

# Analysis of the Performance of Teachers Having Certificates in SMA Negeri 07 Bulukumba

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**Abstract.** The performance of teachers having certificates in SMA Negeri 07 Bulukumba must be improved to achieve quality education. In this qualitative research, teachers' performance was analyzed based on the result of activities, effective teaching, satisfaction derived from teaching and adaptation to changes for quality study to be achieved. This research aims to depict the performance of teachers who have certificate and factors influencing it in SMA Negeri07 Bulukumba. The research data were obtained from school headmasters, curriculum deputy, certified teachers and students. Interview, observation, and documentation were the techniques used in collecting the data. The data obtained were analyzed with qualitative descriptive analysis. The result of the research indicates that the performance of the certified teachers in SMA Negeri 07 Bulukumba is based on the result of activities, effective teaching activities, satisfaction derived from teaching and adaptation to change. The highest factors that can improve teachers' performance include having certificate, deriving satisfaction that is their salary, result of activities that is good teaching and absorption by student, effective activities, study media and adaptation to change that is human resource. The certified teachers succeed in teaching, and improve their students' assimilation method and study media. The teachers with adequate education have good social relation with themselves and their students; however there are some inadequacies in the area of equipment and basic facilities which can support efficient and effective teaching. The factors influencing the performance of teachers having certificate in SMA Negeri 07 Bulukumba are internal and external. The external factors hardly support proper teaching, but the internal lead to good personality of the teachers, hence their dedication in implementing their duty. But, inadequate equipment and basic facilities do not help the teachers in executing their duty.

**Key words:** Teachers' performance, influencing factors, certified teacher, quality education.

## INTRODUCTION

The attainment of national purpose with the aim to educate and develop man fully as the role of professional educators is required. According to Undang-Undang (2003), in National Education System, the teacher as an educator is a professional with energy. Teaching as a profession is at the highest level in national education system, because teachers execute their professional duty with strong autonomy. Teachers have a lot of duties to do in school, like teaching and guiding pupils, giving

assessment result of their students' learning, drawing up administration of study required, and other activities related to learning. Aside that, they also develop science in school, map out study areas that are under developed in or outside areas related to humanity, social aspects and extra-moral lessons.

Teachers also get involved in education reform, exploit the maximum source of extra moral learnings, structure social relation between teachers and pupils, like creating

friendship, usage of modern technology and science, cooperating with interscholastic colleagues and the community. This picture shows the high demands of a professional teacher. This task is difficult to achieve.

Undang-Undang (2005) said being a teacher and lecturer is a struggle; it is a commitment to increase the quality of teachers. Quality academic is obtained through higher education of master program (S1) or (D4).

Education as a profession covers areas of pedagogy, personality, professionalism, and social competency. Certificate is what is obtained after assessment of teachers' portfolio; hence a teacher is entitled to get one month basic salary. Qualified and quality teachers enjoy prosperity.

Testing of teachers must be comprehended as a medium to get quality teachers. Certification in itself has no purpose; correct awareness and understanding of the essence of certification will lead to correct activities done to ensure quality. If a teacher goes to a campus for employment, he must be qualified, hence learning process returns must include improvement based on academic qualification, that is having new skills, diploma S1 or D4. Diploma S1 must not be obtained, and also being a diploma merchant, but science knowledge and new skills must be achieved.

Having the spirit to learn will not merely assist teachers in upgrading their knowledge, but will also help them to progress in science and technology, be exploiting to move forward in the teaching/learning process in class. Certified teachers are commended in Indonesia; their numbers are around 2.8 million both in government and private schools.

In all, a teacher must have increased interest in his profession, which can lead to his achievement in education; hence, can stand up and compete with other nations.

The phenomenon is that certified teachers tend to have low performance. They tend to feel that they have reached their highest peak, and thus do not require any self-development as professional teachers because they have education certificate. Sometimes, teachers without a certificate perform better.

From the above, the work aims to study the performance of certified teachers in SMA Negeri 07 Bulukumba.

The specific objectives of this work are:

1. To study the image of the teachers' performance having certificate in SMA Negeri 07 Bulukumba.
2. To analyze the factors influencing the teachers' performance having certificate in SMA Negeri 07 Bulukumba.

## RESEARCH METHOD

This research is done using qualitative descriptive method based on natural data obtained in the form of words and description of object that is accurate.

This method is selected to know the performance of teachers' having certificate according to standard competency of professional teachers; it is complete, credible, and is meaningful to obtain the purpose of the research. The location selected for this research is SMA Negeri 07 Bulukumba.

Data were obtained from school headmaster, deputy of school curriculum, teachers with professional certificate, students and informants having knowledge about the research data. Therefore, the overall information is selected by using purposive sampling technique, that is, information is selected based on certain considerations or intention. From the data obtained about the teacher's performance in SMA Negeri 07 Bulukumba, it is influenced by internal and external factors. Another data source which is not less important is document seen in SMA Negeri 07 Bulukumba.

The main instrument of this research is the researcher himself. His presence is of vital importance; he collected accurate and valid data, because he directly went down to the field to do interview activity, observation, and documentation.

