

Certified Teachers' Discipline in Implementing Their Duties in Senior High School at Pauh District of Padang

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Abstract-The goal of this research is to get information about teacher's discipline in doing their duties. The population of the study is 110 people while the sample is 86 people taken by Krejcie's formula. The questionnaire was arranged with Likert scale models, that has been tested for its validity and reliability. Data were analyzed using mean score. The result of this research show that the certified teacher's discipline in doing their duties at Senior High School At Pauh Padang District stay in quite accomplished category.

Keyword-Certified teacher's; discipline; duty.

I. INTRODUCTION

Teachers require a lot of capabilities to be able to improve the quality of student learning in the form of teaching and learning activities that produce independent individuals [1]. To produce quality education needs teachers who are able to work professionally. One of them is by providing an educator certificate. Certification program is an active that touches directly teacher competency. One of them is assessing the ability of teachers in terms of creativity and learning innovations that deliver students towards attitude, creative, innovative and skillful. Regulation 74 of 2007 Article 15: 3 states that division of the workload of teachers a minimum of 24 hours/week on their subjects except who gets additional assignments calculated as workload.

Suyatno [2] teacher certification is the process of giving educator certificates to teachers. This educator certificate is given to teachers who have met the teacher's professional standards. Teachers who have received certification mean they have the teaching qualifications described in the certificate.

This is in accordance with the main objectives of certification. Suyatno [2] are (1) Determining the feasibility of teachers in carrying out their duties as agents of learning and realizing national education goals, (2) Improving the process and quality of educational outcomes, (3) Improving processes and quality education, (4) Increasing the dignity of the teacher, (5) Increasing the professionalism of the teacher.

The teacher's discipline in carrying out the task will increase the smoothness of the teacher's own activities in carrying out their duties, especially in carrying out teaching to students. Good discipline reflects the amount of one's responsibility for the tasks that are given to him. discipline is the awareness and willingness of someone to obey company regulations and prevailing social norms [3]. A teacher who has been certified should have a level of awareness in carrying out his duties in achieving school goals, it requires a teacher who is full of loyalty and adherence to applicable regulations and is aware of his responsibility to carry out school goals. Certified teachers must have discipline in improving school goals.

States that discipline is very necessary in carrying out their duties and obligations as instructors, educators and student advisers [4]. High discipline is able to build professional performance because with a good understanding of discipline the teacher is able to observe the rules and strategic steps in carrying out the teaching and learning process. Nawawi [5] argues that employee work discipline is a timeliness, awareness and compliance with the rules in carrying out their duties and responsibilities as employees.

While the implementation of teacher duties in learning according to Republic of Indonesia Law No. 14 of 2005[6] concerning teachers and lecturers in Chapter IV article 20 states that in carrying out the duties of professional teacher

professors should plans learning, carry out quality learning processes and assess and evaluate learning outcomes.

Based on the author's observation of the teacher in the field, the authors found that there were still teachers who had been certified that they had not carried out the discipline properly. This can be seen from several phenomena that occur in the field including: (1) There are still some teachers who have been certified in making learning devices not as expected. (2) There are still some teachers who have been certified to be late for class due to being in the room of the teacher's council. (3) There are still some teachers who have been certified in the learning process have not used learning media. (4) There are still some teachers who have been certified in making formative exam questions not referring to the learning objectives in the lesson plan. (5) There are still some teachers who have been certified that they have not enriched completed students.

II. RESEARCH METHOD

This research is a descriptive research. The population in this study were all teachers who had been certified in Senior High School At Pauh Padang District as many as 110 teachers. Sampling in this study was carried out by technique Krejcie uses the criteria for S1 and S2 education so that a sample of 86 teachers is obtained. The research instrument was a Likert scale model questionnaire which was tested and the results were valid and reliable. The type of data in this study is primary data, which means that data is obtained directly from respondents. The data analysis technique of the research results uses the Sudjana classification formula .

III. RESULTS

The results of this study will describe the description of the data about the work discipline of teachers who have been certified in carrying out their duties at the Senior High School Pauh Padang District.

The timeliness of teachers who have been certified in carrying out their duties at the Senior High School at Pauh Padang Sub-district as a whole shows sufficient categories with an average score of 3,45. The highest average score on the timeliness of teachers who have been certified in carrying out their duties is in the aspect of learning evaluation (3,54). While the lowest score is in the aspect of follow-up learning (3, 23).

Awareness of teachers who have been certified in carrying out their duties at the Senior High School at Pauh Padang Sub-District as a whole shows a sufficient category with an average score of 3,55. The highest average score of teacher awareness that has been certified in carrying out their duties is in the aspect of learning planning (3,70). While the lowest score is in the aspect of learning evaluation (3,33)

Compliance of teachers who have been certified in carrying out their duties at the Senior High School at Pauh Padang Sub-district as a whole shows sufficient categories with an average score of 3,57. The highest average score of teacher compliance that has been certified in carrying out their

duties is in the aspect of learning planning (3,70). While the lowest score is in the aspect of learning evaluation (3,40).

The responsibility of the teacher who has been certified in carrying out his duties at the Senior High School at Pauh Padang District as a whole shows enough categories with the acquisition of an average score of 3,53 The highest average score of teacher responsibility that has been certified in carrying out his duties is on aspects of learning follow-up (3,68). While the lowest score is in the aspect of learning planning (3,36).

In general, it can be concluded that teacher work discipline has been certified sufficient in carrying out his duties at the Senior High School at Pauh Padang District (3,52).

