

ABSTRACT

Changes in the status of the National School Standard School stub become international, to bring new changes for the SMP Negeri 1 Limboto. Based on the Regulation of Minister of National Education in 2007, the stages in the execution phase begins SBI stub first, the next phase towards independence. Currently, SMP Negeri 1 Limboto was on the stub phase, where one of the built form is the human resources capacity building schools. To be able to achieve the Outcomes and output in accordance with the purpose RSBI one of the key elements that must be considered is the power of educators or teachers. To be able to improve and develop the ability of educators in providing materials, they need to know in advance the competency of teachers in SMP Negeri 1 Limboto at this time.

Based on the generic competency model Helping & Human Service Workers from the Spencer & Spencer have 14 competencies that make someone successful in their jobs, including jobs as teachers. Competence is Initiative (INT), interpersonal Understanding (IU), Customer Service Orientation (CSO), Impact and Influence (IMP), Developing Others (DEV), Directiveness (DIR), Team work (TW), Analytical Thinking (AT) , Conceptual Thinking (CT), Self-Confidence (SCF), Flexibility (FLX), Organization Commitment (OC), Expertise (EXP), Self-Control (SCT).

In this research conducted the measurement of teacher competence using behavioral indicators listed in the competency model of Spencer & Spencer as a tool ukurnya which then poured in the form of the questionnaire. The questionnaire given to teachers who become research sample that is a teacher at the SMP Negeri 1 Limboto.

From the results of the research can be competency level for each level individual gaps that occurred in each individual. For competency Initiative (INT), interpersonal Understanding (IU), Impact & Influence (IMP), Developing Others (DEV), Team Work (TW), Analytical Thinking (AT), Conceptual Thinking (CT), Self-Confidence (SCF) , Flexibility (FLX), Organizational Commitment (OC), and Self-Control (SC), the gaps that occur largely be at the lower level that is approximately (-2) to (-1). While for the competence Customer Service Orientation (CSO) levels gapnya spread, for the competency Directiveness (DIR) gapnya level most are at levels that are between (-4) to (-3), and for the competence Expertise (EXP) is the zero level gapnya or there is no gap at all.

Proposed given, among others: Learning Organization model, model benchmarking, Computer model of training - and Interactive Video-Assisted Training, Achievement Motivation Training (AMT), training in interpersonal skills, communication skills, concept learning, educational psychology, learning theory, psychology, model model-learning, educational psychology, methods of learning, motivation theory.

Results of this research are expected to provide information about the competency of the teachers SMP Negeri 1 Limboto at this time so that inputs can be good for the school to improve and develop the competence of the teacher, in an effort to prepare the international school later in the year 2013.

Keywords: Competency Spencer & Spencer, teachers, training and development programs.