To complement the interview process and observation, the researcher made an instrument in the form of observation and interview guidance and studied documentation.

Other instruments used in this research are the questions written as manual or interviewing of informants to describe the certified teachers' performance and the internal and external factors affecting their performance in SMA Negeri 07 Bulukumba.

Observation sheet was used to obtain data directly about the teachers' performance; it covers: (1) performance study process step of the certified teachers' performance, (2) equipment and basic facilities usage, (3) the social relation between members of school, (4) students' activity.

In collecting this research data, the researcher applied some data collecting procedures: interview, observation and documentation.

Inspection of the authenticity of data is a real important phase in qualitative research, because it is hard to determine the accuracy of a research result that has been obtained. Inspection of the authenticity of the research data was done in two ways: triangulation and member check

Data analytical technique applied in this research is done to process the data which have been obtained through interview, and observation done in SMAN 07 Bulukumba.

After the data were collected, the researcher did data analysis. Technique applied is qualitative data analysis in stages: reduction of data, data display, and data verification.

## RESULT

Teachers' performance analysis having certificate in

### SMAN 07 Bulukumba.

Being a professional is a requirement which cannot be over-looked, along with growing emulation that is increasingly tight in the globalization era. It requires people who are really experts in the area, according to their capacities that each and everyone can stand, including teachers having separate efficiency and expertise.

SMA Negeri 07 Bulukumba has a number of teachers(43), of which 31 are public civil servants (CPS); there are 12 honorary teachers from the total teachers in SMA Negeri 07 Bulukumba; certified teachers are 24 (CPS) plus 1 honorary teacher, making a total of 25.

Most of the certified teachers at SMA Negeri 07 Bulukumba have qualification that matches the area they teach in schools; one teacher's certificate does not match the area he teaches in school; he studied Economics, but is teaching sociology. That is clumsy. 10 teachers have certificate in portfolio, 15 teachers have certificate in teaching practice (ETPP) while there is none for education of teacher profession (ETP). 15 teachers graduated in the year 2008, 4 graduated in the year 2009, 4 graduated in the year 2010 and 1 graduated in the year 2011.

From the above, the result of this research will be elaborated successively based on: (1) result, (2) efficiency, (3) satisfaction, (4) adaptation, and internal and external factors affecting teacher's performance having certificates.

### Teachers' Performance having certificate in SMAN 07 Bulukumba

Educated students taught by teachers are unique individuals. They are not a group of people that are easily controlled by teachers. They have good background, characteristic, and unique abilities.

One of the main duties of teachers is to teach well, plan syllabus, actively involve students in learning, and make them active physically, and socially. And students have the ability or strength to do something, to act in lessons.

Results are used to measure the achievement of the purpose of studying at the end of a session and to know the degree of students' assimilation. The result can be used to do repair, diagnose the weaknesses of students or difficulty experienced by them, or to motivate teachers to go to school to increase their service performance.

Good teaching is marked by students' learning achievement, organization of study by teachers to get standard contents and syllabus.

Learning can occur in the form of interaction between the teacher and his students. This activity can be done by the teacher and his students face to face or through other media.

Here in after the study rate return refers to activity where data are obtained, analyzed and interpreted

systematically; it involves continual assessing of students and also decision making.

This is in line with the result of Warsito in Depdiknas (2006 : 125), in which the activity of learning is marked with existence of change of behavior towards self-learning.

Daily restating, mid semester tryout is a medium to know the ability or knowledge assimilation of students according to basic competence (BC), competent standard (CS), and graduate competent standard(GCS).

Discipline of teachers is closely related with compliance in applying regulation of school; lack of discipline will lead to low teachers' performance. As a result, educational goal would remain a dream which is far from reality.

Discipline of teachers in SMA Negeri 07 Bulukumba was good; teachers adhere to the regulations of their schools, are responsible, punctual, and teach 24 hours/week.

This is supported by Barnawi and Arifin (2012 : 112) who sees discipline as a position and behavior intending to adhere to all regulations of organization based on self awareness. It is a case where every member obeys the regulations of school willingly. They do because they comprehend, believe, and support it. Besides, they do not because of fear of facing the consequences of disobedience, but because they want to obey.

Study media entail supporting facilities for teaching; the direct study model that the teacher uses as information conveyor, and it is a means of assisting the teaching/ learning process.

In terms of the study media, the teachers general apply study media because it helps them in the process of learning/ teaching. With it students comprehend lessons given easily, making the learning/ teaching process runs effectively and efficiently.

This supports the work of Azhar (2011: 4) who said media is the medium of transmitting messages or information between source and receivers.

Media is an object or component through which a message is channelled from the consignor to the receiver; it can stimulate students' mind, feeling, attention, enthusiasm in the process of learning.

It is necessary that teachers' certificates match with the subject they teach for them to be professional and qualified teachers; for example a teacher with S1 economy degree must not teach Sociology. They should follow their line of study, the rules and role programme of teaching. Failure to do this mean they should be stopped from teaching because they are not qualified.

