

PERILAKU ORGANISASI

*Teori dan Aplikasi pada
Pendidikan Tinggi*



Prof. Dr. Supadi, M.Pd.

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PERILAKU ORGANISASI

Teori dan Aplikasi pada Pendidikan Tinggi

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KATA PENGANTAR

Puji dan syukur dipanjatkan kepada Allah SWT, Tuhan yang maha kuasa. Berkat kuasanya, buku ajar ini selesai disusun oleh penulis.

Perilaku organisasi merupakan satu bidang kajian yang krusial dimiliki oleh calon sarjana manajemen pendidikan. Kajian perilaku organisasi dalam berbagai konteks organisasi pendidikan selalu menarik perhatian. Perguruan tinggi sebagai satuan pendidikan jenjang tertinggi terdiri dari insan intelektual (dosen dan mahasiswa) serta tenaga kependidikan yang berinteraksi untuk mencapai tujuan pendidikan pada institusinya. Perilaku organisasi kaum intelektual tentu berbeda karakteristiknya dibandingkan dengan perilaku individu, kelompok, atau organisasi pada satuan pendidikan lainnya, apalagi dengan organisasi nonpendidikan.

Mahasiswa Program Studi Manajemen Pendidikan diharapkan menguasai teori, prinsip, dan konsep perilaku organisasi sehingga kelak diharapkan dapat menjadi sarjana manajemen pendidikan yang memahami organisasi pendidikan tempatnya bernaung kelak, adaptif dengan tatanan organisasi yang ada dan pada akhirnya dapat berkontribusi optimal bagi kemajuan organisasi. Selain penguasaan konsep, mahasiswa juga perlu menguasai aplikasi konseptual dalam tatanan kontekstual budang pendidikan di Indonesia.



Semoga hadirnya buku ini dapat menjadi media dan sumber belajar bagi mahasiswa dalam memahami teori, konsep dan aplikasi perilaku organisasi dalam konteks bidang pendidikan.

Selamat membaca!

Jakarta, April 2025

Penulis

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PROFIL PENULIS

Prof. Dr. Supadi, M.Pd



Nama Lengkap : Prof. Dr. Supadi, M.Pd
(beserta gelar)
Jabatan : Guru Besar
Fungsional : Dosen
Jabatan : Dosen
Struktural :
NIP/NIK : 19640303.200604.1.001
/Identitas
Lainnya
NIDN : 0003036490
Tempat dan : Klaten, 03 Maret 1964
Tanggal Lahir
Alamat Rumah : Jl. H. Ahmad No. 71
RT.011/RW.04, Pondok
Bambu, Duren Sawit,
Jakarta Timur
No.Telepon/ : 08161477042
Fax/Hp
Alamat Kantor : Komplek UNJ Gd.
Daksinapati Lt.1 R.100 Jl.
Rawamangun Muka
Jakarta Timur 13220
Alamat E-mail : supadi@unj.ac.id
Lulusan yang : ± 250 Mahasiswa
telah dihasilkan

RIWAYAT PENDIDIKAN

Tahun Lulus	Program Pendidikan	Perguruan Tinggi	Jurusan/Program Studi	Judul Skripsi/Thesis/ Disertasi
1999	S-1	Universitas Negeri Jakarta	Administrasi Pendidikan/ Manajemen Pendidikan	Hubungan Gaya Kepemimpinan Orang Tua Murid dengan Prestasi Belajar Siswa di Sekolah Dasar Muhammadiyah 24 Rawamangun Jakarta Timur
2003	S-2	Universitas Kristen Indonesia	Manajemen Pendidikan	Implementasi Pendidikan Kualitas Total di Sekolah Dalam Kaitanya Dengan Pemahaman Peningkatan Kualitas Bersinambungan dan Prestasi Guru
2014	S-3	Universitas Negeri Jakarta	Manajemen Pendidikan	Perubahan IKIP Menjadi Universitas

PENGALAMAN KERJA

Tahun	Deskripsi	Instansi
2004 – 2012	Kepala Sekolah Dasar Muhammadiyah 24	Majelis Pendidikan Dasar dan Menengah Pimpinan Daerah Muhammadiyah Jakarta Timur
2007 – 2011	Sekretaris Jurusan Manajemen Pendidikan FIP-UNJ	Fakultas Ilmu Pendidikan UNJ

2015 – 2019	Ketua Program Studi S1 Manajemen Pendidikan	Fakultas Ilmu Pendidikan UNJ
2022 - 2026	Ketua Koperasi Pegawai Universitas Negeri Jakarta	Universitas Negeri Jakarta

