

Web-based Teacher Performance Appraisal Information System for Generasi Bintang School (Genbi)

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ABSTRACT

Generasi Bintang School (Genbi) is one of the schools that implements teacher performance assessment to ensure a quality learning process for all students and to determine teacher promotion. The obstacle is that this assessment process is very complicated, if done manually, it takes a long time and is prone to errors in the assessment report or recap along with other data reports. This makes teacher performance appraisals ineffective. Based on the problems that occur, the author created a Teacher Performance Appraisal Information System to facilitate data collection, data search, assessment process, and report making. The research method carried out is a field study including observation and interviews, as well as conducting literature studies. From the results of the analysis, it can be seen that agencies need a new system to increase effectiveness and efficiency in the teacher performance appraisal process.

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INTRODUCTION

The rapid development of technology followed by the development of ICT makes companies and government agencies have to follow these developments in order to achieve the need for a faster, effective and efficient technology, this technology has an important role in completing a job and increasing employee creativity and activities, especially in the star school generation (Genbi). This can be done by using a computerized system as a tool to facilitate work and make a company or government agency have high quality, one of the educational activities is that teachers are professional education who have duties, namely duties, functions and important roles in educating the nation's life, one of which is to develop the teaching profession is to conduct teacher performance assessments (PKG) that guarantee the study The learning process is certainly of quality at all levels of education.

Teacher Performance Assessment (PKG) consists of 4 important intumen points, namely pedagogic, personality and professional. from each of these points is further divided into assessments based on teacher competence with different value data. each school records and stores the grade report manually and then collected and recapped. digeneration bintang school (Genbi) all value data from each teacher is recapitulated one by one, this is of course not efficient and effective because it takes time Therefore, a system is needed that automates teacher PK data recapitulation activities.

One way to be able to overcome this problem is for the school to input its own teacher assessment results into one system. so that all teacher assessment data of each school can be directly into the system online. that way the processing time is shorter and data storage is safer when compared to storing data in paper form in a filing cabinet and can reduce the human error factor .this of course also makes it easier for teachers to access those services.

METHODS

Data collection techniques in collecting information about the object of this research, namely: Library Research Methods. Literature writing is a research by collecting the data needed based on books, lecture notes, and other scientific writings that have a relationship with research.

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Field Research Methods. Field research is a research directly carried out in the field or the object of research at Generasi Bintang School (Genbi). As for the collection of writing data, it uses two ways, namely:

1. Interview, namely holding questions and answers with management and other parts related to the object of research.
2. Observation is to make direct observations of the object to be studied, regarding the ongoing implementation, especially those related to documents and activities in the system in question.

Laboratory Research Methods. The use of computers or laboratories in system development is discussed.

RESULTS AND DISCUSSION

Generasi Bintang School has conducted periodic performance assessments of all teachers at the end of each semester through questionnaires filled out based on achievement kineaja for one semester. However, this assessment is only limited to knowing the characteristics of student participants, mastering the learning theory taught to students, understanding and developing the potential of students, how teachers communicate with students, teachers act in accordance with Indonesian religious, legal and cultural norms, how teachers show mature and exemplary personalities during the process of teaching and learning activities, and other supporting elements. With such a teacher performance report system, of course, the head of Generasi Bintang School cannot measure the achievement of teacher performance in implementation optimally.

Data processing procedure

The system procedures running on Generasi Bintang School are as follows:

1. The operator or who serves as the operator submits the Teacher Data Form and Sheet 1 A (Appendix of Approval) to the teacher to fill out.
2. After the Teacher fills out the Teacher Data Form completely, the Teacher Form is submitted back to the Operator.
3. The operator receives the Teacher Data Form that has been filled in by the teacher and checks whether the data filled in by the teacher is complete. If it is incomplete, the Teacher data form is returned to the teacher concerned to complete the data.
4. After the Master Data Form has been filled out, the Operator logs in to input the data into the application and is saved. From here the teacher data input process has been completed and can be used for the assessment process.
5. Teachers start grading manually using the Teacher Assessment Form.
6. After grading manually, the form is informed to the teacher and approved by both parties. If it is not approved, the assessor reassesses the teacher. If approved, the assessment form becomes Sheet 1B (Teacher Assessment Appendix) which will be a reference for assessment in the application.
7. Approved sheet 1 B is used as assessment material in the application.
8. The appraiser logs in as an appraiser to be able to input values from sheet 1 B into the application and be processed.
9. After input of grades, the results of the assessment can be seen into teacher competency scores and can be printed.
10. In addition to the Appraisal Teacher, the Principal also has the right to assess teachers with the same process as the Appraisal Teacher.
11. After the teacher assessment results are printed, the print automatically becomes Sheet 1 C (Appendix to the Results of Teacher Performance Assessment).
12. Sheet 1 C is continued for the AKK (Competency Credit Score) assessment process

13. After the Principal completes the AKK assessment process, the results can be seen and printed immediately.
14. Finish

The information system flow aims to find out more clearly about the system procedures carried out by the assessment team in managing teacher performance data.

