

PENGEMBANGAN DAN PENILAIAN SUMBER DAYA MANUSIA PENDIDIKAN BERBASIS KINERJA

Oleh:

Lovita Ivan Hidayatullah

A. Pendahuluan

Masalah penting yang menjadi perhatian berbagai kalangan berkaitan dengan pendidikan adalah masalah kualitas. Sejalan dengan perkembangan zaman dan persaingan global, tuntutan akan kualitas pendidikan semakin mengemuka. Kekhawatiran akan beratnya persaingan sumber daya manusia Indonesia di era global mendasar menjadi salah satu alasan tuntutan tersebut. Oleh karena itu upaya melahirkan sumber daya manusia yang unggul, kompetitif, dan berkarakter merupakan sebuah keharusan untuk dapat bersaing di era global itu.

Masalah kualitas pendidikan merupakan masalah yang tidak berdiri sendiri dan dipengaruhi oleh berbagai faktor. Salah satu faktor yang memiliki andil besar adalah sumber daya manusia pendidikan. Sumber daya manusia dalam dunia pendidikan sangatlah penting dan menjadi hal utama yang harus mendapat perhatian serius dari semua pemangku kepentingan (*stake holder*). Artinya, jika mutu pendidikan ingin mencapai tingkat pencapaian terbaik maka sumber daya manusia pun harus ditingkatkan.

Untuk menyesuaikan agar pendidikan sejalan dengan peradaban masa kini yang mengedepankan nilai-nilai humanis, mengedepankan dan melestarikan kebudayaan serta yang utama memiliki nilai-nilai moral yang utuh dan menciptakan intelektualitas yang tinggi, maka sumber daya manusia pendidikan haruslah berkualitas serta memiliki integritas yang tinggi untuk mewujudkan cita-cita yang luhur demi kemajuan pendidikan di suatu negara. Artinya sumber daya manusia pendidikan harus ditingkatkan, baik mutu paradigmanya, mutu doktrin-doktrinnya, dan yang utama mutu intelektualitasnya.

Dalam makalahnya yang berjudul "*Problematika Pendidikan Indonesia dan Gagasan Menuju Paradigma Baru*", I Wayan Santyasa, mengemukakan gagasan tentang paradigma baru pendidikan Indonesia. Salah satu paradigmanya untuk memajukan popularisasi pendidikan, adalah (1) menyesuaikan model pendidikan dan pelatihan dengan kebutuhan rakyat banyak seraya meningkatkan mutunya, (2) meningkatkan partisipasi keluarga dan masyarakat dalam penyelenggaraan, investasi, dan evaluasi pendidikan, (3) meningkatkan investasi pendidikan melalui sektor pemerintah. Implementasi paradigma ini adalah melalui program-program (1) mengembangkan dan mewujudkan pendidikan berkualitas, (2) menyelenggarakan pendidikan guru dan tenaga kependidikan yang bermutu, (3) menciptakan SDM pendidikan yang profesional dengan penghargaan yang wajar, (4) menanggulangi putus sekolah akibat krisis melalui perbaikan organisasi pelaksanaan penyaluran bantuan, dan (5) meningkatkan kesejahteraan guru dan tenaga kependidikan lainnya, sehingga dapat memotivasi peningkatan kinerja mereka secara optimal (Santyasa, 2003).

Seiring dengan semakin tajamnya persaingan akibat perkembangan teknologi dan lingkungan yang begitu drastis pada seluruh aspek kehidupan manusia, maka setiap organisasi –termasuk dalam bidang pendidikan– membutuhkan sumber daya manusia yang berkompeten agar dapat memberikan pelayanan yang prima dan bernilai. Dengan kata lain

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