REKAM JEJAK PROFESIONAL

1. Asesor BAN-S/M (NIA. 3172115080)
2. Asesor SPK (Sekolah Internasional) BAN S/M (NIA. 777777018023)
3. Asesor Sertifikasi Dosen (NIRA. 18100103707900792)
4. Asesor BKD Kementerian Pendidikan Kebudayaan, Riset dan Teknologi (NIRA. 211410010370154023041)
5. Asesor Guru dan Tenaga Kependidikan (NIRA. 2305530623)
6. Asesor LAMDIK (NIRA. 220553)
7. Konsultan Yayasan Sekolah SPK Pribadi Bandung Berbasis Islam
8. Konsultan Yayasan Sekolah SPK Tunas Muda Berbasis Nasional

PENGALAMAN BERORGANISASI

1. Pengurus dalam Asosiasi Administrasi Pendidikan dan Manajemen Pendidikan (APMAPI)
2. Pengurus ISMAPI DKI
3. Wakil Ketua Dikdasmen PDM Jakarta Timur
4. Anggota Badan Akreditasi Nasional Periode 2023-2026, dengan nomor SK: 008/BAN- SM/SK/2023
5. Ketua BAN PDM Provinsi DKI Jakarta Tahun 2024 - 2028

PENELITIAN YANG DILAKUKAN DALAM 5 (LIMA) TAHUN TERAKHIR

Telah sebanyak tiga kali didanai oleh BRIN dan dua kali oleh LPM UNJ

No	Tahun	Penelitian yang Dilakukan	Sumber Pendanaan
1	2020	Pengembangan Model Asesmen School Absorptive Capacity dalam	Kemenristek (BRIN)
2	2021	Penerapan Pendidikan 4.0 Kepemimpinan Multikultural Kepala Sekolah di Jakarta	LPM UNJ
3	2021	Model Pengembangan Kapasitas Sekolah Untuk Mewujudkan Keunggulan Kompetitif Sekolah berbasis Big Data Analytics di Era Revolusi Industri 4.0 (Tahun ke-1)	Kemenristek (BRIN)
4	2022	Digitalisasi Berbasis Android Model Asesmen School Absorptive Capacity dalam Penerapan Pendidikan 4.0	LPM UNJ
5	2022	Model Pengembangan Kapasitas Kepala Sekolah untuk Mewujudkan Keunggulan Kompetitif Sekolah Big Data Analytics di Era Revolusi Industri 4.0 (Tahun ke-2)	Kemerinstek (BRIN)

KEGIATAN PENGABDIAN MASYARAKAT DALAM 5 (LIMA) TAHUN TERAKHIR

No	Tahun	Judul Pengabdian Kepada Masyarakat	Sumber Pendanaan
1	2020	Pendampingan Pelatihan karya ilmiah bagi Guru SMPN di Wilayah Jakarta Timur 1	LPM UNJ
2	2021	Pendampingan Kepada Kepala Sekolah dan Guru SD dalam Menyiapkan Instrumen Akreditasi	LPM UNJ

		Manajemen Sekolah se-Wilayah Jakarta Timur 1	
3	2022	Pendampingan Kepala Sekolah, Guru, dan Operator Sekolah At Taqwa dalam Memperisapkan Perangkat Akreditasi Komponen Manajemen Sekolah di Kecamatan Pulogadung Jakarta Timur	LPM UNJ
4	2023	Penguatan Kompetensi Kepala Sekolah dalam Melakukan PenelitianTindakan Sekolah Guna Mencapai Keunggulan Sekolah di Era Society 5.0	LPM UNJ
5	2023	Pendampingan Kepala Sekolah Mempersiapkan Perangkat Akreditasi, Komponen Mutu Guru Dan Manajemen Sekolah di SDN Se Kecamatan Pulo Gadung Jakarta Timu	LPM UNJ
6	2024	Pendampingan Kepala Sekolah PAUD/TK Dalam Optimalisasi Manajemen Sekolah Untuk Meningkatkan Kualitas Pendidikan PAUD/TK Se- Kecamatan Duren Sawit Jakarta Timur	LPM UNJ

PUBLIKASI ARTIKEL ILMIAH DALAM JURNAL TERINDEKS DAN BEREPUTASI (DALAM 5 TAHUN TERAKHIR)

1. Jurnal internasional terindeks Scopus Q2 sebanyak 1 artikel
2. Jurnal internasional terindeks Scopus Q3 sebanyak 3 artikel
3. Jurnal internasional terindeks Web of Science dan bereputasi sebanyak 1 artikel.
4. Jurnal Nasional terindeks Sinta 2 sebanyak 7 artikel.
5. Jurnal Nasional terindeks Sinta 3 sebanyak 6 artikel.

