

## Analysis of Teacher Organization Improve the Quality of Physical Education Teacher Performance During the Covid-19 Pandemic, in Semarang City High School

Ivan Kusuma ✉, Mugiyo Hartono, Tri Rustiadi

Universitas Negeri Semarang, Indonesia

### Article Info

History Articles  
Received:  
28 December 2021  
Accepted:  
15 January 2022  
Published:  
30 March 2022

Keywords:  
Analysis,  
Teacher Deliberation  
Program for Physical  
Education Subjects,  
Teacher Performance  
Quality

### Abstract

The purpose of this study was to analyze the program, organization, management, infrastructure, human resources, and financing of the Subject Teacher Conference in improving the quality of physical education teacher performance. This research approach uses a qualitative approach. Data analysis techniques using analysis of Strength, Weakness, Opportunity dan Threat. The results of the strength aspect research have administration, program and governance carried out according to applicable standards. Opportunities with regular activities with the aim of developing the quality of teachers can improve the quality of learning. Weaknesses in coordination and limited governance in a pandemic situation make organizational performance less good. Threats in a pandemic situation do not implement existing programs. The conclusion of this research is that the aspect of the Strength Opportunity Strategy program must foster excellent work standards and foster a sense of meaning. The strategy for the strength opportunity of this organizational aspect is by maximizing the performance of the management. Weakness opportunity strategy where the organization must play a role in motivating teachers to participate in teacher development programs. Weakness threat strategy implements this strategy by submitting proposals to related parties for infrastructure procurement. management strategy by monitoring and evaluating each activity. Strength Opportunity Strategy by making and submitting proposals to related parties.

✉ Correspondence address:  
Sukorejo, Kec. Gunung Pati, Kab. Kota Semarang, Jawa  
Tengah50221  
E-mail: [ipankivan04@gmail.com](mailto:ipankivan04@gmail.com)

## INTRODUCTION

Education plays an important role in shaping the character of a society and nation building (Husain et al., 2015). Physical education is part of the overall educational process and is necessary (Constantinides et al., 2013). Teachers play an important role in creating a successful future for individuals and society (Howe & Xu, 2013).

The Subject Teacher Deliberation is a professional forum for subject teachers in districts, cities, sub-districts or schools (Farizawati, 2019). MGMP is a forum that aims to respond to the development of science and technology (Najri & Jambi, 2020). subject teacher meeting (MGMP) also has the opportunity to become a forum for teacher professional improvement and development (Fatmawati et al., 2020). The essence of MGMP is to function as a forum or means of communication, consultation, and exchange of experiences (Wulandari, 2018).

The Covid-19 pandemic is currently engulfing the entire world, including Indonesia. As a result of the Covid-19 pandemic, all aspects of human life on earth have been disrupted and one of them is the field of education. (Wahyono et al., 2020). Learning in the Covid-19 era, of course, requires adjustments in its implementation (Fahadah et al., 2021). The enactment of the circular letter of the Minister of Education and Culture Number 4 of 2020 makes educators and students unable to meet face to face to carry out the learning process. This affects the performance of teachers related to the implementation of the MGMP program which creates a lot of time constraints in the implementation of the MGMP program. Therefore, it is necessary to have a policy role from MGMP through work programs that have been made to improve the quality of teacher performance.

Observations made by researchers at the preliminary study stage found that, (1) The work program in the operational MGMP in the city of Semarang is still not running optimally, given that routine activities such as meetings every 2 months cannot be attended by all physical education teachers in the city of Semarang, (2) There is no homebase to carry out meeting activities, so the meeting place is moved because it becomes an

obstacle for teachers to participate in MGMP meeting activities, (3) The MGMP tasks of each physical education teacher related to the learning process have not been responded to by all teachers, (4) The contribution of funds for the continuity of MGMP activities is very minimal, (5) The ineffectiveness of MGMP activities is due to the lack of evaluation and discussion conducted by MGMP participants, in this case the teacher, (6) The role of MGMP in developing the quality of physical education teachers is still not running optimally. (7) The lack of MGMP activities, one of which also reduces the participation or activities of physical education teachers with MGMP administrators. (8) In addition, in this study the researcher became one of the physical education teachers in the city of Semarang and at the current condition the coordination between MGMP and physical education teachers in the city of Semarang has not run optimally.