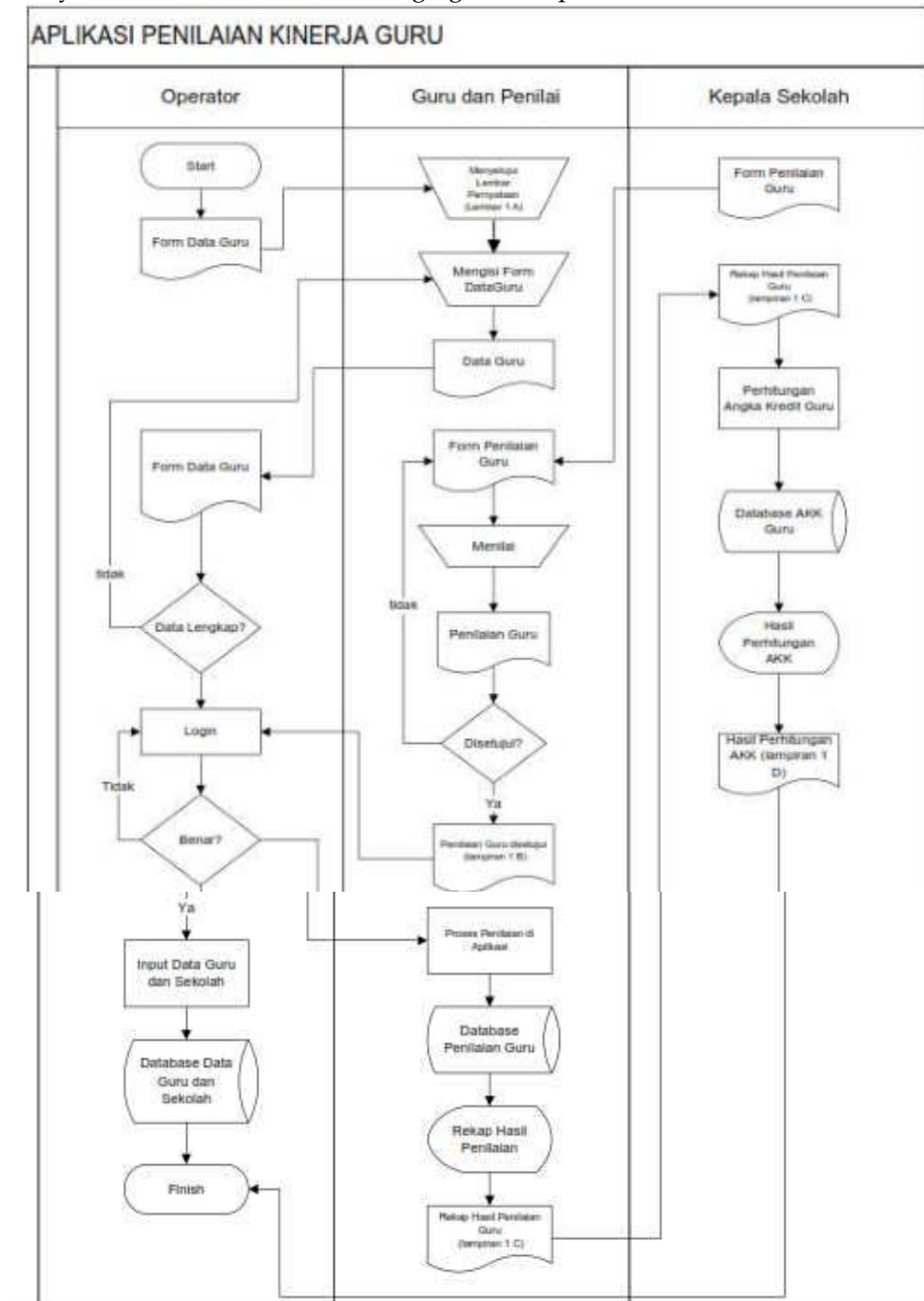


Figure 1. Document Flow Chart on Star Generation School

Discussion

New System Review

System design is very important after the analysis is complete, because weaknesses can be known, so that with the development of the new system, it is hoped that existing obstacles can be overcome. The data processing that will be proposed on this system is the process of ordering and shipping systems. In this system design, it is described how a system is prepared to be built into a program application that is useful for its users. An alternative to designing this system is to use document flow charts and context diagrams, which are among the structured development tools.

Global Design

Global design aims to explain and explain the new system that will be built as a whole. The global design provides an overview for the users of a system, so that it can provide convenience for those who use this system. The global design can be depicted using DFD (Data Flow Diagram) which is described using diagram symbols.