6. Jurnal Internasional sebanyak 16 artikel.

Total artikel terpublikasi dalam 5 tahun terakhir adalah 33 artikel dengan rincian sebagai berikut:

No	Judul	Tahun	Nama Jurnal
1	The Effectiveness of Multicultural School Principals In Indonesia Vocational School	2020	International Journal Of Innovation, Creativity, and Change
2	Curriculum Development Design in the Era of the 4.0 Industry Revolution	2020	EDUCATIO: Journal of Education (SINTA 3)
3	Manajemen Kegiatan Ekstrakurikuler Robotik di SMA Negeri 28 Jakarta	2020	Improvement: Jurnal Ilmiah Untuk Peningkatan Mutu Manajemen Pendidikan (SINTA 3)
4	Management of Facilities and Infrastructure in Al Azhar 12 Islamic Junior High School Rawamangun East Jakarta	2020	Improvement: Jurnal Ilmiah Untuk Peningkatan Mutu Manajemen Pendidikan (SINTA 3)
5	Making Sense The Teacher's Evaluation With The Value of Local Culture (The Voice of School Principals in Indonesia)	2021	International Journal of Educational Management, Emerald Publishing (Scopus Q2)
6	Pendampingan Penyusunan Instrumen Perangkat Akreditasi Sekolah Berbasis Teknologi Informasi dan Komunikasi (Jurnal Pengabdian Masyarakat Tahun Anggaran 2021)	2021	Proceeding Seminar Nasional Pengabdian Masyarakat 2021 (SNPPM-2021) Universitas Negeri Jakarta diterbitkan oleh Lembaga penelitian dan Pengabdian Kepada Masyarakat Universitas Negeri Jakarta
7	Implementation of the Character Building Training (CBT) Program in Character Development of Students of the State Islamic University of Alauddin Makassar	2021	International Journal of Multicultural and Multireligious Understanding
8	Implementasi Program Gerakan Literasi Sekolah Di	2021	Improvement: Jurnal Ilmiah Untuk Peningkatan

No	Judul	Tahun	Nama Jurnal
	SMA (Studi Evaluasi)		Mutu Manajemen Pendidikan (SINTA 3)
9	Implementasi Manajemen Berbasis Sekolah (MBS) di SD SPK New Zealand School	2021	Hikmah: Journal of Islamic Studies
10	Evaluation of the Implementation of the Inclusion Program at the State Elementary School 01 Sungai Bambu, North Jakarta	2021	International Journal of Elementary Education (SINTA 2)
11	The mediating role of organizational learning in the relationship between organizational commitment and lecturer innovative behavior	2021	JRTI (Jurnal Riset Tindakan Indonesia)
12	Implementasi Program Gerakan Literasi Sekolah Di SMA (Studi Evaluasi)	2022	iMProvement Jurnal Ilmiah Untuk Peningkatan Mutu Pendidikan
13	Pedagogical Competence of Teachers in Responding to the Challenges of 21st Century Teacher Skills	2022	Spesialis Ugdymas (Scopus Q3)
14	Management of Healthy School Culture at SMK Negeri 26 Jakarta	2022	Budapest International Research and Critics Institute
15	Principal Leadership: Responding to The Challenges of 21st Century Teacher Competence	2022	Al-Tanzim: Jurnal Manajemen Pendidikan Islam (SINTA 2)
16	Management of Educational Facilities and Infrastructure in Islamic Junior High School	2022	Journal of Educational Research and Evaluation (Sinta 2)
17	The Influence of Professional Education and Work Motivation on The Performance of State Elementary School Teachers	2022	Journal of Educational Research and Evaluation (Sinta 2)
18	Implementasi Standar Pengelolaan Pendidikan	2022	Journal Pedagogika
19	Certified Teacher's Pedagogic Competence in 21st Century Skills	2022	Journal of Educational Research and Evaluation

