

RINGKASAN

Ulil Mu'amar, 2024. NIM 202102020119. Implementasi Kebijakan Mutasi Guru SMA Negeri di Wilayah Kabupaten Jombang. Pembimbing: (I) Dr. M. Daimul Abror, M.Si.

Penelitian ini bertujuan menganalisis implementasi kebijakan mutasi Guru SMA Negeri di wilayah Kabupaten Jombang beserta dengan factor pendukung dan penghambatnya. Teori utama yang digunakan adalah teori implementasi kebijakan public yang dikembangkan oleh George Edward III dimana keberhasilan suatu implementasi kebijakan public ditinjau dari empat indicator utama, yakni komunikasi, sumberdaya, disposisi, dan struktur birokrasi.

Metode penelitian yang digunakan peneliti merupakan penelitian kualitatif dengan jenis penelitian deskriptif. Berdasarkan hasil wawancara dan observasi serta dokumentasi, hasil penelitian menunjukkan bahwa Implementasi Kebijakan Mutasi Guru SMA Negeri di wilayah Jombang berjalan cukup baik, baik dalam aspek komunikasi, disposisi dan struktur birokrasi. Meskipun masih ada sedikit permasalahan terkait dengan aspek sumberdaya terutama pada aspek sumberdaya anggaran. Adapun faktor-faktor yang mendukung implementasi kebijakan Mutasi Guru SMA Negeri di wilayah Jombang meliputi kejelasan komunikasi, transmisi komunikasi, konsistensi komunikasi, sumberdaya manusia, sumberdaya peralatan, sumberdaya kewenangan, pengangkatan birokrasi, insentif, SOP dan fragmentasi. Sedangkan yang menjadi faktor penghambatnya berkaitan dengan sumberdaya anggaran.

Kata Kunci: Implementasi, Kebijakan Publik, Mutasi Guru

SUMMARY

Ulil Mu'amar, 2024. NIM 202102020119. Implementation of the Public High School Teacher Mutation Policy in Jombang Regency. Advisor: (I) Dr. M. Daimul Abror, M.Si.

This study aims to analyze the implementation of the State Senior High School Teacher mutation policy in the Jombang Regency area along with its supporting and inhibiting factors. The main theory used is the theory of public policy implementation developed by George Edward III where the success of a public policy implementation is reviewed from four main indicators, namely communication, resources, disposition, and bureaucratic structure.

The research method used by researchers is qualitative research with descriptive research. Based on the results of interviews and observations as well as documentation, the results show that the Implementation of the State High School Teacher Mutation Policy in the Jombang area is running quite well, both in the aspects of communication, disposition and bureaucratic structure. Although there are still a few problems related to the resource aspect, especially in the aspect of budget resources. The factors that support the implementation of the State Senior High School Teacher Mutation policy in the Jombang area include communication clarity, communication transmission, communication consistency, human resources, equipment resources, authority resources, bureaucratic appointments, incentives, SOPs and fragmentation. Meanwhile, the inhibiting factor is related to budget resources.

Keywords: Implementation, Public Policy, Teacher Mutation