

Personal Competence based on Student's Perception

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Abstract—The background of this research is because less of teacher's behavior competence in SMPN 4 Payakumbuh. The purpose of this research is to get the information of student's perception about teacher's behavior competence in SMPN 4 Payakumbuh. It can be look teacher's behavior is steady and stable, teacher's behavior is mature, teacher's behavior is wise, teacher's behavior is authority, teacher's behavior shows good character and to be example for student. This research is descriptive. The population of this research was 641 persons. The sample technique uses Proportionate Stratified Random with 87 persons. The instrument of this research was likert scale model with 5 alternatif answer that is, always (SL), often (SR), sometime (KD), seldom (JR), never (TP). The questions has been tested for validity and reability. The data analysis with average formula. In general the student's perception about teacher's behavior in SMPN 4 Payakumbuh was enough with average score 3,56.

Keywords—perception; competence; behavior

I. INTRODUCTION

This article focuses on students' perceptions of teacher's personality competency which includes: the teacher's personality in presenting himself to be a steady and stable person, presenting himself as an adult person, presenting himself as a wise person, presenting himself as an authoritative person, behaving to reflect noble character and presenting themselves as a role model for students [1] [2][3]. Based on the authors' observations, the following are some of the phenomena which relates to a teacher's personality competency, that is including:

1. There are still some teachers who are less capable of being good examples/models for students.
2. The teacher's responsibility is still low in doing the task.
3. There are still some teachers who act less in accordance with social norms.
4. Teachers' ability is still poor in presenting themselves as a steady and stable person.
5. There are still some teachers who are less able to develop tolerance attitudes in addressing the differences that they encounter in interacting with students.
6. The authority of the teacher is still low.

Based on the phenomenon above, the purpose of this article is to find out and describe the teacher's personality competency at SMP Negeri 4 Payakumbuh. The questions that will be discussed in this research are how well the students' perceptions of teacher's personality in presenting themselves as a steady and stable person, an adult person, a wise person,

an authoritative person, a teacher's personality in reflecting a noble character and presenting themselves to be a model for students in SMP Negeri 4 Payakumbuh.

II. RESEARCH METHOD

This research is a descriptive study, the research method which is used in this research is quantitative research methods. The population in this study were students of class VII and VIII SMPN 4 Payakumbuh that is in number of 641 people and a sample of 87 people. To be more detailed and clear, it can be seen in figures 1 and 2

The data collection tool which is used was a Likert scale questionnaire model with five alternative answers namely always (SL), often (SR), sometimes (KD), rarely (JR), never (TP). Before the questionnaire was distributed to respondents who were sampled in this study, a trial was carried out in advance to find out the validity and reliability of the instrument. Then, the validity and reliability are determined, after that, the questionnaire is distributed and processed according to the research objectives by using the mean formula. To describe and discuss data about students' perceptions of teacher personality competency in SMPN 4 Payakumbuh, the categories to determine the illustration which is using the categories proposed by [4] that have been modified, can be seen in Table 1.

TABLE 1. ASSESSMENT CATEGORY SCALE

Category	Scale
4,6 – 5,0	Very Good
3,6 – 4,5	Good
2,6 – 3,5	Good Enough
1,6 – 2,5	Not Good Enough
1 – 1,5	Poor

III. RESEARCH FINDING AND DISCUSSION

Research Finding

The results of this study will describe students' perceptions of teacher's personality competency in SMP Negeri 4 Payakumbuh which includes the following:

1. Students' perceptions of the teacher's personality competence in presenting themselves to be a steady and stable person at SMP Negeri 4 Payakumbuh

In general, the average score of students' perceptions of the teacher's personality competence in presenting themselves to be a steady and stable personality in SMPN 4 Payakumbuh, namely **3.55** of these scores, which is in a good enough category.

2. Students' perceptions of the teacher's personality competence in presenting themselves as an adult person at SMP Negeri 4 Payakumbuh

In general, the average score of students' perceptions of teacher's personality competence in presenting themselves as an adult person in SMP Negeri 4 Payakumbuh is **3.69**, this score is in the **good** category

3. Students' perceptions of teacher's personality competence in presenting themselves as a wise person in SMP Negeri 4 Payakumbuh

In general, the average score of students' perceptions about teacher's personality competence in presenting themselves as a wise person in SMP Negeri 4 Payakumbuh, which is 3.43, and it is in the category of good enough.

