

## ABSTRACT

**Sulastri. 2015. The Development of Training Model for Administrative Leadership Based on Action Learning in University. Dissertation. Postgraduate Program of Universitas Negeri Padang.**

This research is motivated by the findings of the preliminary research conducted at the administrative leaders at Universitas Negeri Padang. There are a number of problems found about the lack of optimal leadership competency in administrative leadership in terms of change management, conflict management, communication, decision making, team building, and the ability to improve performance. Besides that, there are no training activities specifically designed to increase capacity building in the university, especially to improve the leadership competency of the administrative leadership. This research problems formulation are; 1) how are the needs of higher education administrative leaders? 2) what is the characteristic of the training model for administrative leadership based on action learning in a valid, practical and effective the university? This research is a development research using ADDIE model which consists of five stages, namely Analysis, Design, Development, Implementation, and Evaluation. In accordance with the results of preliminary research that has been done, then the model is developed through a process of self-evaluation, Focus Group Discussion (FGD), one to one trial and small group testing (Universitas Bung Hatta) and large group testing (Universitas Negeri Padang). Research data were collected using a questionnaire, observation, and a questionnaire. The collected data is analyzed using descriptive statistics and inferential statistics. This study produced 4 (four) products, namely model book, material book, instructor guidebook and participant guidebook. These products were declared to be very valid by experts both in terms of construction, content and linguistic aspects so that they were suitable for use. Practicality test results show that it is very practical for the four products that have been developed. Meanwhile, the effectiveness test shows that the Model Pelatihan Kepemimpinan Pimpinan Administratif Perguruan Tinggi Berbasis Action Learning (Model PKPAPT-BAL) is very effective. Based on the research findings above, it can be concluded that the Model PKPAPT-BAL is very valid, very practical and very effective.

## ABSTRAK

**Sulastri. 2015. Pengembangan Model Pelatihan Kepemimpinan Pimpinan Administratif Perguruan Tinggi Berbasis *Action Learning*. Disertasi. Pascasarjana Universitas Negeri Padang.**

Penelitian ini dilatarbelakangi oleh hasil temuan pada penelitian pendahuluan yang dilakukan pada pimpinan administratif di Universitas Negeri Padang. Ada beberapa masalah yang ditemukan tentang kurang optimalnya kompetensi kepemimpinan pimpinan administratif dalam hal manajemen perubahan, manajemen konflik, komunikasi, pengambilan keputusan, team building, dan kemampuan meningkatkan kinerja. Disamping itu belum adanya kegiatan pelatihan yang dirancang secara khusus untuk meningkatkan capacity building di perguruan tinggi terutama untuk meningkatkan kompetensi kepemimpinan pimpinan administratif tersebut. Rumusan masalah penelitian ini adalah; 1) bagaimanakah kebutuhan pimpinan administratif perguruan tinggi terhadap model pelatihan kepemimpinan berbasis *action learning*? 2) bagaimanakah karakteristik model pelatihan kepemimpinan pimpinan administratif perguruan tinggi berbasis *action learning* yang valid, praktis, dan efektif? Penelitian ini merupakan penelitian pengembangan menggunakan model ADDIE yang terdiri dari lima tahap yaitu *Analysis, Design, Development, Implementation, dan Evaluation*. Sesuai dengan hasil *preliminary research* yang telah dilakukan, kemudian dilakukan pengembangan model melalui proses *self evaluation, Focus Group Discussion* (FGD), uji coba *one to one* dan uji kelompok kecil (Universitas Bung Hatta) dan uji kelompok besar (Universitas Negeri Padang). Data penelitian dikumpulkan menggunakan kuesioner, observasi dan angket. Data yang telah terkumpul kemudian dilakukan analisa menggunakan statistik deskriptif dan statistik inferensial. Penelitian ini menghasilkan 4 (empat) produk yaitu buku model, buku materi, buku panduan instruktur dan buku panduan peserta. Keempat produk tersebut dinyatakan sangat valid oleh ahli baik dari aspek konstruk, konten maupun kebahasaan sehingga layak digunakan. Hasil uji praktikalitas menunjukkan sangat praktis untuk keempat produk yang telah dikembangkan. Sedangkan uji efektivitas menunjukkan bahwa Model Pelatihan Kepemimpinan Pimpinan Administratif Perguruan Tinggi Berbasis *Action Learning* (Model PKPAPT-BAL) ini sangat efektif. Berdasarkan temuan penelitian di atas, dapat disimpulkan bahwa Model PKPAPT-BAL ini sangat valid, sangat praktis dan sangat efektif.