The problems found from the preliminary study can be grouped into several aspects which include MGMP management, organization, management, human resources, infrastructure and financing for MGMP Physical education in the city of Semarang.

It is hoped that the Subject Teacher Conference (MGMP) can play a role in improving the performance of Physical Education teachers. As the results of Yuli Nurlaeli's research (2018), that "The Effectiveness of Subject Teacher Deliberations (MGMP) can improve the teaching performance of English teachers". MGMP also requires good managerial skills to improve the professional competence of teachers, as the results of research from Husna Amalia (2018) "MGMP requires a management that is able to manage with careful planning, structured organization, mobilization, and supervision so that the objectives of the MGMP program can be achieved. make a positive contribution to the professional development of PAI teachers".

Based on the explanation above, the authors would like to analyze in more detail the subject teacher deliberations in an effort to improve the quality of physical education and the performance of physical education teachers during the COVID-19 pandemic at Semarang State High School. The purpose of this study was to analyze the program,

organization, management, infrastructure, financing and resources of MGMP Physical Education and Health in Semarang City. It is hoped that the results of this study can be taken into consideration in evaluating the MGMP Physical education program at SMA Semarang. In addition, it can be useful for broader and in-depth research.

## METHODS

This research approach uses a qualitative approach, meaning an approach that aims to describe or decipher existing conditions or phenomena (Sugiyono, 2014:8).

The focus of the research becomes the author's reference when conducting research in the field, so that the author obtains in-depth and not widespread results. The focus of research in this study is (1) How is the analysis of the MGMP program in improving the quality of physical education teachers' performance during the pandemic at Semarang City High School 2020-2021. (2) How is the analysis of the MGMP organization in improving the quality of physical education teachers' performance during the Semarang City High School pandemic in 2020-2021. (3) How is the analysis of MGMP management in improving the quality of physical education teachers' performance during the Semarang City High School pandemic in 2020-2021. (4) How is the analysis of MGMP infrastructure facilities in improving the quality of physical and physical education teachers' performance during the Semarang City Senior High School Padenmi period 2020-2021. (5) How is the analysis of MGMP financing in improving the quality of physical education teachers' performance during the Semarang City High School pandemic in 2020-2021. (6) How is the analysis of MGMP human resources in improving the quality of physical education teachers' performance during the Semarang City High School pandemic in 2020-2021.

Research data in the form of written or spoken words, pictures, photos, or actions obtained from data sources, namely: people, writing and places. In accordance with Arikunto's opinion

(2013:172) that the data source is obtained from three objects, namely paper, place, and person. (1) paper that source data from documents related to MGMP such as: SK, certificates, organizational charts, ADRT (2). Place, which is a source of data in the form of a place, namely in the Physical education MGMP High school at Semarang city, (3) person, namely the source of data in the form of people (respondents) such as: 3 people from the Physical education MGMP management at the Semarang city high school and 2 Physical education teachers..

Research data collection is a technique or method used by researchers to receive research data. According to Arikunto (2010) there are several data collection techniques in research, namely, "Questions, interviews, observations, exams or tests and documentation. According to Creswell (2012: 266) The steps for collecting research data include the researcher's efforts to limit the research, collecting information data through observation and interviews, both structured and unstructured, documentation, visual materials, and efforts to discuss information recording protocols.

In this study, researchers used SWOT analysis, where this method shows the performance of the Semarang City Physical education MGMP through a combination of internal (strengths and weaknesses) and external (opportunities and threats) factors to determine the performance of a company.

SWOT analysis is a tool developed for strategic analysis (Van Wijngaarden et al., 2012). SWOT analysis is also known as situation analysis (Tian & Hu, 2021). SWOT analysis in industrial management can analyze the sports industry environment from the macro and micro aspects (Dong et al., 2021). Strategic planners must analyze the strategic factors (strengths, weaknesses, opportunities and threats) of the company in the current conditions (Nisak : 2013). Strengths and weaknesses are grouped into internal factors, while opportunities and threats are identified as external factors (Rangkuti 2013:19).