4. Students' perceptions of the teacher's personality competence in presenting themselves as an authoritative person

In general, the average score of students' perceptions of teacher's personality competence in presenting themselves as an authoritative person in SMP Negeri 4 Payakumbuh, namely **3.54**, and these scores is in the category of **good enough**.

5. Students' perceptions of teacher's personality competence in behaving reflect the noble character, and the personality of the teacher that can be followed by students

In general, the average score of students' perceptions of teacher's personality competence in behaving reflects the noble character in SMP Negeri 4 Payakumbuh, namely 3.65. This score is in the good category.

Whereas in general, the average score of students' perceptions of teacher's personality competence in behavior that can be emulated by students in SMP Negeri 4 Payakumbuh is 3.51. This score is in good enough category.

6. Recapitulation of the average score of teachers' personality competence in SMP Negeri 4 Payakumbuh

In this article, it discusses several indicators, that is teacher's personality competence in presenting themselves as a stable and stable person, presenting themselves as an adult person, presenting themselves as a wise person, presenting themselves as an authoritative person, and behaving to reflect noble character and to present themselves as a model for students.

For more details, the discussion of the result will be described based on the following research indicators:

1. Students' perceptions of the teacher's personality competence in presenting themselves to be a steady and stable person in SMP Negeri 4 Payakumbuh

Based on the results of the study, the average score in students' perceptions of the teacher's personality competence in presenting themselves to be a steady and stable person in SMP Negeri 4 Payakumbuh is 3.55 in the good enough category. The highest score is 3.90 on the item that the teacher shows confidence in carrying out the job as an educator. It means that for students, teachers have been able to carry out their duties as educators well and with their good self-confidence.

While the lowest score is 3.07 on the item that the teacher can be patient in dealing with students who behave poorly. It proves that teachers are still unable to be patient in dealing with students who behave poorly towards them. This is due to the lack of ability of the teacher to control their emotions, and maintains the emotional stability in dealing with students with different behaviors. This is in accordance with what was expressed by [5] stating that a serious test for teachers in terms of this personality is a stimulus that often provokes their emotions. Emotional stability is really needed, but not everyone is able to withstand their emotions to the stimulation that offend him. As we know that each person has a different temperament to others. For this purpose, efforts in the form of mental training will be very useful and the teachers have to be better able to hold back and control their emotions. It is because the teachers who are easily being angry will make students afraid. The fear leads to a lack of interest in learning and low in concentration. The fear causes anxiety to be scolded, and this distorts the concentration of students.

2. Students' perceptions of the teacher's personality competence in presenting themselves as an adult person in SMP Negeri 4 Payakumbuh

Based on the results of research about students' perceptions of teacher personality competence in SMP Negeri 4 Payakumbuh shows that the average score of overall items is 3.69 and it is in good category. The highest score is 3.90 which is in the item that teacher is able to work independently/not depend on others. Mandiri in this case can be interpreted as a situation that can stand alone and not depend on others in carrying out their work.

The lowest score is 3.45 which is in the item that the teacher carries out the learning process on time. It means that there are still teachers who are less able to carry out learning in a timely manner. This happens because there is still a lack of teacher's work ethic and also the responsibility of the teacher is still low, so that all teachers have not been able to carry out their duties and work in accordance with the expected rules and objectives.

This is as stated by [6] in addition to have an independence attitude, the teacher must also have a high work ethic in order to be seen as an adult person. "The work ethic more refers to

the quality of the work personality that is reflected through the how they work fully in various dimensions of life," and "A good and strong work ethic, it is highly expected that a worker which is effective and productive in a healthy and developing personal condition." It can be done by giving a trust to the teacher in carrying out their duties. As stated by (Mudlofir 2012) that the teacher will be responsible in carrying out his duties if a trust had been given to him and a teacher will do his best to complete his work [6].