No	Judul	Tahun	Nama Jurnal
20	Teacher Social and Personality Development Model Based on Myers Briggs Type Indicator The Effect of Work Culture and Personality Toward Teacher's Organizational Commitment on Public Junior High School – KeiKecil – Southeast Maluku	2022	Journal of Educational Research and Evaluation
21	Implementation of Education 4.0 Through Digital-based School Adoptive Assessment Applications	2022	Budapest International Research and Critics Institute
22	Child-Friendly School Environment Management in SMA Negeri 45 Jakarta	2022	The Seybold Report (Scopus Q3)
23	The Practice of Learning Community on Teachers Development: A Case of Indonesia	2022	EDUTEC: Journal of Education And Technology
24	Capacity Development of Principles Based On Information Technology In Improving The Competitive Advantages Of Vocational High School (SMK) With Big Data Analysis	2022	Al-Ishlah: Jurnal Pendidikan
25	Blended Learning Management in Madrasah Tsanawiyah During Covid-19 Pandemic	2023	The Seybold Report (Scopus Q3)
26	Evaluation of the School Literacy Movement Program in Senior High School	2023	Journal Pedagogy
27	Child-Friendly School Environment Management in SMA Negeri 7 Jakarta	2023	Jurnal Penelitian dan Pengembangan Pendidikan
28	Evaluation of the School Literacy Movement Program in Senior High School	2023	Journal of Education
29		2023	Journal of Education Research and

No	Judul	Tahun	Nama Jurnal
			Evaluation (SINTA 2)
30	The Influence of Multicultural Leadership and Teacher Professionalism on the Performance of Junior High School Teachers	2023	Journal of Education Research and Evaluation (SINTA 2)
31	Implementasi Nilai Peduli Lingkungan Dalam Membangun Budaya Sekolah Adiwiyata Di SDN Tanjung Barat 09 Pagi	2024	INDONESIAN VALUES AND CHARACTER EDUCATION JOURNAL (SINTA 2)
32	Implementasi Asesmen Nasional Di SMPN 216 Jakarta	2024	JURNAL ILMIAH PENDIDIKAN PROFESI GURU (SINTA 3)
33	Analisis Pengelolaan Arsip Digital Dengan Menggunakan Google Spreadsheet Di Seksi Pendidik Dan Tenaga Kependidikan Suku Dinas Pendidikan Wilayah I Kota Administrasi Jakarta Selatan	2024	Lembaran Ilmu Kependidikan Vol. 53 No. 2 (2024): Educational Theory and Practice (SINTA 3)

PEMATERI/NARASUMBER PADA PERTEMUAN/SEMINAR ILMIAH NASIONAL DAN INTERNASIONAL

- 1. Seminar nasional sebanyak : 25 kali
- 2. Seminar internasional sebanyak : 14 Kali

No	Kegiatan	Penyelenggara
1.	Profesionalisme Guru	Universitas Negeri Jakarta
2.	Sertifikasi Kepala Sekolah Sebagai Upaya Meningkatkan Kualitas Manajemen Sekolah	Universitas Negeri Jakarta
3.	Tajdid Pemikiran dan Pendidikan Islam ke III“Memantapkan Konsep Pendidikan Dalam Islam”	<i>Centre for ModerateMuslim</i> dan Yayasan Dakwah Islamiyah Malaysia
	Konferensi Pembaruan dan	Centre for Moderate

4.	Pemikiran Islam Ke- 4 dan Lokakarya Pemantapan Pendidikan Islam	Muslim dan Yayasan Dakwah Islamiyah Malaysia
5.	Aktualisasi Ilmu Pendidikan Dalam Pembangunan Karakter Bangsa Yang Bermartabat	FORUM FIP Se-Indonesia
6.	Pengembangan Profesionalisme Guru, Kepala Sekolah, dan Pengawas.	ISMAPI
7.	Meningkatkan Citra Organisasi melalui Profesionalisasi Administrasi / Manajemen Pendidikan	Universitas Pendidikan Indonesia
8.	Peningkatan Dan Pengembangan Potensi Asosiasi Mahasiswa AP/ MP	IKATAN MAHASISWA AP/MP UNJ
9.	<i>Quality Assurance in Improving the Quality of Teaching and School Management</i>	<i>Huazhong Normal University China</i>
10.	<i>Educational Leadership</i>	Universitas Negeri Yogyakarta
11.	Peningkatan Dan Pengembangan Potensi Asosiasi Mahasiswa AP/ MP	IKATAN MAHASISWA AP/MP UNJ
12.	Pendidikan dan Pelatihan Calon Widyaiswara	Badan Intelijen Negara Republik Indonesia
13.	<i>International Workshop on "Actualize Educational Management, Leadership and Administration to Optimize Educational Quality"</i>	<i>Gorontalo State University and The International Conference on Educational Management, Administration and Leadership (ICEMAL)</i>
14.	Bimbingan Teknis dan Pembekalan Dosen	Kementerian Perhubungan Indonesia STTD
15.	Semiloka Bimtek Manajemen Sarpras Tingkat Nasional	Dinas Pendidikan Propinsi Jawa Timur
16.	Bimbingan Teknis Penguat Tenaga	Kementerian Pendidikan