## RESULTS AND DISCUSSION

**Tabel 1.** MGMP Program Aspect SWOT Matrix

|  |  |   |
|--|--|---|
| <div style="border: 1px solid black; width: 40px; height: 20px; margin: 0 auto; display: inline-block;">IFAS</div><br><div style="border: 1px solid black; width: 40px; height: 20px; margin: 0 auto; display: inline-block;">EFAS</div> | <b>Strength (s)</b><br>1.Program based on the organization's vision and mission.<br>2.Program in accordance with MGMP and KKG development standards  | <b>Weakness (w)</b><br>1.Cannot do direct coordination<br>Less participation from PJOK teachers   |
| <b>opportunity (o)</b><br>1.School infrastructure is very qualified for online activities<br>2.There is support from the department and MKKS   | <b>Strategi (s o)</b><br>1.Cultivate excellent work standards and foster a sense of meaning.<br>2.Can determine which programs are routines and which programs are priorities.               | <b>Strategi (w o)</b><br>1.Online coordination by utilizing each school's facilities.<br>2.Support from the office or MKKS so that PJOK teachers participate in training. |
| <b>Threats (t)</b><br>Physical restrictions due to the pandemic  | <b>Strategi (s t)</b><br>1.Programs that require physical interaction are implemented at the end of the period.<br>2.Online program socialization or representatives with strict procedures. | <b>Strategi (w t)</b><br>1.Online coordination  |

**SO Strategy (strength opportunity)** The strengths of the Semarang City Senior High School Physical education MGMP include: (1) a program that is made based on a clear background, clear organizational goals, a clear program, and a clear and directed set of tools. (2) The program created by the Semarang City Physical Education MGMP is also in accordance with the development standards for the implementation of the MGMP and KKG (Depdiknas, 2008:7). This can be used to maximize existing opportunities. Therefore, having a clear vision can foster excellent work standards and foster a sense of meaning. Because the program is in accordance with development standards for the implementation of the MGMP and KKG, it can determine which programs are routine and which are priority programs.

**ST Strategy (strength threats)** The threat that will occur by the Semarang City Physical Education MGMP is the difficulty of directly socializing the program due to the pandemic period. Programs that require direct physical interaction may still be limited because the pandemic is not over yet. This threat must be overcome by the Semarang City Physical Education MGMP by using and utilizing its strengths. Management conducts program socialization online or by face-to-face but limited to only invited representatives by carrying out strict

procedures. Programs that require physical interaction such as outbound, PPC and POR teacher training should be scheduled or postponed at the end of the period in the hope that the pandemic will end and allow for lively and lively activities.

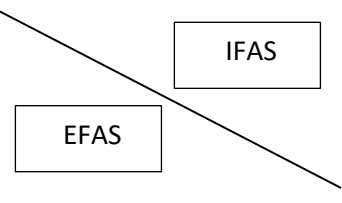
**WO Strategy (weakness opportunity).** Some opportunities can be done by taking advantage of existing opportunities, such as support from MKKS and the provincial Education Office. Adequate infrastructure to support online activities in each school. This opportunity must be maximized so that the program can be implemented according to the predetermined plan. The Semarang City MGMP must minimize existing weaknesses which include not all Semarang City physical education teachers who want to take part in the article writing training program and Class Action Research (CAR). Unable to carry out routine direct coordination due to the pandemic period. By taking advantage of existing opportunities, he hopes to minimize the weaknesses of the Semarang City Physical education MGMP.

**WT Strategy (weakness threats)** This strategy is based on defensive activities by trying to minimize the weaknesses of the Semarang City MGMP and avoid certain threats. Prevent and avoid direct socialization of the MGMP program. Programs that require direct physical interaction

may still be limited because the pandemic is not over yet. This threat must be overcome by the MGMP of Semarang City by minimizing its shortcomings and weaknesses, such as asking for support from the head of the department and MKKS so that all physical education teachers want

to take part in article writing and CAR training programs. Coordinate online using applications that can support online meetings. Here are some ways that can be done to minimize weaknesses so as to avoid threats that occur.

