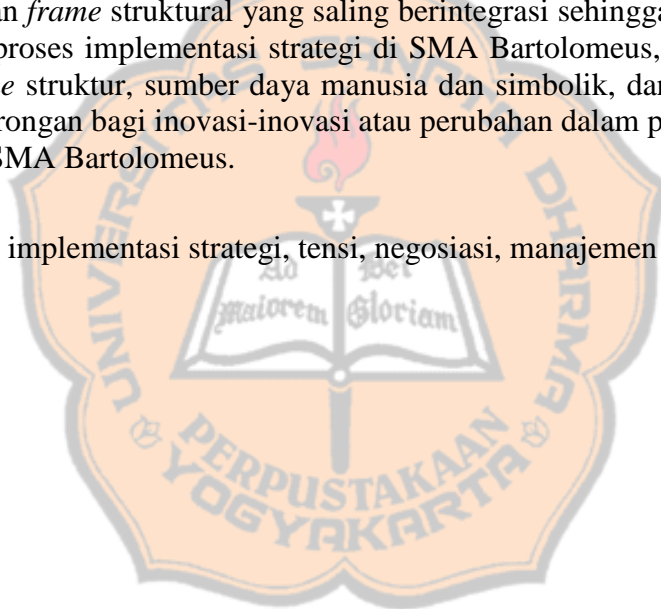


ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui dan mendeskripsikan proses implementasi rencana strategis yang dilakukan untuk menjaga keberlanjutan SMA Bartolomeus, serta mengidentifikasi dan mendeskripsikan negosiasi ketegangan dalam proses implementasi rencana strategis tersebut di SMA Bartolomeus. Pendekatan penelitian kualitatif digunakan dengan mengumpulkan data melalui studi dokumentasi dan wawancara semi-terstruktur pada ketua Yayasan Antonius, kepala sekolah, para wakil kepala sekolah dan salah seorang guru di SMA Bartolomeus. Temuan penelitian ini mengungkapkan kesesuaian antara proses implementasi strategi yang terjadi di SMA Bartolomeus dengan teori implementasi strategi Fevzi Okumus, implementasi strategi muncul dalam *frame* simbolik dan *frame* struktural yang saling berintegrasi sehingga menghasilkan ciri khas pada proses implementasi strategi di SMA Bartolomeus, terjadi ketegangan dalam *frame* struktural, sumber daya manusia dan simbolik, dan ketegangan dapat menjadi dorongan bagi inovasi-inovasi atau perubahan dalam proses implementasi strategi di SMA Bartolomeus.

Kata kunci: implementasi strategi, tensi, negosiasi, manajemen sekolah swasta



ABSTRACT

The purpose of this study is to identify and describe the strategic plan implementation process carried out to maintain the sustainability of Bartholomew High School, as well as identify and describe tension negotiations in the strategic plan implementation process at Bartholomew High School. A qualitative research approach was used by collecting data through documentation studies and semi-structured interviews with the chairman of the Antonius Foundation, the principal, the vice principals and one of the teachers at Bartholomew High School. The findings of this study reveal the suitability between the strategy implementation process that occurs at Bartholomew High School with the theory of strategy implementation at Fevzi Okumus, strategy implementation appears in symbolic frames and structural frames that are integrated with each other so as to produce characteristics in the strategy implementation process at Bartholomew High School, There is tension in the structural, human and symbolic frames, and tension can be the impetus for innovations or changes in the strategy implementation process at Bartholomew High School.

Keywords: strategy implementation, tension, negotiation, private school management

