tujuan penelitian ini adalah untuk menganalisis kebutuhan, distribusi dan proyeksi kebutuhan guru SMA di Kabupaten Mesuji, Provinsi Lampung. Dengan pendekatan deskriptif kualitatif, pengumpulan data dilakukan dengan menggunakan prosedur observasi, wawancara, elisitasi dokumentasi, dan triangulasi. Hasil penelitian menunjukkan bahwa terdapat disparitas antara kebutuhan guru dan jumlah guru yang tersedia di SMA Kabupaten Mesuji. Kesimpulan dari penelitian ini adalah: 1) Dengan bezetting 180 guru sedangkan kebutuhan guru SMA di Mesuji adalah sejumlah 189 guru untuk pelayanan pembelajaran kepada 2.328 siswa yang terbagi dalam 77 rombongan belajar, maka terjadi disparitas sebesar negatif 9; 2) Distribusi guru belum merata di SMA, terjadi kecenderungan guru berlebih di SMAN 1 Way Serdang dan terjadi banyak kurang guru di SMAN 1 Rawa Jitu Utara. Kekurangan guru paling banyak adalah pada mata pelajaran Bahasa dan Aksara Lampung, sedangkan kelebihan guru terbanyak ada pada mata pelajaran Pendidikan Agama Islam; 3) Proyeksi kebutuhan guru SMA di Mesuji 10 tahun mendatang yaitu akan ada 19 guru pensiun, 4 guru dipromosikan, dan 7 guru dalam usulan mutasi keluar.

Kata Kunci: Distribusi; disparitas; proyeksi kebutuhan guru.

ABSTRACT

This research deals with the condition of the uneven distribution of teachers which results in disparity of subject teachers. The misalignment between the competence of the teacher's expertise and the subjects being taught causes ineffectiveness in the learning process. The purpose of this research is to analyze the needs, distribution and projections of the needs of high school teachers in Mesuji District, Lampung Province. With a qualitative descriptive approach, data collection was carried out using observation, interviews, documentation elicitation, and triangulation procedures. The results of the study show that there is a disparity between the need for teachers and the number of teachers available in high schools in Mesuji District. The conclusions from this study are: 1) By bezetting 180 teachers while the need for high school teachers in Mesuji Regency is 189 teachers for teaching services to 2,328 students divided into 77 study groups, there is a disparity of negative 9; 2) The distribution of teachers is not evenly distributed in senior high schools, there is a tendency to have too many teachers at SMAN 1 Way Serdang and there are too many teachers at SMAN 1 Rawa Jitu Utara. The most teacher shortages were in Lampung Language and Script subjects, while the most teacher excess was in Islamic Religious Education subjects; 3) The projected need for high school teachers in Mesuji in the next 10 years is that there will be 19 retired teachers, 4 promoted teachers, and 7 teachers in the proposed transfer out

Keywords: Distribution; disparity; projected teacher needs.