**Tabel 2.** MGMP Organizational Aspect SWOT Matrix

|   |   |   |
|---|---|---|
|                | <b>Strength (s)</b><br>1. Have AD/ART<br>2. Management according to development standards                                     | <b>Weakness (w)</b><br>1. Limited communication and coordination.<br>2. Understanding the results of discussions or meetings is not optimal |
| <b>opportunity (o)</b><br>1. Utilization of facilities from each school<br>2. Support from MKKS | <b>Strategi (s o)</b><br>1. With the support from MKKS, it is hoped that performance can be maximized according to the AD/ART | <b>Strategi (w o)</b><br>1. Physical encounters with school facilities for strict procedures.   |
| <b>Threats (t)</b><br>1. The results of the coordination did not reach the bottom.              | <b>Strategi (s t)</b><br>1. In accordance with AD/ART, if there is something that is not active, the manager can be replaced. | <b>Strategi (w t)</b><br>1. Direct communication and coordination with strict processes and ensuring information gets to the bottom.        |

**SO Strategy (strength opportunity)** The strengths of the MGMP Physical education Senior High School Semarang city include the existence of AD/ART to guide the organization and management of the organization in accordance with the development standards for the implementation of the MGMP and KKG (Depdiknas, 2008:7). This strength can be utilized to maximize existing opportunities by asking for support from MKKS and fostering the management of the Semarang City Physical Education MGMP so that it runs according to AD/ART. Coaching must be done regularly and on a schedule.

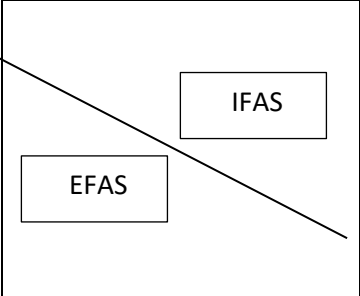
**ST Strategy (strength threats)** The threat that will occur by the Semarang City physical education MGMP is that information on the results of coordination or meetings has not yet reached the bottom (members). This threat must be immediately addressed by the chairman of the MGMP by evaluating the performance of the management. If there are administrators who are found to be inactive, they can be replaced immediately according to the agreed AD/ART.

**WO Strategy (weakness opportunity)** Some opportunities that can be done by taking advantage of existing opportunities include the use of facilities from each school in order to improve the performance of the managers. There is support from MKKS as a mentor and coach. This opportunity must be maximized so that the program can be implemented according to the predetermined plan. The Semarang City MGMP must minimize existing weaknesses, including limited communication and coordination during the COVID-19 pandemic. The level of understanding of the management or members varies in responding to the results of discussions or meetings because they are conducted online. The head of the MGMP must immediately respond to these threats by coordinating or meeting face-to-face with respect to health protocols.

**WT Strategy (weakness threats)** A possible threat is that information on meeting results cannot be conveyed to members due to limited coordination during the covid 19 pandemic. This possibility must be addressed immediately by the head of the MGMP by appointing one of the

schools to hold a meeting in person, the same as protocol. health. before the covid 19 pandemic with due regard

**Tabel 3.** SWOT Matrix for Human Resources MGMP

|   |   |  |
|---|---|--|
|    | <p>Strength (s)</p> <ol style="list-style-type: none"> <li>1. Minimum academic qualification S1</li> <li>2. The application of SOP in determining the sources</li> <li>3. The application of SOP in determining instructors/core teachers/companions</li> </ol> | <p>Weakness (w)</p> <ol style="list-style-type: none"> <li>1. Lack of interest in teachers to continue their studies to the next level.</li> </ol>                                       |
| <p>opportunity (o)</p> <ol style="list-style-type: none"> <li>1. Scholarships for teachers for S2 and S3 levels</li> <li>2. Participate in training or seminars from outside.</li> </ol>  | <p>Strategi (s o)</p> <ol style="list-style-type: none"> <li>1. Perform management upgrades.</li> <li>2. Organizing training or seminars for teachers and management members.</li> </ol>  | <p>Strategi (w o)</p> <ol style="list-style-type: none"> <li>2. Encouraging teachers to join the master or doctoral scholarship program</li> </ol>                                       |
| <p>Threats (t)</p> <ol style="list-style-type: none"> <li>1. Reluctance to change the mindset of conventional education and training models to online.</li> <li>2. The busyness of the teacher in routine at school.</li> </ol> | <p>Strategi (s t)</p> <ol style="list-style-type: none"> <li>1. Shifting the teacher's mindset from conventional training models to online.</li> </ol>  | <p>Strategi (w t)</p> <ol style="list-style-type: none"> <li>1. Motivating teachers so they don't just get stuck in routines and motivate them to improve individual quality.</li> </ol> |

SO Strategy (strength opportunity) The advantages of the Physical Education MGMP in Semarang City Senior High School include the educational qualifications of the administrators or members of the Semarang City Physical Education MGMP at least Bachelor and some are masters. There is a standard operating procedure (SOP) in determining resource persons. The existence of standard operating procedures in determining the instructor/ core teacher/ companion. This strength can be utilized to maximize the opportunities that exist by upgrading the management of the organization in the hope that there will be an increase in quality so that it will have an impact on better performance. Organizing training or seminars on science to improve the quality of teachers and management members.