	Administrasi Tingkat Nasional (Regional Barat/Jakarta)	dan Kebudayaan Direktorat Jendral Pendidikan Dasar
17.	Kurikulum 2013 Tinjauan Kritis, Aplikatif & Tantangannya	STAI BANI SALEH JABAR
18.	Bimbingan Teknis Penguat Tenaga Administrasi Tingkat Nasional (Regional Timur/Bali)	Kementerian Pendidikan dan Kebudayaan Direktorat Jendral Pendidikan Dasar
19.	Bimtek Akreditasi SD Propinsi Ternate dan Kalimantan Barat	Kementerian Pendidikan dan Kebudayaan Direktorat Jendral Pendidikan Dasar
20.	Narasumber pengembangan Instrumen perlombaan INOBVEL TK Nasional	Kementerian Pendidikan dan Kebudayaan Direktorat Jendral Pendidikan Dasar
21.	Narasumber Bimtek Evaluasi Diri Sekolah dan Penilaian Kurikulum	Kementerian Pendidikan dan Kebudayaan Direktorat Jendral Pendidikan Dasar
22.	Narasumber Penguatan Kemitraan Keluarga Direktorat Pembinaan Pendidikan Keluarga	Kementerian Pendidikan dan Kebudayaan Direktorat Jendral Pendidikan Dasar
23.	Narasumber sekolah yang mendapatkan standarisasi dan akreditasi, Sekolah yang mendapatkan Pembinaan, Manajemen Berbasis Sekolah (MBS), Sekolah Rujukan	Kementerian Pendidikan dan Kebudayaan Direktorat Jendral Pendidikan Dasar
24.	<i>International Conference " the Challenges of Educational Manajement and Administration in Competitive Environment"</i>	ISMAPI
25.	Seminar Nasional dan Riset Expo "Membangun Identitas Bangsa Melalui Pendidikan	Universitas Negeri Jakarta
26.	Narasumber Seminar Nasional "Optimalisasi Kinerja Guru Bimbingan Konseling (BK) Menuju Generasi Emas Tahun 2045	ABKIN DKI Jakarta

27.	<i>International Seminar on “Strengthening Leadership And Education Management InCharacter Learning in AEC era” and participant of 6th National Annual of APMAPI</i>	Asosiasi Prodi Manajemen dan Administrasi Pendidikan Indonesia
28.	<i>International Conference for Science Educators and Teachers (ICSET) 2017 “Actualizing Educational Science Developing Sovereignty and Competitiveness of the Nation”</i>	FIP JIP ICSET 2017
29.	Pembicara Seminar Nasional di UniversitasCendrawasih Papua	Papua Indonesia
30.	<i>International Conference on Technology andEducational Science (ICTES) 2018</i>	Bali Indonesia
31.	<i>Word Conference Applied Science Engineeringand Technology (WCASET) 2019</i>	Jakarta Indonesia
32.	Seminar Nasional di Institut Agama KristenNegeri Tarrutung	Tarutung, Sumatera Utara
33.	<i>International Conference on Technologyand Educational Science (ICTES) 2019</i>	KONASPI Padang, Indonesia
34.	<i>International Conference on Education andTechnology</i>	Malang, Indonesia
35.	<i>Conference International YICEMAP</i>	Yogyakarta, Indonesia
36.	<i>International Conference on Educational andManagement (COEMA 2019)</i>	Malang, Indonesia
37.	<i>Enhancing Teachers’ Personality and SocialCompetence: MBTI Approach. TheAsian Conference on Education 2019</i>	Jepang
38.	<i>Workshop Penulisan dan Publikasi Artikel PadaJurnal Internasional Bereputasi</i>	Program Studi Magister Manajemen Pendidikan FKIP Universitas Jambi
39.	<i>Workshop Kurikulum (PBL/Case Method)</i>	Program Studi Manajemen Pendidikan Jurusan Ilmu Pendidikan FKIP Universitas Palangka Raya

40.	Workshop Pemberdayaan SDM dan Kiat Menyusun Artikel Jurnal Nasional dan Internasional	LPPM IAI Nazhatut Thullab Sampang
41.	Pelatihan Penulisan Karya Ilmiah Jurnal Nasional Terkreditasi dan Internasional Bereputasi	Program Pascasarjana Universitas Islam Makassar