According to Permendiknas Nomor (2013), Pre-occupation Teacher Profession Education Program, in section 1, article 2 expressed that teacher education program hereinafter referred to as PPG is education program carried out to draw up graduate with S1 education degree and those with S1/D-IV (Non-educationists), having teaching talent and enthusiasm to become teachers; those without education result,

according to education national standard, can obtain professional education certificate in early child education, basic education, and middle age education.

To employ new teachers in 2016, they must be education graduate from institute of education specified by the government. This policy is meant to guarantee quality teachers. Though the employment of new teachers is done by the government sub-province/town, they must follow the rules: new teachers must be graduate of education of teacher profession (EGTP), the teachers must do ETP for six-months in early child education and elementary school, and must learn their study area for 12 months, and must be selected based on experience.

The teachers must have Masters in education and the non-education teachers must be assessed to meet the standard of education. As section 14 explains the name program graduate professionals (PGP) is a teacher whose abbreviation Gr is placed near the name, professional. So the teachers who have done teacher profession education program (PEP) will get the title Gr placed close to the profession.

This is supported by Tjuju and Suwatno and dalam Barnawi and Arifin (2012 : 47) who showed that big and small reward and compensation depicts the level of contribution of employees to an organization; this also determines the workers' responsibility in their office.

Better salary will create satisfaction in teachers and will motivate them to work better. On the contrary, to obtain better salary, teachers have to work better.

Another real important factor affecting teachers' performance is the availability of basic facilities which will make teachers to work impetuously.

In SMA NEGERI 07 Bulukumba, the work environment hardly supports work output; the supply of the supporting facilities still needs to be improved.

This is in line with Anoraga (2006 : 58) who said that good work environment will influence good performance in all sides; good workers, leaders and good result.

This means that individuals and work area are directly proportional; individuals and organizations have special or separate characteristics; these determine the behavior of individuals in an organization.

Adaptation helps to increase teachers' performance hence human resource must be improved. As professionals having strong science base and study practice, they must always follow the paradigm of changes; it has great effect on the practice of studies.

They must learn to always adapt to changes, hence teachers are demanded to expand continually.

In SMA NEGERI 07 Bulukumba, teachers should have certificate of human resource development which can help in the selection of subject teachers (DST); they should attend trainings carried out by the school, sub-province, and some can further their education to higher level in S2 and S3.

This matches the study of Day in Payong (2011:19)

that expansion of education consists of all experience of natural learnings and activities planned consciously to give indirect or direct benefit to individuals, groups or schools and quality education in class room.

The teachers must develop themselves to know other field of studies, extend their commitment, have morales of teaching, advance in learning and knowledge, skill and emotional intelligence necessary for planning, idea, and practice of good profession.

Social relation is the relation between the certified teachers and those without certificates. Are there jealousy or differences between them? In SMA NEGERI 07 Bulukumba, there are no differences between them because those without certificates would be given at the end if all the conditions are met. Teachers' performance will increase if there is healthy relationship among school members; with good and smooth relationship, they will push each other to work.

This is related to the opinion of Rachmawati and Daryanto (2013 : 31) that people in organization finish work most of the time due to interpersonal interaction.

The research result shows that harmonious and healthy social relation increases productivity.

#### **Internal and external factors affecting the teachers' performance having certificate**

The factors influencing teachers' performance having certificate:

- 1) The support, motivation and incentives given by the government to enhance the teachers' performance. This increases their work output and motivation. It guarantees the accomplishment of the teachers and their families. In SMA Negeri 07 Bulukumba, certified teachers are given subsidy and basic salary, which motivate them to perform better and put in more effort.
- 2) Equipment and basic facilities increase teachers' performance having certificate; with adequate equipment and basic facilities learning process gets better. Inadequate equipment and basic facilities may lead to so many constraints to teaching. Equipment must be supplied for the development of science. In SMA Negeri 07 Bulukumba, there are basic facilities and equipment, but they need to be adequate and of standard.

Work physical environment guarantees the execution of standard learning without stress. The school environment must be good for the teachers. In SMA Negeri 07 Bulukumba, the work environment is strategic because it is far from vehicle noise; school buildings have good colors, are clean, secured and safe, making the teachers to have peace in implementing their duty. This is in line with Barnawi and Arifin (2012: 44) who said that external factors affect teachers' performance;

examples are (1) salary; (2) equipment and basic facilities; (3) physical work environment; and (4) leadership.

## CONCLUSION

Based on the research result the following conclusions are drawn:

1. The teachers' performance having certificate in SMA Negeri 07 Bulukumba are analyzed based on result of activity, activity efficiency, satisfaction from activities and adaptation to activity. The certified teachers perform well in their teaching; there is improvement in students' assimilation proven by the method and study media. The qualified teachers have good social relation among themselves and with their students but, they need sufficient equipment and basic facilities which can lead to efficient and effective teaching.
2. The factors influencing the teachers' performance are internal and external. The internal factors improve their personality, hence they are dedicated in implementing their duty, expanding their profession and ability to teach by doing DST and going for trainings; while external factors hardly support good study process, like work environment, and level of prosperity of the teachers increases with certificate subsidy; however equipment and basic facilities do not help the teachers in executing their duty.

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