ST Strategy (strength threats) The threat that may occur is the difficulty of changing the mindset from conventional training models to online. The busyness of the teachers in the routine at school. This threat must be immediately addressed by the MGMP by providing training and motivation about the importance of education and training and

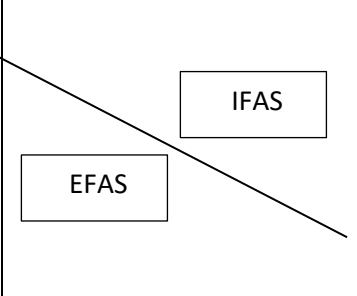
also the advantages of online training compared to conventional education and training.

WO Strategy (weakness opportunity) Some of the opportunities that can be done are the availability of information about scholarships for master's and doctoral levels which are intended for teachers and education practitioners. It is easier to attend training or seminars from outside the region because they are held online. MGMP must play a role in motivating teachers to participate in master's or doctoral scholarship programs. This opportunity must be maximized so that it is expected to improve the quality of physical education teachers.

WT Strategy (weakness threats) This strategy is based on defensive activities by trying to minimize the weaknesses of the Semarang City MGMP and avoid certain threats. The threat that may occur is the difficulty of changing the mindset from conventional training models to online. The busyness of the teachers in the routine at school. Then the weakness of MGMP is the lack of interest of the teachers to continue their studies to a higher level. MGMP must avoid these threats and weaknesses by motivating teachers not to just stick

to routines and motivating them to improve individual quality.

**Tabel 4.** SWOT Matrix MGMP Infrastructure Aspect

|   |   |   |
|---|---|---|
|    | <p>Strength (s)<br/>1.Utilization of infrastructure from each school.</p>                       | <p>Weakness (w)<br/>1.MGMP does not have any infrastructure at all, they only use infrastructure from their respective schools.<br/>2.The infrastructure of each school is not the same in terms of quality or quantity</p> |
| <p>opportunity (o)<br/>1.Cooperating with related parties (CSR, Sponsorship, Donors etc.) for the procurement of infrastructure.<br/>2. Rent infrastructure</p> | <p>Strategi (s o)<br/>1.Appoint and rent one of the schools as a center for infrastructure.</p> | <p>Strategi (w o)<br/>1.Standardize infrastructure facilities in each school.</p>   |
| <p>Threats (t)<br/>1.The influence of technological advances that make lagging.</p>   | <p>Strategi (s t)<br/>1.Using the latest technology.</p>  | <p>Strategi (w t)<br/>1.Submission of proposals to related parties for the procurement of the most up-to-date infrastructure facilities</p>   |

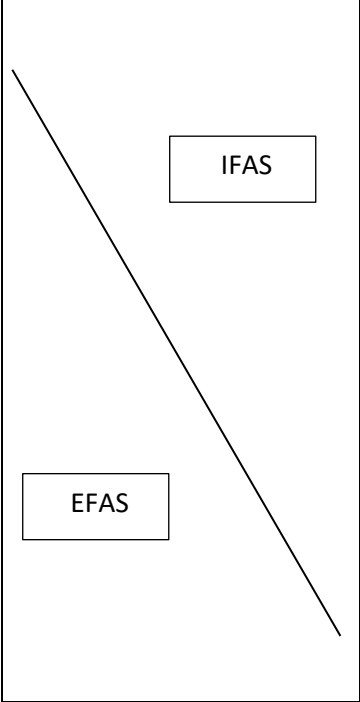
SO Strategy (strength opportunity) The strength of the MGMP Physical education of Semarang City Senior High School in terms of infrastructure is that it can take advantage of the facilities or infrastructure in their respective schools. Meanwhile, MGMP's opportunities related to infrastructure include Collaborating with related parties (CSR, Sponsorship, Donors etc.) for the procurement of infrastructure. Leasing infrastructure facilities. The right strategy by combining strengths and opportunities is to appoint and rent one of the schools as a center for infrastructure.