BUKU YANG TELAH BERHASIL DITERBITKAN DALAM LIMA TAHUN TERAKHIR

No.	Judul Buku/ Modul	Tahun Terbit	Penerbit
1.	Manajemen Mutu Terpadu ISBN 978-602-0766-40-9	2019	UNJ ress
2.	Manajemen Proyek ISBN 978-623-7518-00-6	2019	UNJ Press
3.	Peningkatan Profesionalisme Guru ISBN 978-623-7518-07-5	2019	UNJ Press
4.	Myeers-Briggs Type Indicator (MBTI) <i>Public Speaking</i> ISBN 978-602-0766-95-9	2019	UNJ Press
5.	Myeers-Briggs Type Indicator (MBTI) <i>Team Building</i> ISBN 978-602-0766-96-6	2019	UNJ Press
6.	Myeers-Briggs Type Indicator (MBTI) <i>Personal Grooming</i> ISBN 978-602-0766-94-2	2019	UNJ Press
7.	Myeers-Briggs Type Indicator (MBTI) Interpersonal Skill ISBN 978-6020-766-92-8	2019	UNJ Press
8.	Myeers-Briggs Type Indicator (MBTI) Multicultural ISBN 978-602-0766-93-6	2019	UNJ Press
9.	Kepemimpinan Pendidikan ISBN 978-602-0766-99-7	2019	UNJ Press
	Kapasitas Kepala Sekolah: <i>Pemanfaatan Big Data</i>	2021	Literasi Nusantara

No.	Judul Buku/ Modul	Tahun Terbit	Penerbit
10.	<i>Analytics</i> Dalam Membangun Keunggulan Kompetitif SMK di Era Revolusi Industri 4.0 ISBN 978-623-329-584-0		
11.	SAC (<i>School Absorptive Capacity</i>) dalam Penerapan Pendidikan 4.0	2021	Literasi Nusantara
12.	Manajemen Mutu Pendidikan ISBN 978-623-7518-48-8	2021	UNJ Press
13.	Pembelajaran <i>Slow Learner</i> di Sekolah Dasar (Penulis bersama dosen-dosen UNJ)	2021	K , Media Yogyakarta
14.	Perilaku Organisasi Pendidikan (Penulis bersama dosen-dosen UNJ) ISBN 978-623-8395-11-8	2023	UNJ Press
13.	Teori & Aplikasi Manajemen Komunikasi Organisasi ISBN 978-623-2840-003	2023	UNG Press
14.	Disrupsi Manajemen Pendidikan Di Era Society 5.0 ISBN 978-623-151-417-2	2023	Eureka Media Aksara

PEROLEHAN HAK KEKAYAAN INTELEKTUAL DALAM LIMA TAHUN TERAKHIR

No.	Judul/Tema HKI	Tahun	Jenis	Nomor P/ID
1.	Interpersonal	2019	Modul	EC00201982941 20 November 2019
2.	Kepemimpinan Pendidikan	2018	Modul	EC00201982942 20 November 2019
3.	Manajemen Proyek	2019	Modul	EC00201982943 20 November 2019
4.	Multikultural	2019	Modul	EC00201982944 20 November 2019
5.	<i>Personal Grooming</i>	2019	Modul	EC00201982945

No.	Judul/Tema HKI	Tahun	Jenis	Nomor P/ID
				20 November 2019
6.	<i>Public Speaking</i>	2019	Modul	EC00201982946 20 November 2019
7.	<i>Team Building</i>	2019	Modul	EC00201982947 20 November 2019
8.	Peningkatan Profesionalisme Guru (sebagai Pendukung Mata Kuliah Profesi Pendidik dan Tenaga Kependidikan)	2019	Modul	EC00201992351 26 Desember 2019
9.	Buku Ajar Manajemen Mutu Terpadu	2019	Modul	EC0020194305218 Juni 2019
10.	Kapasitas Kepala Sekolah: Pemanfaatan <i>Big Data Analytics</i> dalam Membangun Keunggulan Kompetitif SMK di Era Revolusi Industri 4.0	021	Buku	EC00202166721 19 November 2021
11.	SAC (<i>School Absorptive Capacity</i>) dalam Penerapan Pendidikan 4.0	2021	Buku	EC00202170218 26 November 2021`
12	Perilaku Organisasi Pendidikan	2023	Buku	EC00202401026 4 Januari 2024