

ABSTRACT

Nanang Alamsyah, 2020. *Learning Assessment Model Based on Performance Management.*

The research aims to develop and produce a model of performance management-based learning assessment in valid, practical and effective industrial psychology courses used to improve the quality of learning assessment in Ibnu Sina's high school industrial engineering study program. Research based on needs analysis found the phenomenon that there were dissatisfaction students with the assessment given by the lecturer. In the assessment of learning should have principles educative, authentic, objective, accountable and transparent.

This study uses Research and Development (R&D) methods and ADDIE development procedures. Data analysis techniques using quantitative and qualitative descriptive analysis techniques validity, practicality and effectiveness of performance management based learning assessment models.

The results of the study are: (1) the validity of the developed model meets the valid criteria in the construction aspect of Aiken's V-valued model is 0,8527, (2) the practicality of the model meeting the practical criteria based on student responses are 77,05% and based on lecturer responses are 87,27%, (3) the effectiveness of the model is declared effective in improving the results of learning assessment. The mean value of the learning outcomes of the control class students was 68.04 and the experimental class was 79.35. The results of the model development research show that all the criteria can be implemented well so that it can be concluded that the learning management-based learning assessment model is a valid, practical and effective model.

Keywords: *Learning Assessment Model, Performance Management, Effective Practical Valid.*

ABSTRAK

Nanang Alamsyah, 2020. Model Penilaian Pembelajaran Berbasis Manajemen Kinerja. Disertasi Pascasarjana Fakultas Teknik Universitas Negeri Padang.

Penelitian bertujuan untuk mengembangkan dan menghasilkan model penilaian pembelajaran berbasis manajemen kinerja pada mata kuliah psikologi industri yang valid, praktis dan efektif digunakan untuk meningkatkan kualitas penilaian pembelajaran di program studi teknik industri sekolah tinggi teknik ibnu sina. Penelitian berdasarkan atas *needs analysis* yang menemukan fenomena bahwa terdapat ketidakpuasan mahasiswa terhadap penilaian yang telah diberikan dosen. Dalam penilaian pembelajaran seharusnya memiliki prinsip edukatif, otentik, objektif, akuntabel dan transparan.

Penelitian ini menggunakan metode penelitian dan pengembangan (R&D) dan prosedur pengembangan ADDIE. Teknik analisis data menggunakan teknik analisis deskriptif kuantitatif dan kualitatif kevalidan, kepraktisan dan keefektifan terhadap model penilaian pembelajaran berbasis manajemen kinerja.

Hasil penelitian adalah: (1) validitas model yang dikembangkan memenuhi kriteria valid pada aspek konstruksi model bernilai Aiken's V adalah 0,8527, (2) praktikalitas model memenuhi kriteria praktis berdasarkan respon mahasiswa adalah 77,05% dan berdasarkan dosen 87,27%, (3) efektivitas model dinyatakan efektif dalam meningkatkan hasil penilaian pembelajaran. Nilai rerata hasil belajar mahasiswa kelas kontrol adalah 68,04 dan kelas eksperimen adalah 79,35. Hasil penelitian pengembangan model menunjukkan bahwa semua kriteria dapat dilaksanakan dengan baik sehingga dapat disimpulkan bahwa model penilaian pembelajaran berbasis manajemen kinerja merupakan model yang valid, praktis dan efektif.

Kata kunci: Model Penilaian Pembelajaran, Manajemen Kinerja, Valid Praktis Efektif.