ST Strategy (strength threats) The possible threat is the influence of technological advances that make them lagging behind. By using their strengths, the right strategy to use is the procurement and renewal of the latest infrastructure facilities.

WO Strategy (weakness opportunity) The weakness is that MGMP has no infrastructure at all, only using infrastructure from their respective schools. The infrastructure of each school is not the same in terms of quality and quantity. Based on these weaknesses and opportunities, the right strategy to use is to standardize infrastructure facilities in each school. The hope is that by using this strategy, they can minimize their weaknesses.

WT Strategy (weakness threats) The threat that MGMP may face is the influence of technological advances that make it lagging behind. Meanwhile, the weakness is that the MGMP does not have any infrastructure at all, only using infrastructure from their respective schools. Based on this, the right strategy to use is to submit a proposal to the relevant parties for the procurement of the most up-to-date infrastructure facilities.

**Tabel 5.** SWOT Matrix of MGMP Management Aspect

|   |   |  |
|---|---|--|
|    | <p><b>Strength (s)</b></p> <ol style="list-style-type: none"> <li>1. There is a division of programs (priority, routine, and developer programs)</li> <li>2. There is a person in charge of each program based on the MGMP chairman's decree</li> <li>3. There is a committee chairman in each program</li> <li>4. Managers understand their respective responsibilities</li> <li>5. Program implementation based on KAK (frame of reference)</li> <li>6. The committee makes activity proposals which include: planning, implementation, financing, and activity reporting</li> <li>7. Management monitors and evaluates activities</li> </ol> | <p><b>Weakness (w)</b></p> <ol style="list-style-type: none"> <li>1. The schedule of MGMP activities that are often not in accordance with the agendas of existing teachers often results in absence from an activity</li> </ol> |
| <p><b>opportunity (o)</b></p> <ol style="list-style-type: none"> <li>1. Cooperation with related institutions such as campuses, Koni, dispora etc.</li> </ol> | <p><b>Strategi (s o)</b></p> <ol style="list-style-type: none"> <li>1. Collaboration in organizing activities with related institutions.</li> </ol>   | <p><b>Strategi (w o)</b></p> <ol style="list-style-type: none"> <li>1. Request support from superiors to require participating in activities from MGMP</li> </ol>  |
| <p><b>Threats (t)</b></p> <ol style="list-style-type: none"> <li>1. Loss of trust from the community due to poor management</li> </ol>                        | <p><b>Strategi (s t)</b></p> <ol style="list-style-type: none"> <li>1. With monitoring and evaluation, it is hoped that management will get better.</li> </ol>  | <p><b>Strategi (w t)</b></p> <ol style="list-style-type: none"> <li>2. Conduct time management training.</li> </ol>  |

SO Strategy (strength opportunity) The strengths of the MGMP Physical education at Semarang City Senior High School include the distribution of programs in accordance with MGMP development standards, namely priority, routine and carrier programs. There is a person in charge of each program based on the MGMP chairman's decree. There is a committee chair in each program. Managers understand their respective responsibilities. Implementation of the program is based on the KAK (frame of reference). The committee makes activity proposals which include: planning, implementation, financing, and activity reporting. Management monitors and evaluates activities. This strength can be used to maximize existing opportunities by collaborating with relevant institutions in organizing activities.

ST Strategy (strength threats) The threat that may occur is the loss of trust from the school

community due to poor management. This threat must be immediately addressed by the MGMP by monitoring and evaluating each activity in the hope that the management carried out will be better.

WO Strategy (weakness opportunity) The weakness of MGMP is that there are some teachers who cannot participate in activities because they clash with school activities. Meanwhile, a possible opportunity is to establish communication and ask for support from MKKS or the Head of Service. The strategy used to overcome this is to ask for support from superiors to require teachers to participate in MGMP activities. This opportunity is expected to be able to overcome the weaknesses of MGMP.

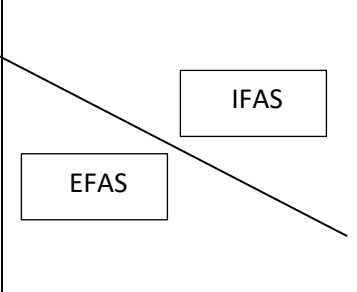
WT Strategy (weakness threats) The threat that may occur is the loss of trust from the school community due to poor management carried out by



the MGMP. Meanwhile, the weakness of MGMP is that there are some teachers who cannot participate in activities because they clash with school activities. With this in mind, the right strategy to use is to hold time management training

conducted by administrators and teachers. It is hoped that after attending the training, they will be able to manage their time carefully and improve the quality of the management carried out by the MGMP.