3. Students' perceptions of teacher's personality competence in presenting themselves as a wise person in SMP Negeri 4 Payakumbuh

Based on the results of this research, it showed that students' perceptions of the teacher's personality competence in presenting themselves as a wise person in SMP Negeri 4 Payakumbuh that the overall average score is 3.43. It is in good enough category. The highest score is 3.61 which is in the item that teacher helps students who have difficulty in understanding a learning.

While the lowest score is 3.21, it is found in the item that teacher's statement in solving problems that occurred wisely. This means that a teacher is still unable and involved to help students in solving problems that occurred wisely. It happens because the teachers are still pay less attention to students. They have to pay more attention to students and whatever happens between them. Including the problems that occurred between them which should have been teacher's responsibility to help students in overcoming problems that occur in wisely and well.

This case above is in accordance with the opinion of Husain and Ashraf [7]. Teachers not only become a human learner, but they become a wise person, a pious person who can influence the minds of the young generation. A teacher is not allowed to be arrogant with his knowledge, because he feels most knowledgeable and skilled in compared to other teachers, so that he underestimates and lowers his peers. As for what a teacher can do in this case is that a teacher has to be a person who is beneficial to his students, which is more concerned about his students and prioritizes the interests of students rather than other interests while in the school environment.

4. Students' perceptions of the teacher's personality competence in presenting themselves as an authoritative person

Based on the results of the study, it showed that the teacher's personality competence in presenting themselves as an authoritative person with an overall average score is 3.54. It is in the good enough category. The highest score is 3.68 which is in the item that teacher has an appearance that can attract the attention of students.

While the lowest score is 3.48 which is found in the item that the teacher admonishes students by using good words. It means that the teacher is still unable to speak in good words when rebuking their students. This happens because teachers are less able to control themselves and withstand their emotions when they see their students who behave poorly.

When teachers see students make mistakes, they reprimanded in a way and words that are not good. According to [8] an authoritative personality is a personality that has behavior which is a positive influence to students and has a respected behavior. Teachers who have positive behaviors that influence students are those who can make their learners influenced by their speech, their teaching, their advice, guidance, direction and able to attract the attention of their students, so that they are eager and diligent to participate in learning activities. Whereas the teacher's behavior that is respected by students, in this case, is a polite attitude of teacher in dealing with students when learning activities. In teaching and learning process, the teacher is considered as a leader who faces a variety of different characteristics from their students. For that reason, the teacher must have authority.

5. Students' perceptions of teacher's personality competence in behaving reflect the noble character and a personality of teacher that can be followed by students.

Overall, the results of research about the personality aspects of teacher in behaving reflect noble character showed that the average score on all items is 3.65. It is in good category. The highest score is 3.78 in the item that the teacher said religious greetings when he entered the class. While the lowest average score is 3.46 which is found in the item that the teacher helps students who get difficulties outside of learning activities. It means that the students perceive that there is still a lack of teachers who help students who get difficulties outside of learning activities. The personality which is based on noble character is a personality that acts in accordance with religious norms (faith, piety, honest, sincere and helpful) [8].

Whereas for the average score of the overall aspects of the personality of the teacher that can be followed by students is 3.51 in the good enough category. The highest average score is 3.64 which is found in the items that the teacher is friendly to the principal, fellow teachers and students. While the lowest average score is 3.30 that is found in the item that the teacher does not discriminate students in applying the rules. The attitude of the teacher in dealing with students, his fellow teachers, the principal and the school will be seen, observed, and assessed by students.

The attitude of favoritism in treating students is the most felt by students, because all of students expect the attention and affection of their teachers. Students' behavior cannot be used as an excuse to discriminate in giving attention and applying the rules for students. For instances, there is a naughty student who is often scolded because he disrupts the school environment. In this case, the teacher who is wise and worthy teacher to be a role model, he will not hate these students, but he will pay more attention and try to find out the background of the students. Then, he will try to improve them individually.

IV. CONCLUSIONS AND RECOMMENDATIONS

Based on the results of this research about students' perceptions of teacher's personality competence in SMP Negeri 4 Payakumbuh, it can be concluded that students' perceptions of teacher's personality competence in SMP Negeri

4 Payakumbuh, overall, the students stated that it is good enough.

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