ABSTRACT

Evaluation is a critical activity to be carried out in the activities of an organization or company. Likewise in the education sector, evaluation is carried out to measure teacher competence. One way to evaluate teacher competence is through in-house training. SMP Negeri 10 Cimahi is a school that has implemented in-house training for its teachers. However, the implementation of in-house training has not been following the expectations of the participants so that it cannot achieve the goals of the in-house training itself. Therefore, this research aims to improve the design of the proposed in-house training evaluation business process.

The approach used is business process management, where the first step is to define problems and collect primary and secondary data for data processing. Next, the as-is process modeling and analysis stage is to determine what gaps exist between actual conditions and requirements so that they can be corrected in the next stage. After that, the change design to-be stage is where the proposed improvements are made from the identified gaps.

As for the suggestions given in this study, to overcome the problem is to provide a means to accommodate participant surveys and add participant competency evaluation activities using a web-based application. The proposals given can be accepted by the stakeholders as evidenced in the form of a verification checklist.

This proposal will be a better concept development in the future to make in-house training evaluation applications that are more integrated and can improve teacher competence.

Keywords : Business Process, Business Process Management, In-house Training, Business Process Model and Notation, Reengineering