**Tabel 6.** SWOT Matrix MGMP Financing Aspect

|  |  |  |
|--|--|--|
|   | <p>Strength (s)</p> <ol style="list-style-type: none"> <li>its implementation and management is carried out in accordance with applicable governance</li> <li>Transparency in financial management</li> <li>Accountable</li> </ol> | <p>Weakness (w)</p> <ol style="list-style-type: none"> <li>There are no routine sources of funds.</li> </ol>   |
| <p>opportunity (o)</p> <ol style="list-style-type: none"> <li>Submit proposals to get CSR with related companies.</li> <li>Submit proposals to state institutions for funding assistance.</li> <li>Submit a sponsorship proposal.</li> <li>Open donation.</li> </ol> | <p>Strategi (s o)</p> <ol style="list-style-type: none"> <li>Transparency in management will attract the attention of external parties (CSR, Donors, Sponsorship etc.)</li> </ol>  | <p>Strategi (w o)</p> <ol style="list-style-type: none"> <li>Opening donors by directing donations that are routine per month.</li> </ol>                    |
| <p>Threats (t)</p> <ol style="list-style-type: none"> <li>National economy</li> <li>Inflation rate</li> </ol>  | <p>Strategi (s t)</p> <ol style="list-style-type: none"> <li>Financial budget management by considering the country's economic conditions</li> </ol>   | <p>Strategi (w t)</p> <ol style="list-style-type: none"> <li>The increase in the number of contributions is based on the inflation rate of goods.</li> </ol> |

SO Strategy (strength opportunity) The strength of the Physical Education MGMP of Semarang City High School in terms of financing is that the implementation and management of financing is carried out in accordance with applicable governance. There is transparency and accountability in financial management. This power can be used to support MGMP opportunities by creating and submitting proposals to related parties. The proposals made must be transparent and accountable in order to attract the attention of the relevant parties.

ST Strategy (strength threats). Threats that may occur are unstable national economic conditions due to the influence of various factors. The rate of inflation experienced by the country from year to year. The strategy used by maximizing the power possessed is by financial budgeting that t

akes into account the economic conditions and the inflation rate of the country.

WO Strategy (weakness opportunity) The disadvantage is that there is no regular source of funds. Meanwhile, the opportunities they have are submitting CSR proposals with related companies, submitting proposals to state institutions for financial assistance, submitting sponsorship proposals, opening donors. Based on this, the right strategy to use is to find donors, sponsors or CSR who want to donate regularly. The hope is that this strategy can minimize their weaknesses.

WT Strategy (weakness threats) Threats that may occur are unstable national economic conditions due to the influence of various factors. The rate of inflation experienced by the country from year to year. Meanwhile, the weakness is that there are no routine sources of funds. Based on this, the right strategy to use is to increase the number of

contributions based on the inflation rate experienced by the country.

## CONCLUSIONS

In conclusion, in the aspect of the Strength Opportunity Strategy program, it must foster excellent work standards and foster a sense of meaning. The strategy of strength opportunity in this aspect of the organization is to maximize the performance of the management in accordance with ADRT. Weakness opportunity strategy in which the organization must play a role in motivating teachers to participate in the master or doctoral scholarship program. Weakness threats strategy. The implementation of this strategy is by submitting proposals to related parties for the procurement of the most up-to-date infrastructure facilities. management strategy by monitoring and evaluating every activity with the hope that the management carried out will be better. strength opportunity strategy by making and submitting proposals to related parties.