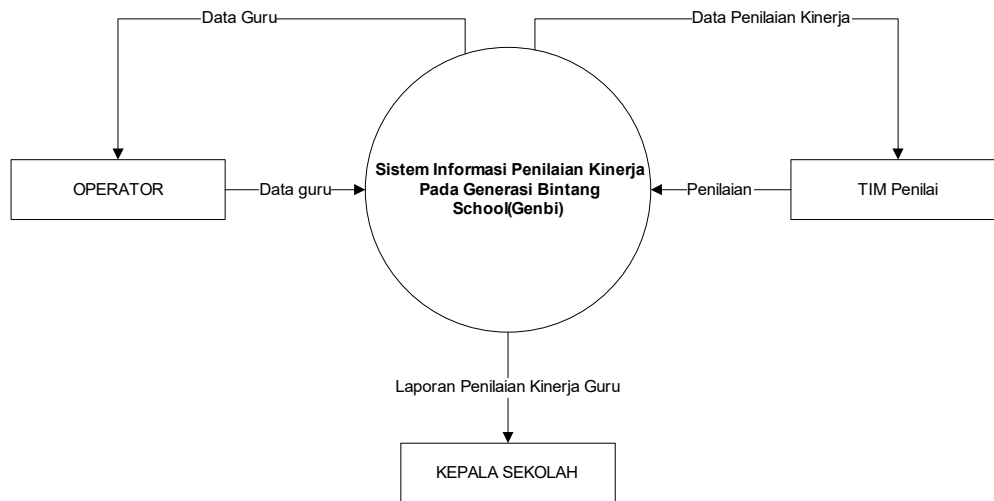


Figure 1. Context Diagram of Teacher Performance Appraisal

In the context diagram above, it is explained that the operator entity enters teacher data, to the assessment team. The assessment team receives the data provided by the operator and processes the data to be assessed and given to the principal as a report.

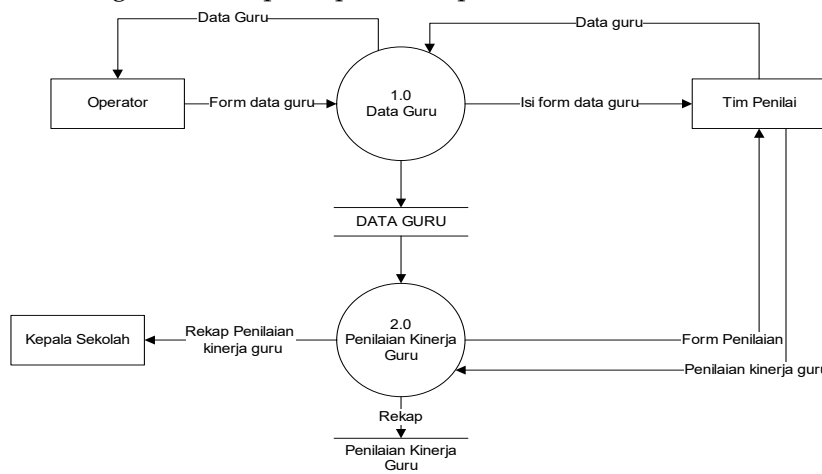


Figure 2. DFD Level 0 Teacher Performance Assessment

Output Planning

Generasi Bintang School (GENBI)										
Laporan Penilaian Kinerja Guru										
No	Id	Nama	Tem Lahir	Tanggal Lahir	Jenis Kelamin	Gol	Prog. Kahlia	Pendagogik	kepribadian	Sosial
99	999	Xxx	Xxx	xxxx	xxx	xxx	xxx	xx	xx	xx
Z	Z	Z	Z	Z	Z	Z	Z	Z		
99	99	xxx	xxx	xxxx	xxx	xxx	xxx	xx	xx	xx
										Medan, dd-mm-yyyy Kepala Sekolah

Figure 3. Teacher Performance Appraisal Report

HOME | DATA SEKOLAH | DATA GURU | PENILAIAN

DATA SEKOLAH

NSPN

NSS

NAMA SEKOLAH

ALAMAT SEKOLAH

KELURAHAN

KECAMATAN

KOTA

PROPINSI

TELP

KODE POS

EMAIL

Figure 4. School Data Input

Figure 5. Input Teacher Performance Data

HOME | DATA SEKOLAH | DATA GURU | PENILAIAN

PENILAIAN KINERJA GURU

NUPTK/NIP

NAMA LENGKAP

PENILAIAN

No	INDIKATOR	NILAI
JUMLAH HASIL PENILAIAN KINERJA GURU		

Figure 6. Input Teacher Performance Appraisal Data

Figure 7. Login Procedural Planning

CONCLUSION

With this web-based teacher performance information system, the teacher work system in Generasi Bintang School (Genbi) is easier and more efficient. With this system, the process of making teacher performance data reports in the star school generation will make it easier. In Generasi Bintang School (Genbi), the teacher performance system is no longer manually but systematically. With the web application, there is no need for assessment sheets because the assessment sheets are converted into efficient web pages.

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