IV. DISCUSSION

The results of research data processing indicate that the work discipline of teachers who have been certified in carrying out their duties at the Senior High School at Pauh Padang District shows that overall the category is in the adequate category with an average of 3,52. Processing data regarding the timeliness of teachers who have been certified in carrying out their duties at the Senior High School at Pauh Padang Subdistrict is included in the sufficient category, with an average score of 3,45. This shows that teachers who do not have good timeliness in carrying out their duties at school.

Timeliness is the attitude of a teacher in carrying out the tasks given to him in accordance with the time, the rules that have been set so that the work can be carried out as expected. The timeliness of teachers who have been certified in planning learning, carrying out learning, carrying out evaluations and follow-up learning in the Senior High School at Pauh Padang District are in the sufficient category.

This is due to the timeliness of teachers who have been certified in follow-up learning is still sufficient (3,23). Teachers who have been certified can improve the implementation of follow-up learning well. By giving new material that has never been learned to students who have completed it. Suryosubroto (2009: 47) improvement and enrichment programs in teaching are needed in order to implement the complete learning pattern. So it can be concluded if the timeliness in planning, implementing, evaluating and following up will affect the smoothness of the ineffective learning process and learning objectives difficult to achieve.

Data processing regarding the awareness of teachers who have been certified in carrying out their duties at the Senior High School at Pauh Padang District is included in the sufficient category with an average score of 3,55. This shows that teachers who have been certified do not have a high awareness in carrying out their assignments at the Senior High School at Pauh Padang District. A teacher's awareness is an ability and something that grows from within the teacher to carry out his duties and work without waiting for orders from his superiors (principals and supervisors). Awareness is the attitude of someone who voluntarily obeys all regulations and

is aware of their duties and responsibilities. So that he will obey or do all his duties well, not for force [3].

Awareness of teachers who have been certified in planning learning and implementing learning is high, but teacher awareness in evaluation and follow-up learning is still sufficient. It is recommended that teachers who have been certified can improve their learning evaluation by analyzing the test results to find out the parts of the lesson that have not been mastered by students and carry out learning using methods according to what was made in the lesson plan. So it can be concluded that teachers who have been certified do not have high awareness in carrying out their duties in the Senior High School at Pauh Padang District. Certified teachers should have a high awareness in carrying out their duties so that they will be easy to implement and in accordance with the plan .

The results of data processing regarding the compliance of teachers who have been certified in carrying out their duties at the Senior High School at Pauh Padang District are included in the sufficient category with an average score of 3,57. This shows that teachers who have been certified have sufficient compliance in carrying out their duties at school. Compliance is the ability of a teacher to obey all orders given by the principal and the ability not to violate what has been set either in written or unwritten rules. [7] compliance is important in enforcing discipline, there are violations of discipline so the work will not be carried out properly as it should.

Compliance teachers who have been certified in planning the lessons is good, but in implementing the learning, evaluation and follow-up is sufficient. Certified teachers should be able to improve compliance in carrying out their duties. It is recommended to teachers who have been certified in making an evaluation tool based on the grid of questions that have been made. And after checking the test, should return the test results to the students.[8] the specification table is a table that contains the details of the material and behavior along with the balance or proportion desired by the assessor. So it can be concluded that teachers who have been certified do not have high compliance in carrying out their duties in the Senior High School at Pauh Padang District. Certified teachers should have high compliance in carrying out their duties so that the tasks assigned to them can be done well.

The results of processing data on the responsibilities of teachers who have been certified in carrying out their duties at the Senior High School Pauh Padang District are in the sufficient category with an average score of 3,53. This shows that teachers who have been certified do not have high responsibility in carrying out their duties at school. Responsibility in carrying out their duties is very important for a teacher to work, because without responsibility, all tasks can be carried out. Responsibility (responsibility) is the obligation to perform all obligations or duties assigned to him as a result of the authority received or possessed [3].

The responsibility of the teacher who has been certified in carrying out learning and follow-up is high. Where as in planning and evaluating learning is still enough. Teachers who have been certified in carrying out evaluations of learning should supervise and in planning learning it is recommended that the teacher make a syllabus for each subject to be

teaching. So it can be concluded that teachers who have been certified do not have high responsibility in carrying out their duties in the Senior High School at Pauh Padang District. A teacher who has been certified should have responsibility in carrying out the tasks given to him seriously without the need for supervision .

V. CONCLUSION

Based on the results of the research stated in the previous chapter, regarding the work discipline of teachers who have been certified in carrying out their duties in the Senior High School at Pauh Padang District, the conclusions can be drawn as follows:

1. Discipline of time of certified teachers in carrying out their duties at the Senior High School at Pauh Padang District is in sufficient categories (3,45).
2. Awareness of certified teachers in carrying out their duties at the Senior High School at Pauh Padang District is in sufficient categories (3,55).
3. Compliance of certified teachers in carrying out their duties at the Senior High School At Pauh Padang District is in sufficient categories (3,57).
4. The responsibility of certified teacher's certified in carrying out his duties at the Senior High School at Pauh Padang District is in sufficient category (3,53).
5. In general, the work discipline of certified teachers in carrying out their duties at the Senior High School at Pauh Padang District is quite accomplished (3,52).

VI. RECOMMENDATION

Based on the conclusions stated above, some suggestions can be made as follows:

1. Certified teachers are expected to be able to increase their working discipline on her duties in the school, especially in Senior High School Padang Pauh Subdistrict to achieve the desired learning.
2. In formulating policies in the learning process the principals can improve discipline of teachers certified.
3. Supervisors can provide supervision to certified teachers in carrying out their duties especially in the learning process.

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