## REFERENCES

- Amalia, H. (2019). Manajemen Pengembangan Musyawarah Guru Mata Pelajaran (MGMP) Sebagai Upaya Meningkatkan Kompetensi Profesional Guru PAI. *Jurnal Darussalam: Jurnal Pendidikan, Komunikasi Dan Pemikiran Hukum Islam*, 11(1), 132. <https://doi.org/10.30739/darussalam.v11i1.453>
- Constantinides, P., Montalvo, R., & Silverman, S. (2013). Teaching processes in elementary physical education classes taught by specialists and nonspecialists. *Teaching and Teacher Education*, 36, 68–76. <https://doi.org/10.1016/j.tate.2013.07.004>
- Dong, H., Liu, Z., Kong, K., Li, T., & Ma, Q. (2021). Evaluation of Input-Output Efficiency of Sports Industry Based on SWOT-PEST Model. *Journal of Mathematics*, 2021. <https://doi.org/10.1155/2021/6294745>
- Fahadah, S. E., Nurika, & Lutfiya, F. (2021). Penerapan PjBL (Project Based Learning) Daring untuk Meningkatkan Hasil Belajar Siswa di Masa Pandemi Covid-19. *Jurnal Profesi Keguruan*, 7(2), 199–207. <https://journal.unnes.ac.id/nju/index.php/jpk>
- Farizawati, R. (2019). Efektifitas Implimentasi Program Revitalisasi Mgmp Sebagai Media Meningkatkan Kompetensi Guru Bahasa Inggris Di Kabupaten Pidie. *Jurnal Sosial Humaniora Sigli*, 2(2), 42–49. <https://doi.org/10.47647/jsh.v2i2.170>
- Fatmawati, F., Hasbi, H., & Nurdin, K. (2020). Dampak Implementasi Manajemen Musyawarah Guru Mata Pelajaran (MGMP) IPS Terhadap Profesionalitas Guru SMP Negeri di Palopo. *Didaktika: Jurnal ...*, 9(3), 369–383. <https://www.jurnaldidaktika.org/contents/article/view/53>
- Howe, E. R., & Xu, S. (2013). Transcultural teacher development within the dialectic of the global and local: Bridging gaps between East and West. *Teaching and Teacher Education*, 36, 33–43. <https://doi.org/10.1016/j.tate.2013.06.010>
- Husain, M. Z., Hasan, A., Wahab, N. B. A., & Jantan, J. (2015). Determining Teaching Effectiveness for Physical Education Teacher. *Procedia - Social and Behavioral Sciences*, 172, 733–740. <https://doi.org/10.1016/j.sbspro.2015.01.426>
- Najri, P., & Jambi, P. (2020). Mgmp Dalam Meningkatkan Keprofesionalan Guru Mata Pelajaran SMP Negeri 2 Kuala Tungkal-Kabupaten Tanjung Jabung Barat. 10(Juni), 130–144. [www.ejournal.annadwahkualatungkal.ac.id](http://www.ejournal.annadwahkualatungkal.ac.id)
- Nisak, Z. (2013). Analisis SWOT untuk Memenuhi Strategi Kompetitif. Jurnal Ekbis diakses online pada tanggal 07 April -2022 dari (Pdf) Analisis Swot Untuk Menentukan Strategi Kompetitif | Citra Meilani - Academia.Edu
- Nurlaeli, Y., & Saryono, O. (2018). Efektivitas Musyawarah Guru Mata Pelajaran (MGMP) Dalam Meningkatkan Kinerja Mengajar Guru Bahasa Inggris. *Indonesian Journal of Education Management and Administration Review*, 2(2), 308–317.

- Tian, Y., & Hu, X. (2021). SWOT analysis of China's ceramic industry and the use of computers for scientific and technological innovation research. *Scientific Programming*, 2021. <https://doi.org/10.1155/2021/5395988>
- Van Wijngaarden, J. D. H., Scholten, G. R. M., & Van Wijk, K. P. (2012). Strategic analysis for health care organizations: The suitability of the SWOT-analysis. *International Journal of Health Planning and Management*, 27(1), 34–49. <https://doi.org/10.1002/hpm.1032>
- Wahyono, P., Husamah, H., & Budi, A. S. (2020). Guru profesional di masa pandemi COVID-19: Review implementasi, tantangan, dan solusi pembelajaran daring. *Jurnal Pendidikan Profesi Guru*, 1(1), 51–65. <http://ejournal.umm.ac.id/index.php/jppg/article/view/12462>
- Wulandari, S. (2018). Analisis Pelaksanaan MGMP IPS SMP/MTs dalam Meningkatkan Profesionalitas Guru di Kabupaten Sijunjung Tahun 2017. *Jurnal Buana*, 2(1), 362. <https://doi.org/10.24036/student.v2i1.84>