

ABSTRAK

Meiman Setiawan Laia. 2025. Analisis Implementasi Manajemen Perubahan Dalam Penguatan Pendidikan Karakter Di Dinas Pendidikan Kabupaten Nias Barat. Skripsi. Dosen Pembimbing. Palindungan Lahagu, S.E., M.M. C.PS.

Manajemen perubahan memiliki peran strategis dalam memperkuat pendidikan karakter di lingkungan Dinas Pendidikan Kabupaten Nias Barat. Penelitian ini bertujuan untuk menganalisis implementasi manajemen perubahan dalam penguatan pendidikan karakter serta mengidentifikasi faktor pendukung dan penghambat dalam penerapannya. Penelitian ini menggunakan pendekatan kualitatif deskriptif dengan teknik pengumpulan data melalui wawancara, observasi, dan studi dokumentasi. Analisis data dilakukan berdasarkan pengumpulan data, reduksi data, penyajian data, dan penarikan kesimpulan.

Hasil penelitian menunjukkan bahwa implementasi manajemen perubahan dilakukan secara terencana dan telah berlangsung melalui proses yang terstruktur, mencakup tahap perencanaan, pelaksanaan, dan evaluasi. Hal tersebut dibuktikan melalui pembentukan tim kerja, pelibatan aktif kepala sekolah dan guru, serta kepemimpinan Kepala Dinas yang mendorong kolaborasi lintas unit kerja. Dampak positif dari implementasi ini terlihat dari meningkatnya kedisiplinan siswa dan semangat guru dalam mengintegrasikan nilai-nilai karakter ke dalam kegiatan pembelajaran. Faktor-faktor pendukung meliputi komitmen pimpinan, dukungan struktural pejabat dinas, pemanfaatan teknologi pendidikan seperti Smart School dan Rapor Pendidikan, serta komunikasi yang terbuka. Sementara itu, kendala yang dihadapi mencakup keterbatasan sarana, rendahnya literasi teknologi di beberapa wilayah, dan persepsi guru terhadap beban kerja tambahan. Penelitian ini merekomendasikan penguatan pelatihan berbasis teknologi, penyebaran dokumen perencanaan yang merata, serta monitoring berkala untuk memastikan keberlanjutan program. Temuan ini diharapkan dapat menjadi masukan dalam merancang kebijakan manajemen perubahan yang lebih adaptif dalam mendukung karakter peserta didik di tingkat satuan pendidikan.

Kata Kunci: Implementasi, Manajemen perubahan, Pendidikan Karakter

ABSTRACT

Laia, Meiman Setiawan. 2025. *Analysis of the Implementation of Change Management in Strengthening Character Education at the West Nias Regency Education Office*. Thesis. Supervisor. Palindungan Lahagu, S.E., M.M. C.PS.

Change management plays a strategic role in strengthening character education within the West Nias Regency Education Office. This study aims to analyze the implementation of change management in strengthening character education and identify supporting and inhibiting factors in its implementation. This study used a descriptive qualitative approach with data collection techniques through interviews, observations, and documentation studies. Data analysis was conducted based on data collection, data reduction, data presentation, and drawing conclusions. The results showed that the implementation of change management was carried out in a planned manner through the formation of work teams, the active involvement of principals and teachers, and the leadership of the Head of the Office who encouraged collaboration across work units.

The results of the study indicate that the implementation of change management was carried out in a planned manner and has taken place through a structured process, including the planning, implementation, and evaluation stages. This is evidenced by the formation of work teams, the active involvement of principals and teachers, and the leadership of the Head of the Education Office who encouraged collaboration across work units. The positive impact of this implementation is evident in the increase in student discipline and teacher enthusiasm in integrating character values into learning activities. Supporting factors include leadership commitment, structural support from education officials, the use of educational technology such as Smart School and Education Report Cards, and open communication. Meanwhile, obstacles faced include limited facilities, low technological literacy in some areas, and teachers' perceptions of additional workload. This study recommends strengthening technology-based training, equitable distribution of planning documents, and regular monitoring to ensure program sustainability. These findings are expected to provide input in designing more adaptive change management policies to support student character at the education unit level.

Keywords: Implementation, Change Management, Character Educatio